



Per Arkansas Act 498, APERS presents Proxy Voting Reports for the following co-mingled investment funds for:

**Arkansas Public Employees' Retirement System
Arkansas State Police Retirement System**

**Part IV of IV (part A)
04/01/25 - 06/30/25**



APERS Proxy Voting Report

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Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System



Acadian Asset Management

All-Country World ex-U.S. Small-Cap Equity

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

04/01/25 - 06/30/25

VOTE SUMMARY REPORT

Date range covered : 04/01/2025 to 06/30/2025

LOCATION(S): ACADIAN ASSET MANAGEMENT

INSTITUTION ACCOUNT(S): ACADIAN ACWI EX US
SMALL-CAP FUND

Amot Investments Ltd.

Meeting Date: 04/01/2025 **Country:** Israel **Ticker:** AMOT
Record Date: 03/03/2025 **Meeting Type:** Special
Primary Security ID: M1035R103

Shares Voted: 57,104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Extended Management Service Agreement	Mgmt	For	For	For	No
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against	No
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt				
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>						
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>						

Amot Investments Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	For	No
<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>						

Colliers International Group Inc.

Meeting Date: 04/01/2025	Country: Canada	Ticker: CIGI
Record Date: 02/21/2025	Meeting Type: Annual	
Primary Security ID: 194693107		

Shares Voted: 12,118						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1A	Elect Director John (Jack) P. Curtin, Jr.	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote WITHHOLD for the continuing compensation committee members, Katherine M. Lee (committee chair), P. Jane Gavan and Benjamin Stein, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (see Item 3) Vote FOR all other proposed nominees.</i>						
1B	Elect Director P. Jane Gavan	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: Vote WITHHOLD for the continuing compensation committee members, Katherine M. Lee (committee chair), P. Jane Gavan and Benjamin Stein, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (see Item 3) Vote FOR all other proposed nominees.</i>						
1C	Elect Director Stephen J. Harper	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote WITHHOLD for the continuing compensation committee members, Katherine M. Lee (committee chair), P. Jane Gavan and Benjamin Stein, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (see Item 3) Vote FOR all other proposed nominees.</i>						
1D	Elect Director Jay S. Hennick	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote WITHHOLD for the continuing compensation committee members, Katherine M. Lee (committee chair), P. Jane Gavan and Benjamin Stein, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (see Item 3) Vote FOR all other proposed nominees.</i>						
1E	Elect Director Katherine M. Lee	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: Vote WITHHOLD for the continuing compensation committee members, Katherine M. Lee (committee chair), P. Jane Gavan and Benjamin Stein, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (see Item 3) Vote FOR all other proposed nominees.</i>						
1F	Elect Director Poonam Puri	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote WITHHOLD for the continuing compensation committee members, Katherine M. Lee (committee chair), P. Jane Gavan and Benjamin Stein, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (see Item 3) Vote FOR all other proposed nominees.</i>						

Colliers International Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1G	Elect Director Benjamin F. Stein	Mgmt	For	Withhold	Withhold	Yes
Voting Policy Rationale: Vote WITHHOLD for the continuing compensation committee members, Katherine M. Lee (committee chair), P. Jane Gavan and Benjamin Stein, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (see Item 3) Vote FOR all other proposed nominees.						
1H	Elect Director John Sullivan	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for the continuing compensation committee members, Katherine M. Lee (committee chair), P. Jane Gavan and Benjamin Stein, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (see Item 3) Vote FOR all other proposed nominees.						
1I	Elect Director L. Frederick Sutherland	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for the continuing compensation committee members, Katherine M. Lee (committee chair), P. Jane Gavan and Benjamin Stein, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (see Item 3) Vote FOR all other proposed nominees.						
1J	Elect Director Edward Waitzer	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for the continuing compensation committee members, Katherine M. Lee (committee chair), P. Jane Gavan and Benjamin Stein, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (see Item 3) Vote FOR all other proposed nominees.						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Vote AGAINST this non-binding advisory resolution. The quantitative pay-for-performance screen has identified a high concern. The company has underperformed relative to its peer group over both one- and three-year periods, yet the CEO's total pay for 2024 is the highest among peers, exceeding US\$51 million. This elevated compensation level is primarily due to a substantial PSU grant valued at US\$48 million. Although this appears to be a one-time award designed to align the CEO's historical compensation with peer levels, awards of this magnitude can significantly restrict the board's flexibility to effectively adjust future compensation, especially in response to unforeseen events, shifts in company performance, or strategic realignments. Additionally, the average CEO compensation over the mid- and long-term significantly exceeds the peer group median. In addition, the company continues to have significant problematic pay practices, including excessive internal pay disparity, uncapped annual bonus, guaranteed salary increases and problematic change in control provisions included in the extended MSA with the CEO. Considering the pay-for-performance misalignment and persistent problematic pay practices, shareholders are advised to vote WITHHOLD for the continuing compensation committee members, Katherine M. Lee (committee chair), P. Jane Gavan and Benjamin Stein.						

Grupo Security SA

Meeting Date: 04/01/2025

Country: Chile

Ticker: SECURITY

Record Date: 03/26/2025

Meeting Type: Annual

Primary Security ID: P6808Q106

Shares Voted: 1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.						

Grupo Security SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Allocation of Income and Dividends of CLP 22.5 Per Share	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.</i>						
3	Approve Dividend Policy	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.</i>						
4	Elect Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The names of the director candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.</i>						
5	Approve Remuneration of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these requests is warranted because: * There are no known concerns over director pay practices; and * The setting of the budget of the Directors' Committee is a routine request.</i>						
6	Present Report on Board's Expenses	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>						
7	Present Report on Activities Carried Out and Expenses Incurred by Directors' Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>						
8	Approve Remuneration and Budget of Directors' Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these requests is warranted because: * There are no known concerns over director pay practices; and * The setting of the budget of the Directors' Committee is a routine request.</i>						
9	Appoint Auditors	Mgmt	For	For	For	No
10	Designate Risk Assessment Companies	Mgmt	For	For	For	No
11	Receive Report Regarding Related-Party Transactions	Mgmt	For	For	For	No
12	Designate Newspaper to Publish Company Announcements	Mgmt	For	For	For	No
13	Other Business	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this request is warranted since it cannot be known what issues will be raised under this agenda item.</i>						

Autoneum Holding AG

Meeting Date: 04/02/2025

Country: Switzerland

Ticker: AUTN

Record Date:

Meeting Type: Annual

Primary Security ID: H04165108

Shares Voted: 725

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of CHF 2.80 per Share	Mgmt	For	For	For	No
3	Approve Corporate Responsibility Report (Non-Binding)	Mgmt	For	For	For	No
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
5.1	Reelect Hans-Peter Schwald as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Yanni von Roy-Jiang are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Hans-Peter Schwald and Martin Kloeti, are further warranted because of the failure to establish a majority-independent committee. A vote AGAINST the current nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 – 7.3) Votes AGAINST Hans-Peter Schwald and Norbert Indlekofer are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
5.2	Reelect Norbert Indlekofer as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Yanni von Roy-Jiang are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Hans-Peter Schwald and Martin Kloeti, are further warranted because of the failure to establish a majority-independent committee. A vote AGAINST the current nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 – 7.3) Votes AGAINST Hans-Peter Schwald and Norbert Indlekofer are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
5.3	Reelect Liane Hirner as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Yanni von Roy-Jiang are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Hans-Peter Schwald and Martin Kloeti, are further warranted because of the failure to establish a majority-independent committee. A vote AGAINST the current nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 – 7.3) Votes AGAINST Hans-Peter Schwald and Norbert Indlekofer are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.4	Reelect Martin Kloeti as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Yanni von Roy-Jiang are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Hans-Peter Schwald and Martin Kloeti, are further warranted because of the failure to establish a majority-independent committee. A vote AGAINST the current nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 – 7.3) Votes AGAINST Hans-Peter Schwald and Norbert Indlekofer are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
5.5	Reelect Michael Pieper as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Yanni von Roy-Jiang are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Hans-Peter Schwald and Martin Kloeti, are further warranted because of the failure to establish a majority-independent committee. A vote AGAINST the current nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 – 7.3) Votes AGAINST Hans-Peter Schwald and Norbert Indlekofer are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
5.6	Reelect Oliver Streuli as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Yanni von Roy-Jiang are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Hans-Peter Schwald and Martin Kloeti, are further warranted because of the failure to establish a majority-independent committee. A vote AGAINST the current nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 – 7.3) Votes AGAINST Hans-Peter Schwald and Norbert Indlekofer are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
5.7	Elect Yanni von Roy-Jiang as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Yanni von Roy-Jiang are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Hans-Peter Schwald and Martin Kloeti, are further warranted because of the failure to establish a majority-independent committee. A vote AGAINST the current nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 – 7.3) Votes AGAINST Hans-Peter Schwald and Norbert Indlekofer are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Reelect Hans-Peter Schwald as Board Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Yanni von Roy-Jiang are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Hans-Peter Schwald and Martin Kloeti, are further warranted because of the failure to establish a majority-independent committee. A vote AGAINST the current nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 – 7.3) Votes AGAINST Hans-Peter Schwald and Norbert Indlekofer are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
7.1	Reappoint Norbert Indlekofer as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Yanni von Roy-Jiang are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Hans-Peter Schwald and Martin Kloeti, are further warranted because of the failure to establish a majority-independent committee. A vote AGAINST the current nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 – 7.3) Votes AGAINST Hans-Peter Schwald and Norbert Indlekofer are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
7.2	Reappoint Hans-Peter Schwald as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Yanni von Roy-Jiang are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Hans-Peter Schwald and Martin Kloeti, are further warranted because of the failure to establish a majority-independent committee. A vote AGAINST the current nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 – 7.3) Votes AGAINST Hans-Peter Schwald and Norbert Indlekofer are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
7.3	Reappoint Oliver Streuli as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Yanni von Roy-Jiang are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Hans-Peter Schwald and Martin Kloeti, are further warranted because of the failure to establish a majority-independent committee. A vote AGAINST the current nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 – 7.3) Votes AGAINST Hans-Peter Schwald and Norbert Indlekofer are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For	No
9	Designate Ulrich Mayer as Independent Proxy	Mgmt	For	For	For	No

Autoneum Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. * Shares awarded under the STI are subject to a conversion factor of 1.4 of the bonus entitlement. * Awards granted under the LTI vest in less than three years and do not require the achievement of separate performance conditions after grant. * The compensation report does not disclose any response to shareholder dissent on prior votes.</i>						
11	Approve Remuneration of Directors in the Amount of CHF 2 Million	Mgmt	For	For	For	No
12	Approve Remuneration of Executive Committee in the Amount of CHF 10 Million	Mgmt	For	For	For	No
13.1	Approve Creation of Capital Band with an Upper Limit of CHF 438,034 with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against	Yes
13.2	Amend Articles Re: Remuneration of Board and Senior Management	Mgmt	For	For	For	No
14	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

Bicecorp SA

Meeting Date: 04/02/2025 **Country:** Chile **Ticker:** BICECORP
Record Date: 03/27/2025 **Meeting Type:** Annual
Primary Security ID: P1667P117

Shares Voted: 88,329						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The names of the director candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.</i>						
3	Appoint Auditors	Mgmt	For	For	For	No
4	Designate Risk Assessment Companies	Mgmt	For	For	For	No
5	Approve Allocation of Income	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because although the 2024 payout exceeds 100 percent of net income, the payout does not appear excessive given that the dividends would be partially distributed from retained earnings.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Dividends CLP 22.5 per Share and Present Dividend Policy	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because although the 2024 payout exceeds 100 percent of net income, the payout does not appear excessive given that the dividends would be partially distributed from retained earnings.						
7	Receive Report Regarding Related-Party Transactions	Mgmt	For	For	For	No
8	Other Business	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this request is warranted since it cannot be known what issues will be raised under this agenda item.						

HUBER+SUHNER AG

Meeting Date: 04/02/2025Country: SwitzerlandTicker: HUBN

Record Date:Meeting Type: Annual

Primary Security ID: H44229187

Shares Voted: 818						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of CHF 1.90 per Share	Mgmt	For	For	For	No
3	Approve Non-Financial Report	Mgmt	For	For	For	No
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
5.1	Reelect Urs Kaufmann as Director and Board Chair	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.						
5.2	Reelect Beat Kaelin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.						
5.3	Reelect Marina Bill as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.						
5.4	Reelect Monika Buetler as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.						
5.5	Reelect Kerstin Guenther as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.6	Reelect Rolf Seiffert as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
5.7	Reelect Franz Studer as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
5.8	Reelect Joerg Walther as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
6.1	Reappoint Monika Buetler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
6.2	Reappoint Marina Bill as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
6.3	Reappoint Beat Kaelin as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
7	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Despite improvements, ex-post disclosure remains insufficient to explain the evolution of variable payouts versus company performance. * Equity grants under the LTI appear to be subject to a large degree of discretion and are not subject to performance conditions following grant.</i>					
8.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1 Million for the Period from 2025 AGM until 2026 AGM	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these resolutions are warranted because the proposed amounts are in line with market practice.</i>					
8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million for the Period from July 1, 2025 to June 30, 2026	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Item 8.2 (Fixed compensation) A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns. Item 8.4 (Variable compensation) A vote FOR this item is warranted because the requested amount does not appear excessive at this time. However, this is not without some concern considering the lack of a detailed explanation for the proposal.</i>					
8.3	Approve Fixed Remuneration of Directors in the Amount of CHF 700,000 for the Period from 2024 AGM until 2025 AGM	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these resolutions are warranted because the proposed amounts are in line with market practice.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.1 Million for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Item 8.2 (Fixed compensation) A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns. Item 8.4 (Variable compensation) A vote FOR this item is warranted because the requested amount does not appear excessive at this time. However, this is not without some concern considering the lack of a detailed explanation for the proposal.						
9	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No
10	Designate Bratschi AG as Independent Proxy	Mgmt	For	For	For	No
11	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

Life Healthcare Group Holdings Ltd.

Meeting Date: 04/02/2025Country: South AfricaTicker: LHC

Record Date: 03/28/2025Meeting Type: Special

Primary Security ID: S4682C100

Shares Voted: 549,557						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Disposal by Life Medical Group Limited of the Entire Issued Share Capital of Life Molecular Imaging Limited	Mgmt	For	For	For	No

Oriola Corp.

Meeting Date: 04/02/2025Country: FinlandTicker: OKDBV

Record Date: 03/21/2025Meeting Type: Annual

Primary Security ID: X60005117

Shares Voted: 1,427						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Call the Meeting to Order	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Acknowledge Proper Convening of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Prepare and Approve List of Shareholders	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 0.07 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of EUR 71,400 for the Chair, EUR 40,800 Vice Chair and EUR 34,200 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For	No
12	Fix Number of Directors at Seven	Mgmt	For	For	For	No
13	Reelect Petra Axdorff, Ann Carlsson Meyer, Nina Mahonen, Yrjo Narhinen, Ellinor Persdotter Nilsson, Harri Parssinen and Heikki Westerlund (Chair) as Directors	Mgmt	For	For	For	No
14	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15	Ratify KPMG as Auditors	Mgmt	For	For	For	No
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For	No
17	Appoint KPMG as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
	Shareholder Proposals Submitted by Mariatorp Oy	Mgmt				
18	Approve Combination of Share Classes; Approve Directed Issue of Shares without Payment; Amend Articles	SH	For	For	For	No

Oriola Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Management Proposals	Mgmt				
19	Approve Issuance of up to 5.5 Million Class A Shares and 12.5 Million Class B Shares without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because it explicitly includes the possibility to issue additional super voting shares.</i>						
20	Approve Issuance of up to 18 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For	No
21	Approve Equity Plan Financing	Mgmt	For	For	For	No
22	Authorize Class B Share Repurchase Program	Mgmt	For	For	For	No
23	Close Meeting	Mgmt				

Rainbow Children's Medicare Ltd.

Meeting Date: 04/02/2025 **Country:** India **Ticker:** 543524
Record Date: 02/28/2025 **Meeting Type:** Special
Primary Security ID: Y2745K104

Shares Voted: 1,141						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Approve Rainbow Children's Medicare Limited Employee Stock Option Scheme 2025	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The scheme provides flexibility for grant of stock options with an exercise price, at a discount to the prevailing market price. * Although, the vesting may be performance based, there is no disclosure on the performance metrics, weights, targets and threshold for determining the vesting outcome.</i>						
2	Approve Grant of Options to the Employees of the Subsidiary Company(ies) of the Company under Rainbow Children's Medicare Limited Employee Stock Option Scheme 2025	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The scheme provides flexibility for grant of stock options with an exercise price, at a discount to the prevailing market price. * Although, the vesting may be performance based, there is no disclosure on the performance metrics, weights, targets and threshold for determining the vesting outcome.</i>						
3	Approve Secondary Acquisition of Shares through Trust Route for the Implementation of Rainbow Children's Medicare Limited Employee Stock Option Scheme 2025	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The scheme provides flexibility for grant of stock options with an exercise price, at a discount to the prevailing market price. * Although, the vesting may be performance based, there is no disclosure on the performance metrics, weights, targets and threshold for determining the vesting outcome.</i>						

Rainbow Children's Medicare Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approval for Provision of Money by the Company for Purchase of its Own Shares by the Trust under Rainbow Children's Medicare Limited Employee Stock Option Scheme 2025	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The scheme provides flexibility for grant of stock options with an exercise price, at a discount to the prevailing market price. * Although, the vesting may be performance based, there is no disclosure on the performance metrics, weights, targets and threshold for determining the vesting outcome.						

Vontobel Holding AG

Meeting Date: 04/02/2025Country: SwitzerlandTicker: VONN

Record Date:Meeting Type: Annual

Primary Security ID: H92070210

Shares Voted: 6,651						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Non-Financial Report	Mgmt	For	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For	For	For	No
5.1	Reelect Andreas Utermann as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.						
5.2	Reelect Maja Baumann as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.						
5.3	Reelect Elisabeth Bourqui as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.						
5.4	Reelect Kristine Braden as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.						
5.5	Reelect David Cole as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.6	Reelect Annika Falkengren as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.7	Reelect Stefan Loacker as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.8	Reelect Mary Pang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.9	Reelect Bjoern Wettergren as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.10	Elect Zeno Staub as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6	Reelect Andreas Utermann as Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
7.1	Reappoint Annika Falkengren as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
7.2	Reappoint Andreas Utermann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
7.3	Reappoint Bjoern Wettergren as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
7.4	Appoint Stefan Loacker as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
8	Designate VISCHER AG as Independent Proxy	Mgmt	For	For	For	No
9	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The report does not directly address significant free float dissent on last year's vote. Rather, there is only a general reference to a shareholder dialogue and a Q&A section for common questions. * STI awards are made based on a discretionary assessment process and are not subject to a target or maximum cap. * Moreover, ex-post disclosure of STI outcomes, while detailed, are limited to largely qualitative information for competitive reasons.</i>						
10.2	Approve Fixed Remuneration of Directors in the Amount of CHF 5.2 Million	Mgmt	For	For	For	No
10.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.1 Million for the Period July 1, 2025 - June 30, 2026	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Fixed compensation; STI compensation; performance shares (Items 10.3-10.5) Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns. Additional performance shares (Item 10.6) A vote FOR this proposal is warranted because it reflects a formulaic outcome. However, it is not without some concern as the specific outperformance underlying this request has not been explained in detail.</i>						
10.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 6.3 Million for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Fixed compensation; STI compensation; performance shares (Items 10.3-10.5) Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns. Additional performance shares (Item 10.6) A vote FOR this proposal is warranted because it reflects a formulaic outcome. However, it is not without some concern as the specific outperformance underlying this request has not been explained in detail.</i>						
10.5	Approve Performance Share Awards to the Executive Committee in the Amount of CHF 6.3 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Fixed compensation; STI compensation; performance shares (Items 10.3-10.5) Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns. Additional performance shares (Item 10.6) A vote FOR this proposal is warranted because it reflects a formulaic outcome. However, it is not without some concern as the specific outperformance underlying this request has not been explained in detail.</i>						
10.6	Approve Additional Performance Share Awards to the Executive Committee in the Amount of CHF 452,073	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Fixed compensation; STI compensation; performance shares (Items 10.3-10.5) Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns. Additional performance shares (Item 10.6) A vote FOR this proposal is warranted because it reflects a formulaic outcome. However, it is not without some concern as the specific outperformance underlying this request has not been explained in detail.</i>						
11	Amend Articles Re: Rules on Remuneration	Mgmt	For	For	For	No
12	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

Meeting Date: 04/03/2025

Country: Austria

Ticker: PAL

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: A61346101

Shares Voted: 2,824

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
5	Ratify PwC Wirtschaftspruefung GmbH as Auditors and Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
6.1	Elect Marianne Heiss as Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Hubert Palfinger and Marianne Heiss, are warranted because of the failure to establish a sufficiently independent board and because their board terms exceed four years. A further vote AGAINST the non-independent audit committee member and remuneration committee chair, Hubert Palfinger, is warranted because the company has failed to establish sufficiently independent audit and remuneration committees.</i>						
6.2	Elect Hubert Palfinger as Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Hubert Palfinger and Marianne Heiss, are warranted because of the failure to establish a sufficiently independent board and because their board terms exceed four years. A further vote AGAINST the non-independent audit committee member and remuneration committee chair, Hubert Palfinger, is warranted because the company has failed to establish sufficiently independent audit and remuneration committees.</i>						
7	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Awards granted under the long-term incentive plan partially vested in less than three years. * The report does not address significant shareholder dissent on prior compensation-related votes. * There appears to be a misalignment between performance-linked remuneration and the company's actual performance.</i>						
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
9	Approve Remuneration of Supervisory Board Members	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the proposed increase in the fixed remuneration is excessive in light of the company's size and in the Austrian market context, particularly given the lack of a compelling rationale.</i>						

Meeting Date: 04/03/2025

Country: Switzerland

Ticker: PSPN

Record Date:

Meeting Type: Annual

Primary Security ID: H64687124

Shares Voted: 25,797

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of CHF 3.90 per Share	Mgmt	For	For	For	No
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
5.1	Reelect Luciano Gabriel as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 –6)) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 7.1 – 7.3) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nevertheless, the reelection of the chair, Henrik Saxborn, is highlighted for shareholder attention due to a continued high level of shareholder dissent on prior remuneration report votes, which warrants further monitoring.</i>						
5.2	Reelect Henrik Saxborn as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 –6)) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 7.1 – 7.3) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nevertheless, the reelection of the chair, Henrik Saxborn, is highlighted for shareholder attention due to a continued high level of shareholder dissent on prior remuneration report votes, which warrants further monitoring.</i>						
5.3	Reelect Mark Abramson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 –6)) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 7.1 – 7.3) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nevertheless, the reelection of the chair, Henrik Saxborn, is highlighted for shareholder attention due to a continued high level of shareholder dissent on prior remuneration report votes, which warrants further monitoring.</i>						
5.4	Reelect Corinne Denzler as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 –6)) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 7.1 – 7.3) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nevertheless, the reelection of the chair, Henrik Saxborn, is highlighted for shareholder attention due to a continued high level of shareholder dissent on prior remuneration report votes, which warrants further monitoring.</i>						
5.5	Reelect Adrian Dudle as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 –6)) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 7.1 – 7.3) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nevertheless, the reelection of the chair, Henrik Saxborn, is highlighted for shareholder attention due to a continued high level of shareholder dissent on prior remuneration report votes, which warrants further monitoring.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.6	Reelect Katharina Lichtner as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 –6)) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 7.1 – 7.3) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nevertheless, the reelection of the chair, Henrik Saxborn, is highlighted for shareholder attention due to a continued high level of shareholder dissent on prior remuneration report votes, which warrants further monitoring.</i>						
6	Reelect Luciano Gabriel as Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 –6)) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 7.1 – 7.3) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nevertheless, the reelection of the chair, Henrik Saxborn, is highlighted for shareholder attention due to a continued high level of shareholder dissent on prior remuneration report votes, which warrants further monitoring.</i>						
7.1	Reappoint Henrik Saxborn as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 –6)) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 7.1 – 7.3) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nevertheless, the reelection of the chair, Henrik Saxborn, is highlighted for shareholder attention due to a continued high level of shareholder dissent on prior remuneration report votes, which warrants further monitoring.</i>						
7.2	Reappoint Corinne Denzler as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 –6)) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 7.1 – 7.3) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nevertheless, the reelection of the chair, Henrik Saxborn, is highlighted for shareholder attention due to a continued high level of shareholder dissent on prior remuneration report votes, which warrants further monitoring.</i>						
7.3	Reappoint Adrian Dudge as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 –6)) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 7.1 – 7.3) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nevertheless, the reelection of the chair, Henrik Saxborn, is highlighted for shareholder attention due to a continued high level of shareholder dissent on prior remuneration report votes, which warrants further monitoring.</i>						
8	Approve Remuneration of Directors in the Amount of CHF 900,000	Mgmt	For	For	For	No
9	Approve Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	For	For	For	No
10	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No
11	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For	No

PSP Swiss Property AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST are warranted because: * These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						
12.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against	No
Voting Policy Rationale: Votes AGAINST are warranted because: * These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

SES SA

Meeting Date: 04/03/2025Country: LuxembourgTicker: SESG

Record Date: 03/20/2025Meeting Type: Annual

Primary Security ID: L8300G135

Shares Voted: 139,880						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Attendance List, Quorum, and Adoption of Agenda	Mgmt				
2	Accept Nomination of One Secretary and Two Meeting Scrutineers	Mgmt				
3	Receive Board's Report	Mgmt				
4	Receive Explanations on Main Developments During FY 2024 and the Outlook	Mgmt				
5	Receive Information on 2024 Financial Results	Mgmt				
6	Receive Auditor's Report	Mgmt				
7	Approve Financial Statements	Mgmt	For	For	For	No
8	Approve Allocation of Income	Mgmt	For	For	For	No
9	Approve Discharge of Directors	Mgmt	For	For	For	No
10	Fix Number of Directors	Mgmt	For	For	For	No
11	Elect Ellen Lord as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12	Elect John Shaw as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates						
13	Reelect Peter van Bommel as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates						
14	Reelect Fabienne Bozet as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates						
15	Reelect Francoise Thoma as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates						
16	Approve Remuneration Policy	Mgmt	For	For	For	No
17	Approve Remuneration of Directors	Mgmt	For	For	For	No
18	Approve Remuneration Report	Mgmt	For	For	For	No
19	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
20	Approve Share Repurchase	Mgmt	For	For	For	No
21	Non-Binding Resolution on Capital Return to Shareholders	SH	Against	Against	Against	No
22	Further Non-Binding Resolution on Capital Return to Shareholders	SH	For	For	For	No
23	Transact Other Business (Non-Voting)	Mgmt				

BAWAG Group AG

Meeting Date: 04/04/2025	Country: Austria	Ticker: BG
Record Date: 03/25/2025	Meeting Type: Annual	
Primary Security ID: A0997C107		

Shares Voted: 23,241

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Allocation of Income and Dividends of EUR 5.50 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
5	Approve Increase in Size of Supervisory Board to Eight Members	Mgmt	For	For	For	No
6.1	Elect Kim Fennebresque as Supervisory Board Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Tamara Kapeller is warranted because she is non-independent and is currently the chair of the audit committee. Votes FOR all remaining nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>						
6.2	Elect Tamara Kapeller as Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST Tamara Kapeller is warranted because she is non-independent and is currently the chair of the audit committee. Votes FOR all remaining nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>						
6.3	Elect Frederick Haddad as Supervisory Board Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Tamara Kapeller is warranted because she is non-independent and is currently the chair of the audit committee. Votes FOR all remaining nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>						
6.4	Elect Ahmed Saeed as Supervisory Board Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Tamara Kapeller is warranted because she is non-independent and is currently the chair of the audit committee. Votes FOR all remaining nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>						
6.5	Elect Robert Oudmaijer as Supervisory Board Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Tamara Kapeller is warranted because she is non-independent and is currently the chair of the audit committee. Votes FOR all remaining nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>						
6.6	Elect Veronika von Heise-Rotenburg as Supervisory Board Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Tamara Kapeller is warranted because she is non-independent and is currently the chair of the audit committee. Votes FOR all remaining nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>						
6.7	Elect Pat McClanahan as Supervisory Board Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Tamara Kapeller is warranted because she is non-independent and is currently the chair of the audit committee. Votes FOR all remaining nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>						

BAWAG Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.8	Elect Tina Chan Reich as Supervisory Board Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Tamara Kapeller is warranted because she is non-independent and is currently the chair of the audit committee. Votes FOR all remaining nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.						
7	Ratify Deloitte Audit as Auditors and Auditor for Sustainability Reporting for Fiscal Year 2026	Mgmt	For	For	For	No
8	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The management board's pay package remains substantially above what peers are paying, mainly stemming from the base salary, which is even above that of Europe's largest banks. We emphasize that this has been a concern for a number of years, and the company has still failed to adequately address these concerns.						
9	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Quantum of pay remains excessive, even under the new policy. * The overall disclosure on the short-term targets under variable compensation is considered vague and underdeveloped.						
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No

Forbo Holding AG

Meeting Date: 04/04/2025	Country: Switzerland	Ticker: FORN
Record Date:	Meeting Type: Annual	
Primary Security ID: H26865214		

Shares Voted: 708						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Sustainability Report	Mgmt	For	For	For	No
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of CHF 25.00 per Share	Mgmt	For	For	For	No
4.1	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. * STI opportunities were further increased without an accompanying and compelling explanation. * Despite a decrease compared to last year, the non-executive board chair fee appears high in the context of market practice. * There is no response regarding significant level of shareholder dissent on the remuneration report at the 2024 AGM.						
4.2	Approve Remuneration of Directors in the Amount of CHF 2.3 Million	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.5 Million for Fiscal Year 2026	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4.3 A vote FOR this proposal is warranted because the board proposes a reduced fixed fee envelope, and the company has no history of excessive pay. However, it is not without some concern: Implied board flexibility to increase fixed pay is relatively high at plus 22.5 percent compared to what was actually paid to executives in FY24. Item 4.4 A vote AGAINST this proposal is warranted because there are insufficient ex-post disclosures to explain performance achievements underlying the requested bonus payouts. Item 4.5 A vote AGAINST this item is warranted because the company fails to provide a compelling rationale for the proposed increase in LTI grant value.</i>						
4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 167,000 for Fiscal Year 2024	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Item 4.3 A vote FOR this proposal is warranted because the board proposes a reduced fixed fee envelope, and the company has no history of excessive pay. However, it is not without some concern: Implied board flexibility to increase fixed pay is relatively high at plus 22.5 percent compared to what was actually paid to executives in FY24. Item 4.4 A vote AGAINST this proposal is warranted because there are insufficient ex-post disclosures to explain performance achievements underlying the requested bonus payouts. Item 4.5 A vote AGAINST this item is warranted because the company fails to provide a compelling rationale for the proposed increase in LTI grant value.</i>						
4.5	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million for Fiscal Year 2025	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Item 4.3 A vote FOR this proposal is warranted because the board proposes a reduced fixed fee envelope, and the company has no history of excessive pay. However, it is not without some concern: Implied board flexibility to increase fixed pay is relatively high at plus 22.5 percent compared to what was actually paid to executives in FY24. Item 4.4 A vote AGAINST this proposal is warranted because there are insufficient ex-post disclosures to explain performance achievements underlying the requested bonus payouts. Item 4.5 A vote AGAINST this item is warranted because the company fails to provide a compelling rationale for the proposed increase in LTI grant value.</i>						
5.1	Reelect Bernhard Merki as Director and Elect as Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.6) A vote AGAINST Vincent Studer is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.1 – 6.3) A vote AGAINST the incumbent chair Claudia Coninx-Kaczynski is warranted due to a continued lack of responsiveness to significant shareholder dissent on remuneration report votes. Votes FOR the remaining nominees are warranted due to a lack of concerns.</i>						
5.2	Reelect Michael Pieper as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.6) A vote AGAINST Vincent Studer is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.1 – 6.3) A vote AGAINST the incumbent chair Claudia Coninx-Kaczynski is warranted due to a continued lack of responsiveness to significant shareholder dissent on remuneration report votes. Votes FOR the remaining nominees are warranted due to a lack of concerns.</i>						
5.3	Reelect Claudia Coninx-Kaczynski as Director	Mgmt	For	For	For	No
5.4	Reelect Joerg Kampmeyer as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.6) A vote AGAINST Vincent Studer is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.1 – 6.3) A vote AGAINST the incumbent chair Claudia Coninx-Kaczynski is warranted due to a continued lack of responsiveness to significant shareholder dissent on remuneration report votes. Votes FOR the remaining nominees are warranted due to a lack of concerns.</i>						

Forbo Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.5	Reelect Eveline Saupper as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.6) A vote AGAINST Vincent Studer is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.1 – 6.3) A vote AGAINST the incumbent chair Claudia Coninx-Kaczynski is warranted due to a continued lack of responsiveness to significant shareholder dissent on remuneration report votes. Votes FOR the remaining nominees are warranted due to a lack of concerns.</i>						
5.6	Reelect Vincent Studer as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.6) A vote AGAINST Vincent Studer is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.1 – 6.3) A vote AGAINST the incumbent chair Claudia Coninx-Kaczynski is warranted due to a continued lack of responsiveness to significant shareholder dissent on remuneration report votes. Votes FOR the remaining nominees are warranted due to a lack of concerns.</i>						
6.1	Reappoint Claudia Coninx-Kaczynski as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
6.2	Reappoint Bernhard Merki as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.6) A vote AGAINST Vincent Studer is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.1 – 6.3) A vote AGAINST the incumbent chair Claudia Coninx-Kaczynski is warranted due to a continued lack of responsiveness to significant shareholder dissent on remuneration report votes. Votes FOR the remaining nominees are warranted due to a lack of concerns.</i>						
6.3	Reappoint Michael Pieper as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.6) A vote AGAINST Vincent Studer is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.1 – 6.3) A vote AGAINST the incumbent chair Claudia Coninx-Kaczynski is warranted due to a continued lack of responsiveness to significant shareholder dissent on remuneration report votes. Votes FOR the remaining nominees are warranted due to a lack of concerns.</i>						
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For	No
8	Designate Rene Peyer as Independent Proxy	Mgmt	For	For	For	No
9	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

Godfrey Phillips India Limited

Meeting Date: 04/06/2025

Country: India

Ticker: 500163

Record Date: 03/03/2025

Meeting Type: Special

Primary Security ID: Y2731H156

Shares Voted: 1,795

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot Approve Material Related Party Transactions between the Company and Philip Morris Products S.A., Switzerland	Mgmt	For	For	For	No

Dios Fastigheter AB

Meeting Date: 04/07/2025

Country: Sweden

Ticker: DIOS

Record Date: 03/28/2025

Meeting Type: Annual

Primary Security ID: W2592B100

Shares Voted: 29,607

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive CEO's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9.b	Approve Allocation of Income and Dividends of SEK 2.20 Per share	Mgmt	For	For	For	No

Dios Fastigheter AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.c1	Approve Discharge of Bob Persson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c2	Approve Discharge of Ragnhild Backman	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c3	Approve Discharge of Peter Strand	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c4	Approve Discharge of Erika Olsen	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c5	Approve Discharge of Per-Gunnar Persson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c6	Approve Discharge of Mathias Tallbom	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c7	Approve Discharge of CEO Knut Rost	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.d	Approve Record Dates for Dividend Payment	Mgmt	For	For	For	No
10	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of SEK 440,000 for Chair and SEK 220,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For	No
12.a	Reelect Ragnhild Backman as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per-Gunnar (P-G) Persson, Ragnhild Backman, Erika Olsen, Bjorn Rentzhog and Peter Strand (Items 12.a-12.d, and 12.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
12.b	Reelect Peter Strand as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per-Gunnar (P-G) Persson, Ragnhild Backman, Erika Olsen, Bjorn Rentzhog and Peter Strand (Items 12.a-12.d, and 12.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						

Dios Fastigheter AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12.c	Reelect Erika Olsen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Per-Gunnar (P-G) Persson, Ragnhild Backman, Erika Olsen, Bjorn Rentzhog and Peter Strand (Items 12.a-12.d, and 12.f) is warranted due to a lack of concern regarding the composition of the board or its committees.						
12.d	Reelect Per-Gunnar Persson as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Per-Gunnar (P-G) Persson, Ragnhild Backman, Erika Olsen, Bjorn Rentzhog and Peter Strand (Items 12.a-12.d, and 12.f) is warranted due to a lack of concern regarding the composition of the board or its committees.						
12.e	Elect Per-Gunnar Persson as Board Chair	Mgmt	For	For	For	No
12.f	Elect Bjorn Rentzhog as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Per-Gunnar (P-G) Persson, Ragnhild Backman, Erika Olsen, Bjorn Rentzhog and Peter Strand (Items 12.a-12.d, and 12.f) is warranted due to a lack of concern regarding the composition of the board or its committees.						
12.g	Elect of Bjorn Rentzhog as Board Vice Chair	Mgmt	For	For	For	No
13	Ratify Deloitte as Auditors	Mgmt	For	For	For	No
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
15	Approve Remuneration Report	Mgmt	For	For	For	No
16	Authorize Board Chair and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For	No
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
18	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For	No
19	Other Business	Mgmt				
20	Close Meeting	Mgmt				

The KCP Limited

Meeting Date: 04/07/2025

Record Date: 02/28/2025

Primary Security ID: Y4595E139

Country: India

Meeting Type: Special

Ticker: 590066

Shares Voted: 14,084						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				

The KCP Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Janaki Pillai as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted, given the lack of clarity on Janaki Pillai's overall work and leadership experience; questions could be raised around her potential contribution to the board.						

Alfen NV

Meeting Date: 04/08/2025	Country: Netherlands	Ticker: ALFEN
Record Date: 03/11/2025	Meeting Type: Annual	
Primary Security ID: N0227W101		

Shares Voted: 95						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2a	Receive Board Report (Non-Voting)	Mgmt				
2b	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code in 2024	Mgmt				
3a	Adopt Financial Statements	Mgmt	For	For	For	No
4a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
4b	Receive Explanation of the 2024 Net Loss to Reserves	Mgmt				
5a	Approve Discharge of Management Board	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.						
5b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.						
6	Approve Remuneration Report	Mgmt	For	For	For	No
7a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	For	For	No
7b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
8	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For	No
9	Other Business (Non-Voting)	Mgmt				

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

Benefit Systems SA

Meeting Date: 04/08/2025	Country: Poland	Ticker: BFT
Record Date: 03/23/2025	Meeting Type: Special	
Primary Security ID: X071AA119		

Shares Voted: 572						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2, 4, and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
2	Elect Meeting Chairman	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2, 4, and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
3	Acknowledge Proper Convening of Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2, 4, and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
4	Elect Members of Vote Counting Commission	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2, 4, and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
5	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2, 4, and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
6	Approve Increase in Share Capital via Issuance of Series H Shares without Preemptive Rights in Connection with Acquisition of Mars Spor Kulubu ve Tesisleri Isletmeciligi A.S.	Mgmt	For	For	For	No
7	Receive Merger Plan with MyOragniq sp. z o.o.	Mgmt				
8	Approve Merger by Absorption with MyOragniq sp. z o.o.	Mgmt	For	For	For	No
9	Amend Statute Re: Share Capital	Mgmt	For	For	For	No
10	Transact Other Business	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because: * It cannot be known at this time what issues will be raised under this item; * Considering that no details are available at this time, approval of this proposal may have a negative impact on shareholder rights and/or value.						
11	Close Meeting	Mgmt				

Meeting Date: 04/08/2025

Country: Switzerland

Ticker: IFCN

Record Date:

Meeting Type: Annual

Primary Security ID: H7190K128

Shares Voted: 577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Non-Financial Report	Mgmt	For	For	For	No
3	Approve Discharge of Board of Directors	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends of CHF 21.00 per Share	Mgmt	For	For	For	No
5.1	Reelect Beat Luethi as Director and Board Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.5) Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee is warranted due to a lack of further concerns. Committee elections (Items 6.1 – 6.3) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the incumbent chair, Beat Siegrist, is warranted as a signal of concern to the board because the board is insufficiently diverse. Votes AGAINST Beat Siegrist and Lukas Winkler are further warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						
5.2	Reelect Vanessa Frey as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.5) Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee is warranted due to a lack of further concerns. Committee elections (Items 6.1 – 6.3) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the incumbent chair, Beat Siegrist, is warranted as a signal of concern to the board because the board is insufficiently diverse. Votes AGAINST Beat Siegrist and Lukas Winkler are further warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						
5.3	Reelect Beat Siegrist as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.5) Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee is warranted due to a lack of further concerns. Committee elections (Items 6.1 – 6.3) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the incumbent chair, Beat Siegrist, is warranted as a signal of concern to the board because the board is insufficiently diverse. Votes AGAINST Beat Siegrist and Lukas Winkler are further warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.4	Reelect Reto Suter as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.5) Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee is warranted due to a lack of further concerns. Committee elections (Items 6.1 – 6.3) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the incumbent chair, Beat Siegrist, is warranted as a signal of concern to the board because the board is insufficiently diverse. Votes AGAINST Beat Siegrist and Lukas Winkler are further warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						
5.5	Reelect Lukas Winkler as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.5) Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee is warranted due to a lack of further concerns. Committee elections (Items 6.1 – 6.3) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the incumbent chair, Beat Siegrist, is warranted as a signal of concern to the board because the board is insufficiently diverse. Votes AGAINST Beat Siegrist and Lukas Winkler are further warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						
6.1	Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.5) Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee is warranted due to a lack of further concerns. Committee elections (Items 6.1 – 6.3) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the incumbent chair, Beat Siegrist, is warranted as a signal of concern to the board because the board is insufficiently diverse. Votes AGAINST Beat Siegrist and Lukas Winkler are further warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						
6.2	Reappoint Reto Suter as Member of the Compensation and HR Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.5) Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee is warranted due to a lack of further concerns. Committee elections (Items 6.1 – 6.3) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the incumbent chair, Beat Siegrist, is warranted as a signal of concern to the board because the board is insufficiently diverse. Votes AGAINST Beat Siegrist and Lukas Winkler are further warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						
6.3	Reappoint Lukas Winkler as Member of the Compensation and HR Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.5) Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee is warranted due to a lack of further concerns. Committee elections (Items 6.1 – 6.3) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the incumbent chair, Beat Siegrist, is warranted as a signal of concern to the board because the board is insufficiently diverse. Votes AGAINST Beat Siegrist and Lukas Winkler are further warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						

Inficon Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Designate Baur Huerlimann AG as Independent Proxy	Mgmt	For	For	For	No
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For	No
9	Approve Remuneration Report	Mgmt	For	For	For	No
10	Approve Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For	For	For	No
11	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million for Fiscal Year 2026	Mgmt	For	For	For	No
12	Approve 1:10 Stock Split	Mgmt	For	For	For	No
13	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

Kri-Kri SA

Meeting Date: 04/08/2025		Country: Greece	Ticker: KRI			
Record Date: 04/02/2025		Meeting Type: Extraordinary Shareholders				
Primary Security ID: X45701129						
Shares Voted: 12,677						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Extraordinary Business	Mgmt				
	Appoint Auditor for Sustainability Reporting	Mgmt	For	For	For	No

Terveystalo Oyj

Meeting Date: 04/08/2025		Country: Finland	Ticker: TTALO			
Record Date: 03/27/2025		Meeting Type: Annual				
Primary Security ID: X8854R104						
Shares Voted: 14,324						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Call the Meeting to Order	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
4	Acknowledge Proper Convening of Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
5	Prepare and Approve List of Shareholders	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 0.48 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against	Yes
12	Approve Remuneration of Directors in the Amount of EUR 91,800 for Chair, EUR 54,000 for Vice Chair and EUR 43,100 for Other Directors; Approve Meeting Fees	Mgmt	For	For	For	No
13	Fix Number of Directors at Seven	Mgmt	For	For	For	No
14	Reelect Kari Kauniskangas (Chair), Sofia Hasselberg, Ari Lehtoranta, Carola Lemne, Kristian Pullola, Matts Rosenberg (Vice Chair) and Teija Sarajarvi as Directors	Mgmt	For	For	For	No
15	Approve Remuneration of Auditors	Mgmt	For	For	For	No
16	Ratify KPMG as Auditors	Mgmt	For	For	For	No
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted because no concerns were identified.</i>						

Terveystalo Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
18	Appoint KPMG as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted because no concerns were identified.</i>						
19	Authorize Share Repurchase Program	Mgmt	For	For	For	No
20	Approve Issuance of up to 12.7 Million Shares without Preemptive Rights	Mgmt	For	For	For	No
21	Approve Charitable Donations of up to EUR 150,000	Mgmt	For	For	For	No
22	Close Meeting	Mgmt				

V-ZUG Holding AG

Meeting Date: 04/08/2025 **Country:** Switzerland **Ticker:** VZUG
Record Date: **Meeting Type:** Annual
Primary Security ID: H92191107

Shares Voted: 451						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Non-Financial Report	Mgmt	For	For	For	No
1.3	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. * The STI cap was increased without a compelling rationale.</i>						
2.1	Approve Allocation of Income and Dividends of CHF 0.45 per Share	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these resolutions are warranted as these are routine requests and no concerns were identified.</i>						
2.2	Approve Dividends of CHF 0.45 per Share from Capital Contribution Reserves	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these resolutions are warranted as these are routine requests and no concerns were identified.</i>						
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
4.1.1	Reelect Oliver Riemenschneider as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1.2	Reelect Prisca Hafner as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.1.3	Reelect Tobias Knechtle as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.1.4	Reelect Petra Rumpf as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.1.5	Reelect Juerg Werner as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.1.6	Elect Franziska Gsell as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.1.7	Elect Carsten Liesener as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.2	Reelect Oliver Riemenschneider as Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.3.1	Reappoint Prisca Hafner as Member of the Personnel and Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.3.2	Reappoint Juerg Werner as Member of the Personnel and Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.3.3	Appoint Franziska Gsell as Member of the Personnel and Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.4	Designate Blum & Partner AG as Independent Proxy	Mgmt	For	For	For	No
4.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 850,000	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.4 Million for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 5.2 and 5.4 Votes FOR these items are warranted because the proposals appear in line with market practice. Shareholders concerned about lagging ex post disclosure under the STI may wish to oppose the remuneration report under Item 1.3. Items 5.3 and 5.5 Cautious votes FOR these items are warranted because the requested amounts do not appear excessive when considering the ex-ante breakdown of variable awards provided, including grants under the new LTI plan. However, they are not without concern: * Total target compensation will increase as a result of grants under the new LTI plan, and the company does not confirm that this higher compensation opportunity will be counterbalanced by stringent performance targets.</i>						
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.7 Million for Fiscal Year 2025	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 5.2 and 5.4 Votes FOR these items are warranted because the proposals appear in line with market practice. Shareholders concerned about lagging ex post disclosure under the STI may wish to oppose the remuneration report under Item 1.3. Items 5.3 and 5.5 Cautious votes FOR these items are warranted because the requested amounts do not appear excessive when considering the ex-ante breakdown of variable awards provided, including grants under the new LTI plan. However, they are not without concern: * Total target compensation will increase as a result of grants under the new LTI plan, and the company does not confirm that this higher compensation opportunity will be counterbalanced by stringent performance targets.</i>						
5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal Year 2026	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 5.2 and 5.4 Votes FOR these items are warranted because the proposals appear in line with market practice. Shareholders concerned about lagging ex post disclosure under the STI may wish to oppose the remuneration report under Item 1.3. Items 5.3 and 5.5 Cautious votes FOR these items are warranted because the requested amounts do not appear excessive when considering the ex-ante breakdown of variable awards provided, including grants under the new LTI plan. However, they are not without concern: * Total target compensation will increase as a result of grants under the new LTI plan, and the company does not confirm that this higher compensation opportunity will be counterbalanced by stringent performance targets.</i>						
5.5	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.2 Million for Fiscal Year 2026	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 5.2 and 5.4 Votes FOR these items are warranted because the proposals appear in line with market practice. Shareholders concerned about lagging ex post disclosure under the STI may wish to oppose the remuneration report under Item 1.3. Items 5.3 and 5.5 Cautious votes FOR these items are warranted because the requested amounts do not appear excessive when considering the ex-ante breakdown of variable awards provided, including grants under the new LTI plan. However, they are not without concern: * Total target compensation will increase as a result of grants under the new LTI plan, and the company does not confirm that this higher compensation opportunity will be counterbalanced by stringent performance targets.</i>						
6	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

Abu Dhabi National Hotels

Meeting Date: 04/09/2025

Country: United Arab Emirates

Ticker: ADNH

Record Date: 04/08/2025

Meeting Type: Annual

Primary Security ID: M0152U105

Shares Voted: 1,199,708

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
2	Approve Board Report on Company Operations and Its Financial Position for FY 2024	Mgmt	For	For	For	No
3	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For	No
4	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For	No
5	Approve Dividends of AED 0.045 per Share for FY 2024	Mgmt	For	For	For	No
6	Discuss Board's Proposal Regarding Remuneration of Directors	Mgmt	For	For	For	No
7	Approve Discharge of Directors for FY 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of known concerns that the board and the auditor are not fulfilling their fiduciary duties, votes FOR these items are warranted.</i>						
8	Approve Discharge of Auditors for FY 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of known concerns that the board and the auditor are not fulfilling their fiduciary duties, votes FOR these items are warranted.</i>						
9.1	Appoint Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	For	For	No
9.2	Elect Ahmed Al Dhahiri as Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>						
9.3	Elect Khalaf Al Dhahiri as Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>						
9.4	Elect Rawdhah Al Dhahiri as Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>						
9.5	Elect Darweesh Al Katbi as Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>						
9.6	Elect Alaa Ereeqat as Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>						

Abu Dhabi National Hotels

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.6	Elect Mohammed Al Otaybah as Director	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.						
9.7	Elect Hamad Al Shamsi as Director	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.						
9.8	Elect Mohammed Al Baloushi as Director	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.						
9.9	Elect Shatha Al Oteebi as Director	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.						
9.10	Elect Ameenah Thabit as Director	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.						
11	Extraordinary Business	Mgmt				
	Approve Transfer from Optional Reserve to Statutory Reserve	Mgmt	For	For	For	No

Bavarian Nordic A/S

Meeting Date: 04/09/2025Country: DenmarkTicker: BAVA

Record Date: 04/02/2025Meeting Type: Annual

Primary Security ID: K0834C111

Shares Voted: 49,386

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income	Mgmt	For	For	For	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted for the following reasons: * The poor ex-post disclosures for the company's STIP * The annual performance period for PSUs granted during the year * The discretionary retention bonus awarded to the CEO * The significant increase in the CEO's base salary for three consecutive years						
5	Approve Discharge of Management and Board	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6a	Reelect Luc Debruyne as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Luc Debruyne, Anne Louise Eberhard, Heidi Hunter, Maria Montserrat Montaner Picart (Montse Montaner), Johan Van Hoof and Franciscus (Frank) Verwiel (Items 6a, 6b, 6c, 6d, 6e and 6f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
6b	Reelect Frank Verwiel as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Luc Debruyne, Anne Louise Eberhard, Heidi Hunter, Maria Montserrat Montaner Picart (Montse Montaner), Johan Van Hoof and Franciscus (Frank) Verwiel (Items 6a, 6b, 6c, 6d, 6e and 6f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
6c	Reelect Anne Louise Eberhard as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Luc Debruyne, Anne Louise Eberhard, Heidi Hunter, Maria Montserrat Montaner Picart (Montse Montaner), Johan Van Hoof and Franciscus (Frank) Verwiel (Items 6a, 6b, 6c, 6d, 6e and 6f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
6d	Reelect Heidi Hunter as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Luc Debruyne, Anne Louise Eberhard, Heidi Hunter, Maria Montserrat Montaner Picart (Montse Montaner), Johan Van Hoof and Franciscus (Frank) Verwiel (Items 6a, 6b, 6c, 6d, 6e and 6f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
6e	Reelect Johan van Hoof as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Luc Debruyne, Anne Louise Eberhard, Heidi Hunter, Maria Montserrat Montaner Picart (Montse Montaner), Johan Van Hoof and Franciscus (Frank) Verwiel (Items 6a, 6b, 6c, 6d, 6e and 6f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
6f	Reelect Montse Montaner as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Luc Debruyne, Anne Louise Eberhard, Heidi Hunter, Maria Montserrat Montaner Picart (Montse Montaner), Johan Van Hoof and Franciscus (Frank) Verwiel (Items 6a, 6b, 6c, 6d, 6e and 6f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
7	Ratify KPMG as Auditors; Appoint KPMG as Authorized Sustainability Auditors	Mgmt	For	For	For	No
8a	Approve Creation of DKK 78.9 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 78.9 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 78.9 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.</i>						
8b	Approve Issuance of Convertible Notes without Preemptive Rights up to Aggregate Nominal Amount of DKK 78.9 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.</i>						

Bavarian Nordic A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8c	Approve Issuance of Warrants for Key Employees; Approve Creation of DKK 20 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No
8d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For	No
8e	Approve Remuneration of Directors; Approve Committee Fees; Approve Meeting Fees	Mgmt	For	For	For	No
8f	Authorize Share Repurchase Program	Mgmt	For	For	For	No

Ninety One Ltd.

Meeting Date: 04/09/2025Country: South AfricaTicker: NY1

Record Date: 04/04/2025Meeting Type: Special

Primary Security ID: S5626J101

Shares Voted: 8,317						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Authorise Issue of Equity in Ninety One plc in Connection to the SA Transaction Consideration Shares	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the transaction is considered warranted based on a compelling rationale.						
2	Authorise Issue of Equity without Pre-emptive Rights in Ninety One plc in Connection to the SA Transaction Consideration Shares	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the transaction is considered warranted based on a compelling rationale.						
3	Authorise Issue of Equity in Ninety One Limited in Connection to the SA Transaction Consideration Shares	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the transaction is considered warranted based on a compelling rationale.						

Ninety One Plc

Meeting Date: 04/09/2025Country: United KingdomTicker: N91

Record Date: 04/07/2025Meeting Type: Special

Primary Security ID: G6524E106

Ninety One Plc

Shares Voted: 23,321

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Authorise Issue of Equity in Ninety One plc in Connection to the SA Transaction Consideration Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the transaction is considered warranted based on a compelling rationale.</i>						
2	Authorise Issue of Equity without Pre-emptive Rights in Ninety One plc in Connection to the SA Transaction Consideration Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the transaction is considered warranted based on a compelling rationale.</i>						
3	Authorise Issue of Equity in Ninety One Limited in Connection to the SA Transaction Consideration Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the transaction is considered warranted based on a compelling rationale.</i>						

Pandox AB

Meeting Date: 04/09/2025 **Country:** Sweden **Ticker:** PNDX.B
Record Date: 04/01/2025 **Meeting Type:** Annual
Primary Security ID: W70174102

Shares Voted: 5,675

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
2	Elect Chairman of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
3	Designate Inspector(s) of Minutes of Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
4	Prepare and Approve List of Shareholders	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
5	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Receive Financial Statements and Statutory Reports	Mgmt				
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8.b	Approve Allocation of Income and Dividends of SEK 4.25 per Share	Mgmt	For	For	For	No
8.c.1	Approve Discharge of Ann-Sofi Danielsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c.2	Approve Discharge of Bengt Kjell	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c.3	Approve Discharge of Christian Ringnes	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c.4	Approve Discharge of Jakob Iqbal	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c.5	Approve Discharge of Jeanette Dyhre Kvisvik	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c.6	Approve Discharge of Jon Rasmus Aurdal	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c.7	Approve Discharge of Ulrika Danielsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c.8	Approve Discharge of CEO Liia Nou	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9	Determine Number of Members (6) and Deputy Members of Board (0); Determine Number of Auditors (1)	Mgmt	For	For	For	No
10	Approve Remuneration of Directors in the Amount of SEK 925,000 for Chair, SEK 707,000 for Deputy Chair and SEK 487,000 for Other Directors; Approve Committee Fees; Approve Remuneration of Auditors	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.1	Reelect Bengt Kjell as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Jeanette Dyhre Kvisvik (Item 11.4) is warranted due to a lack of concern regarding the suitability of this individual in particular. A vote AGAINST candidates Bengt Kjell (Item 11.1), Christian Ringnes (Item 11.2), Jakob Iqbal (Item 11.3), and Jon Rasmus Aurdal (Item 11.5) is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST candidates Bengt Kjell (Item 11.1) and Jon Rasmus Aurdal (Item 11.5) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. A vote AGAINST candidates Jakob Iqbal (Item 11.1) and Christian Ringnes (Item 11.2) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST candidate Ulrika Danielsson (Item 11.6) is warranted due to her being considered overboarded.</i>						
11.2	Reelect Christian Ringnes as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Jeanette Dyhre Kvisvik (Item 11.4) is warranted due to a lack of concern regarding the suitability of this individual in particular. A vote AGAINST candidates Bengt Kjell (Item 11.1), Christian Ringnes (Item 11.2), Jakob Iqbal (Item 11.3), and Jon Rasmus Aurdal (Item 11.5) is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST candidates Bengt Kjell (Item 11.1) and Jon Rasmus Aurdal (Item 11.5) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. A vote AGAINST candidates Jakob Iqbal (Item 11.1) and Christian Ringnes (Item 11.2) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST candidate Ulrika Danielsson (Item 11.6) is warranted due to her being considered overboarded.</i>						
11.3	Reelect Jakob Iqbal as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Jeanette Dyhre Kvisvik (Item 11.4) is warranted due to a lack of concern regarding the suitability of this individual in particular. A vote AGAINST candidates Bengt Kjell (Item 11.1), Christian Ringnes (Item 11.2), Jakob Iqbal (Item 11.3), and Jon Rasmus Aurdal (Item 11.5) is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST candidates Bengt Kjell (Item 11.1) and Jon Rasmus Aurdal (Item 11.5) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. A vote AGAINST candidates Jakob Iqbal (Item 11.1) and Christian Ringnes (Item 11.2) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST candidate Ulrika Danielsson (Item 11.6) is warranted due to her being considered overboarded.</i>						
11.4	Reelect Jeanette Dyhre Kvisvik as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Jeanette Dyhre Kvisvik (Item 11.4) is warranted due to a lack of concern regarding the suitability of this individual in particular. A vote AGAINST candidates Bengt Kjell (Item 11.1), Christian Ringnes (Item 11.2), Jakob Iqbal (Item 11.3), and Jon Rasmus Aurdal (Item 11.5) is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST candidates Bengt Kjell (Item 11.1) and Jon Rasmus Aurdal (Item 11.5) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. A vote AGAINST candidates Jakob Iqbal (Item 11.1) and Christian Ringnes (Item 11.2) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST candidate Ulrika Danielsson (Item 11.6) is warranted due to her being considered overboarded.</i>						
11.5	Reelect Jon Rasmus Aurdal as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Jeanette Dyhre Kvisvik (Item 11.4) is warranted due to a lack of concern regarding the suitability of this individual in particular. A vote AGAINST candidates Bengt Kjell (Item 11.1), Christian Ringnes (Item 11.2), Jakob Iqbal (Item 11.3), and Jon Rasmus Aurdal (Item 11.5) is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST candidates Bengt Kjell (Item 11.1) and Jon Rasmus Aurdal (Item 11.5) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. A vote AGAINST candidates Jakob Iqbal (Item 11.1) and Christian Ringnes (Item 11.2) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST candidate Ulrika Danielsson (Item 11.6) is warranted due to her being considered overboarded.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.6	Reelect Ulrika Danielsson as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR candidates Jeanette Dyhre Kvisvik (Item 11.4) is warranted due to a lack of concern regarding the suitability of this individual in particular. A vote AGAINST candidates Bengt Kjell (Item 11.1), Christian Ringnes (Item 11.2), Jakob Iqbal (Item 11.3), and Jon Rasmus Aurdal (Item 11.5) is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST candidates Bengt Kjell (Item 11.1) and Jon Rasmus Aurdal (Item 11.5) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. A vote AGAINST candidates Jakob Iqbal (Item 11.1) and Christian Ringnes (Item 11.2) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST candidate Ulrika Danielsson (Item 11.6) is warranted due to her being considered overboarded.						
11.7	Reelect Christian Ringnes as Board Chair	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.						
12	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
13	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For	No
14	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted due to poor disclosure of STIP performance criteria, and the generally vague disclosure of the ongoing LTI plan.						
15	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
17	Close Meeting	Mgmt				

PT Indo Tambangraya Megah Tbk

Meeting Date: 04/09/2025Country: IndonesiaTicker: ITMG

Record Date: 03/10/2025Meeting Type: Annual

Primary Security ID: Y71244100

Shares Voted: 452,158						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No

PT Indo Tambangraya Megah Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Toto Harsono and Rintis, Jumadi, Rianto and Partners as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
5	Approve Changes in the Boards of the Company	Mgmt	For	For	For	No

Redington Limited

Meeting Date: 04/09/2025

Record Date: 03/07/2025

Primary Security ID: Y72020111

Country: India

Meeting Type: Special

Ticker: 532805

Shares Voted: 92,239

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Approve Appointment and Remuneration of V.S. Hariharan as Managing Director and Group Chief Executive Officer	Mgmt	For	For	For	No

Scandinavian Tobacco Group A/S

Meeting Date: 04/09/2025

Record Date: 04/02/2025

Primary Security ID: K8553U105

Country: Denmark

Meeting Type: Annual

Ticker: STG

Shares Voted: 33,608

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of DKK 8.50 Per Share	Mgmt	For	For	For	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No

Scandinavian Tobacco Group A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Remuneration of Directors in the Amount of DKK 1.32 Million for Chairman, DKK 880,000 for Vice Chairman, and DKK 440,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
6	Other Proposals from Shareholders (None Submitted)	Mgmt				
6.a	Approve DKK 6 Million Reduction in Share Capital via Share Cancellation; Amend Existing Authorizations in Articles Accordingly	Mgmt	For	For	For	No
6.b	Approve Creation of DKK 1 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
6.c	Authorize Share Repurchase Program	Mgmt	For	For	For	No
6.d	Amend Articles Re: Remove Age Limit	Mgmt	For	For	For	No
7.a	Reelect Henrik Brandt (Chair) as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Henrik Brandt, Joerg Biebnick, Dianne Blixt, Marlene Forsell, Anders Obel and Ricardo Cesar de Almeida Oberlander (Items 7.a-7.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
7.b	Reelect Jorg Biebnick as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Henrik Brandt, Joerg Biebnick, Dianne Blixt, Marlene Forsell, Anders Obel and Ricardo Cesar de Almeida Oberlander (Items 7.a-7.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
7.c	Reelect Dianne Blixt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Henrik Brandt, Joerg Biebnick, Dianne Blixt, Marlene Forsell, Anders Obel and Ricardo Cesar de Almeida Oberlander (Items 7.a-7.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
7.d	Reelect Marlene Forsell as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Henrik Brandt, Joerg Biebnick, Dianne Blixt, Marlene Forsell, Anders Obel and Ricardo Cesar de Almeida Oberlander (Items 7.a-7.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
7.e	Reelect Anders Obel as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Henrik Brandt, Joerg Biebnick, Dianne Blixt, Marlene Forsell, Anders Obel and Ricardo Cesar de Almeida Oberlander (Items 7.a-7.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
7.f	Elect Ricardo Oberlande as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Henrik Brandt, Joerg Biebnick, Dianne Blixt, Marlene Forsell, Anders Obel and Ricardo Cesar de Almeida Oberlander (Items 7.a-7.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						

Scandinavian Tobacco Group A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Ratify PricewaterhouseCoopers as Auditors; Ratify Pricewaterhouse Coopers as Auditors for Sustainability Reporting	Mgmt	For	For	For	No

Tegma Gestao Logistica SA

Meeting Date: 04/09/2025	Country: Brazil	Ticker: TGMA3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P90284103		

Shares Voted: 34,485

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles 5 and 13 and Consolidate Bylaws	Mgmt	For	For	For	No

Tegma Gestao Logistica SA

Meeting Date: 04/09/2025	Country: Brazil	Ticker: TGMA3
Record Date:	Meeting Type: Annual	
Primary Security ID: P90284103		

Shares Voted: 34,485

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
Voting Policy Rationale: A cautionary vote FOR these items is warranted because, while the audited financials are available and there are no independent auditor qualifications, concerns remain related to ongoing investigations and the replacement of the company's previous external auditor.						
2	Accept Management Statements for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
Voting Policy Rationale: A cautionary vote FOR these items is warranted because, while the audited financials are available and there are no independent auditor qualifications, concerns remain related to ongoing investigations and the replacement of the company's previous external auditor.						
3	Approve Capital Budget	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
5	Fix Number of Directors at Six	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 9, 10.1-10.6 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
7	Elect Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these items is warranted because: * The proposed board's level of independence fails to meet the expectations of institutional investors; * The proposed board lacks gender diversity; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.</i>						
8	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Against	No
	If Voting FOR on Item 9, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt				
9	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 9, 10.1-10.6 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
10.1	Percentage of Votes to Be Assigned - Elect Murilo Cesar Lemos dos Santos Passos as Independent Director and Vanessa Claro Lopes as Alternate	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 9, 10.1-10.6 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.2	Percentage of Votes to Be Assigned - Elect Decio Carbonari de Almeida as Independent Director and Mario Bardella Junior as Alternate	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 9, 10.1-10.6 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
10.3	Percentage of Votes to Be Assigned - Elect Evandro Luiz Coser as Director and Jose Alfredo de Freitas as Alternate	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 9, 10.1-10.6 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
10.4	Percentage of Votes to Be Assigned - Elect Mario Sergio Moreira Franco as Director and Francisco Creso Junqueira Franco Junior as Alternate	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 9, 10.1-10.6 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
10.5	Percentage of Votes to Be Assigned - Elect Orlando Machado Junior as Director and Maria Bernadette Barbieri Coser de Orem as Alternate	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 9, 10.1-10.6 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
10.6	Percentage of Votes to Be Assigned - Elect Fernando Luiz Schettino Moreira as Director and Paulo Ernesto do Valle Baptista as Alternate	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 9, 10.1-10.6 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
11	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12	Elect Murilo Cesar Lemos dos Santos Passos as Board Chair and Evandro Luiz Coser as Vice-Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these items is warranted because: * The proposed board's level of independence fails to meet the expectations of institutional investors; * The proposed board lacks gender diversity; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.</i>						
13	Approve Classification of Murilo Cesar Lemos dos Santos Passos and Decio Carbonari de Almeida as Independent Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The director Murilo Cesar Lemos dos Santos Passos has been reclassified as non-independent due to long tenure; and * The company has bundled this resolution, preventing shareholders from voting on the independence classification of directors individually.</i>						
14	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	For	For	No
15	Elect Fiscal Council Members	Mgmt	For	Abstain	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN vote recommendation is warranted for management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate as further discussed under Item 18 of this meeting agenda.</i>						
16	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	Against	No
17	As an Ordinary Shareholder, Would You Like to Request a Separate Election of a Member of the Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	For	For	No
18.1	Elect Paulo Roberto Lopes Ricci as Fiscal Council Member and Bibiana Carneiro as Alternate Appointed by Minority Shareholder	SH	None	For	For	No
<i>Voting Policy Rationale: Minority shareholders have presented competing nominees disputing the single fiscal council seat (and alternate) reserved for preferred shareholders representative to be elected under a separate election in which the controlling shareholder is not allowed to vote. Although all candidates appear to be well-qualified to serve on the company's fiscal council, minority shareholders can support only one of the competing nominees. Therefore, a vote FOR the candidate Paulo Roberto Lopes Ricci and alternate Bibiana Carneiro (Item 18.1) is warranted in light of their previous experience serving as fiscal council member of publicly-traded companies. As such, an ABSTAIN vote is warranted to Item 18.2. This recommendation, however, should not be interpreted as a negative assessment of the experience or qualifications of the competing fiscal council nominees. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.</i>						

Tegma Gestao Logistica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
18.2	Elect Mario Roberto Perrone Lopes as Fiscal Council Member and Marcelo Marques Pacheco as Alternate Appointed by Minority Shareholder	SH	None	Abstain	Abstain	No
Voting Policy Rationale: Minority shareholders have presented competing nominees disputing the single fiscal council seat (and alternate) reserved for preferred shareholders representative to be elected under a separate election in which the controlling shareholder is not allowed to vote. Although all candidates appear to be well-qualified to serve on the company's fiscal council, minority shareholders can support only one of the competing nominees. Therefore, a vote FOR the candidate Paulo Roberto Lopes Ricci and alternate Bibiana Carneiro (Item 18.1) is warranted in light of their previous experience serving as fiscal council member of publicly-traded companies. As such, an ABSTAIN vote is warranted to Item 18.2. This recommendation, however, should not be interpreted as a negative assessment of the experience or qualifications of the competing fiscal council nominees. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.						
19	Approve Remuneration of Company's Management and Fiscal Council	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company's disclosure lacks transparency regarding key remuneration figures.						

Unicaja Banco SA

Meeting Date: 04/09/2025Country: SpainTicker: UNI

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

Primary Security ID: E92589105

Shares Voted: 568,414						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Approve Standalone Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concern regarding the accounts presented or audit procedures used.						
1.2	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concern regarding the accounts presented or audit procedures used.						
2	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
3	Approve Discharge of Board	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
5.1	Reelect Carolina Martinez Caro as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Items 5.1-5.3 is warranted due to a lack of material concerns about the independent nominees. A vote AGAINST the elections of NI-NEDs under Items 5.4-5.5 is warranted because the resulting board does not meet the 50 percent independence requirement applicable to Spain-incorporated, non-controlled companies.						

Unicaja Banco SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.2	Reelect Rocio Fernandez Funcia as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Items 5.1-5.3 is warranted due to a lack of material concerns about the independent nominees. A vote AGAINST the elections of NI-NEDs under Items 5.4-5.5 is warranted because the resulting board does not meet the 50 percent independence requirement applicable to Spain-incorporated, non-controlled companies.						
5.3	Reelect Antonio Carrascosa Morales as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Items 5.1-5.3 is warranted due to a lack of material concerns about the independent nominees. A vote AGAINST the elections of NI-NEDs under Items 5.4-5.5 is warranted because the resulting board does not meet the 50 percent independence requirement applicable to Spain-incorporated, non-controlled companies.						
5.4	Reelect Rafael Dominguez de la Maza as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR Items 5.1-5.3 is warranted due to a lack of material concerns about the independent nominees. A vote AGAINST the elections of NI-NEDs under Items 5.4-5.5 is warranted because the resulting board does not meet the 50 percent independence requirement applicable to Spain-incorporated, non-controlled companies.						
5.5	Elect Cesar Bedoya Merino as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR Items 5.1-5.3 is warranted due to a lack of material concerns about the independent nominees. A vote AGAINST the elections of NI-NEDs under Items 5.4-5.5 is warranted because the resulting board does not meet the 50 percent independence requirement applicable to Spain-incorporated, non-controlled companies.						
6	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 500 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because the potential dilution exceeds the 10 percent limit for issuances without pre-emptive rights.						
7	Authorize Share Repurchase Program	Mgmt	For	For	For	No
8	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

VZ Holding AG

Meeting Date: 04/09/2025	Country: Switzerland	Ticker: VZN
Record Date:	Meeting Type: Annual	
Primary Security ID: H9239A111		

Shares Voted: 1,502						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Non-Financial Report	Mgmt	For	For	For	No
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Allocation of Income and Dividends of CHF 2.73 per Share	Mgmt	For	For	For	No
4.1	Elect Matthias Reinhart as Director and Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1 - 4.2.6) Votes AGAINST the non-independent audit committee members, Roland Iff and Albrecht Langhart, are warranted due to the failure to establish a majority-independent audit committee and because Iff serves as non-independent chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 4.3.1 - 4.3.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Roland Ledergerber, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes For the remaining nominees are warranted due to a lack of further concerns.</i>						
4.2.1	Reelect Roland Iff as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 4.1 - 4.2.6) Votes AGAINST the non-independent audit committee members, Roland Iff and Albrecht Langhart, are warranted due to the failure to establish a majority-independent audit committee and because Iff serves as non-independent chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 4.3.1 - 4.3.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Roland Ledergerber, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes For the remaining nominees are warranted due to a lack of further concerns.</i>						
4.2.2	Reelect Albrecht Langhart as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 4.1 - 4.2.6) Votes AGAINST the non-independent audit committee members, Roland Iff and Albrecht Langhart, are warranted due to the failure to establish a majority-independent audit committee and because Iff serves as non-independent chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 4.3.1 - 4.3.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Roland Ledergerber, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes For the remaining nominees are warranted due to a lack of further concerns.</i>						
4.2.3	Reelect Roland Ledergerber as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1 - 4.2.6) Votes AGAINST the non-independent audit committee members, Roland Iff and Albrecht Langhart, are warranted due to the failure to establish a majority-independent audit committee and because Iff serves as non-independent chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 4.3.1 - 4.3.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Roland Ledergerber, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes For the remaining nominees are warranted due to a lack of further concerns.</i>						
4.2.4	Reelect Olivier de Perregaux as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1 - 4.2.6) Votes AGAINST the non-independent audit committee members, Roland Iff and Albrecht Langhart, are warranted due to the failure to establish a majority-independent audit committee and because Iff serves as non-independent chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 4.3.1 - 4.3.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Roland Ledergerber, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes For the remaining nominees are warranted due to a lack of further concerns.</i>						
4.2.5	Reelect Nadia Schmidt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1 - 4.2.6) Votes AGAINST the non-independent audit committee members, Roland Iff and Albrecht Langhart, are warranted due to the failure to establish a majority-independent audit committee and because Iff serves as non-independent chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 4.3.1 - 4.3.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Roland Ledergerber, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes For the remaining nominees are warranted due to a lack of further concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.2.6	Reelect Henriette Wendt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1 - 4.2.6) Votes AGAINST the non-independent audit committee members, Roland Iff and Albrecht Langhart, are warranted due to the failure to establish a majority-independent audit committee and because Iff serves as non-independent chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 4.3.1 - 4.3.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Roland Ledergerber, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes For the remaining nominees are warranted due to a lack of further concerns.</i>						
4.3.1	Reappoint Roland Ledergerber as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 4.1 - 4.2.6) Votes AGAINST the non-independent audit committee members, Roland Iff and Albrecht Langhart, are warranted due to the failure to establish a majority-independent audit committee and because Iff serves as non-independent chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 4.3.1 - 4.3.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Roland Ledergerber, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes For the remaining nominees are warranted due to a lack of further concerns.</i>						
4.3.2	Reappoint Matthias Reinhart as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1 - 4.2.6) Votes AGAINST the non-independent audit committee members, Roland Iff and Albrecht Langhart, are warranted due to the failure to establish a majority-independent audit committee and because Iff serves as non-independent chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 4.3.1 - 4.3.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Roland Ledergerber, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes For the remaining nominees are warranted due to a lack of further concerns.</i>						
4.3.3	Reappoint Henriette Wendt as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1 - 4.2.6) Votes AGAINST the non-independent audit committee members, Roland Iff and Albrecht Langhart, are warranted due to the failure to establish a majority-independent audit committee and because Iff serves as non-independent chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 4.3.1 - 4.3.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Roland Ledergerber, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes For the remaining nominees are warranted due to a lack of further concerns.</i>						
5	Designate Keller AG as Independent Proxy	Mgmt	For	For	For	No
6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For	No
7.1	Approve Remuneration of Directors in the Amount of CHF 830,000	Mgmt	For	For	For	No
7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.1 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Fixed compensation (Item 7.2) A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns. Variable compensation (ex-post) (Item 7.3) A vote AGAINST this proposal is warranted because there are insufficient ex-post disclosures to explain performance achievements underlying the requested bonus payouts.</i>						

VZ Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.9 Million	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Fixed compensation (Item 7.2) A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns. Variable compensation (ex-post) (Item 7.3) A vote AGAINST this proposal is warranted because there are insufficient ex-post disclosures to explain performance achievements underlying the requested bonus payouts.						
8	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

Cloetta AB

Meeting Date: 04/10/2025Country: SwedenTicker: CLA.B

Record Date: 04/02/2025Meeting Type: Annual

Primary Security ID: W2397U105

Shares Voted: 39,667

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Prepare and Approve List of Shareholders	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
7	Receive Financial Statements and Statutory Reports	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
8	Receive Board's Report	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Receive CEO's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
11	Approve Allocation of Income and Dividends of SEK 1.10 Per Share	Mgmt	For	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	For	No
13a	Approve Discharge of Patrick Bergander	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
13b	Approve Discharge of Morten Falkenberg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
13c	Approve Discharge of Malin Jennerholm	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
13d	Approve Discharge of Pauline Lindwall	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
13e	Approve Discharge of Alan McLean Raleigh	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
13f	Approve Discharge of Camilla Svenfelt	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
13g	Approve Discharge of Mikael Svenfelt	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
13h	Approve Discharge of Katarina Tell	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
13i	Approve Discharge of Lena Gronedal	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
13j	Approve Discharge of Former CEO Henri de Sauvage Nolting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13k	Approve Discharge of Mikael Norman	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
14	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For	No
15.1	Approve Remuneration of Directors in the Amount of SEK 860,000 for Chair and SEK 350,000 for Other Directors	Mgmt	For	For	For	No
15.2	Approve Remuneration of Auditors	Mgmt	For	For	For	No
16a	Reelect Patrick Bergander as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Morten Falkenberg, Patrick Bergander, Malin Jennerholm, Pauline Lindwall, Alan Raleigh, Camilla Svenfelt and Mikael Svenfelt (Items 16.a-16.g) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
16b	Reelect Morten Falkenberg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Morten Falkenberg, Patrick Bergander, Malin Jennerholm, Pauline Lindwall, Alan Raleigh, Camilla Svenfelt and Mikael Svenfelt (Items 16.a-16.g) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
16c	Reelect Malin Jennerholm as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Morten Falkenberg, Patrick Bergander, Malin Jennerholm, Pauline Lindwall, Alan Raleigh, Camilla Svenfelt and Mikael Svenfelt (Items 16.a-16.g) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
16d	Reelect Pauline Lindwall as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Morten Falkenberg, Patrick Bergander, Malin Jennerholm, Pauline Lindwall, Alan Raleigh, Camilla Svenfelt and Mikael Svenfelt (Items 16.a-16.g) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
16e	Reelect Alan McLean Raleigh as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Morten Falkenberg, Patrick Bergander, Malin Jennerholm, Pauline Lindwall, Alan Raleigh, Camilla Svenfelt and Mikael Svenfelt (Items 16.a-16.g) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
16f	Reelect Camilla Svenfelt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Morten Falkenberg, Patrick Bergander, Malin Jennerholm, Pauline Lindwall, Alan Raleigh, Camilla Svenfelt and Mikael Svenfelt (Items 16.a-16.g) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
16g	Reelect Mikael Svenfelt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Morten Falkenberg, Patrick Bergander, Malin Jennerholm, Pauline Lindwall, Alan Raleigh, Camilla Svenfelt and Mikael Svenfelt (Items 16.a-16.g) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
17	Reelect Morten Falkenberg as Board Chair	Mgmt	For	For	For	No
18	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For	No

Cloetta AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
19	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
20.A	Approve Performance Share Incentive Plan LTI 2025 for Key Employees	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the performance period for part of the awards is less than three years.</i>						
20.B	Approve Equity Plan Financing of LTI 2025	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.</i>						
21	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
22	Close Meeting	Mgmt				

COMET Holding AG

Meeting Date: 04/10/2025 **Country:** Switzerland **Ticker:** COTN
Record Date: **Meeting Type:** Annual
Primary Security ID: H15586151

Shares Voted: 3,035						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of CHF 1.50 per Share	Mgmt	For	For	For	No
3	Approve Non-Financial Report	Mgmt	For	For	For	No
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
5.1	Reelect Mariel Hoch as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.2	Reelect Patrick Jany as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.3	Reelect Heinz Kundert as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.4	Reelect Irene Lee as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
5.5	Reelect Edeltraud Leibrock as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
5.6	Reelect Benjamin Loh as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
5.7	Elect Benjamin Loh as Board Chair	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
6.1	Reappoint Mariel Hoch as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
6.2	Reappoint Heinz Kundert as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
6.3	Appoint Patrick Jany as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
7	Designate HuettelLAW AG as Independent Proxy	Mgmt	For	For	For	No
8	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No
9.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For	For	For	No
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.9 Million	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i>					
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.1 Million for Fiscal Year 2026 under the Long-Term Incentive Plan	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i>					

COMET Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.1 Million for Fiscal Year 2024 under the Short-Term Incentive Plan	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.						
9.5	Approve Remuneration Report	Mgmt	For	For	For	No
10	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

Emmi AG

Meeting Date: 04/10/2025	Country: Switzerland	Ticker: EMMN
Record Date:	Meeting Type: Annual	
Primary Security ID: H2217C100		

Shares Voted: 418						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Non-Financial Report	Mgmt	For	For	For	No
2	Approve Discharge of Board of Directors	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of CHF 16.50 per Share	Mgmt	For	For	For	No
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For	For	No
4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	Mgmt	For	For	For	No
Voting Policy Rationale: Fixed Compensation (Item 4.2) A vote FOR this item is warranted because the proposal appears to be in line with market practice. However, it is not without some concern considering the lack of a specific explanation for increased compensation for executives excluding the CEO in the past year. Variable Compensation (Item 4.3) A vote AGAINST this proposal is warranted because: * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. As such, performance achievements underlying the requested amount are unclear. * There is no long-term incentive component that measures performance over a multi-year period and no equity-based component within the framework. * Because the company has not provided shareholders with a non-binding resolution on the remuneration report, this is the most appropriate item for expressing a view on the company's variable remuneration practices.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Fixed Compensation (Item 4.2) A vote FOR this item is warranted because the proposal appears to be in line with market practice. However, it is not without some concern considering the lack of a specific explanation for increased compensation for executives excluding the CEO in the past year. Variable Compensation (Item 4.3) A vote AGAINST this proposal is warranted because: * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. As such, performance achievements underlying the requested amount are unclear. * There is no long-term incentive component that measures performance over a multi-year period and no equity-based component within the framework. * Because the company has not provided shareholders with a non-binding resolution on the remuneration report, this is the most appropriate item for expressing a view on the company's variable remuneration practices.</i>						
5.1.1	Reelect Urs Riedener as Director and Board Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1.1-5.2.3) Votes AGAINST the non-independent nominees: Urs Riedener, Monique Bourquin, Thomas Grueter, Rebekka Iten, Hubert Muff, Christian Troxler, and Anette Weber are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Urs Riedener and Hubert Muff, are further warranted because of the failure to establish a sufficiently independent committee. Votes FOR the remaining independent nominees are warranted due to a lack of concerns. Compensation committee elections (Items 5.3.1-5.3.4) Votes AGAINST the non-independent committee members: Urs Riedener, Monique Bourquin, and Thomas Grueter are warranted due to the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						
5.1.2	Reelect Monique Bourquin as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1.1-5.2.3) Votes AGAINST the non-independent nominees: Urs Riedener, Monique Bourquin, Thomas Grueter, Rebekka Iten, Hubert Muff, Christian Troxler, and Anette Weber are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Urs Riedener and Hubert Muff, are further warranted because of the failure to establish a sufficiently independent committee. Votes FOR the remaining independent nominees are warranted due to a lack of concerns. Compensation committee elections (Items 5.3.1-5.3.4) Votes AGAINST the non-independent committee members: Urs Riedener, Monique Bourquin, and Thomas Grueter are warranted due to the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						
5.1.3	Reelect Dominik Buergy as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1.1-5.2.3) Votes AGAINST the non-independent nominees: Urs Riedener, Monique Bourquin, Thomas Grueter, Rebekka Iten, Hubert Muff, Christian Troxler, and Anette Weber are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Urs Riedener and Hubert Muff, are further warranted because of the failure to establish a sufficiently independent committee. Votes FOR the remaining independent nominees are warranted due to a lack of concerns. Compensation committee elections (Items 5.3.1-5.3.4) Votes AGAINST the non-independent committee members: Urs Riedener, Monique Bourquin, and Thomas Grueter are warranted due to the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						
5.1.4	Reelect Thomas Grueter as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1.1-5.2.3) Votes AGAINST the non-independent nominees: Urs Riedener, Monique Bourquin, Thomas Grueter, Rebekka Iten, Hubert Muff, Christian Troxler, and Anette Weber are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Urs Riedener and Hubert Muff, are further warranted because of the failure to establish a sufficiently independent committee. Votes FOR the remaining independent nominees are warranted due to a lack of concerns. Compensation committee elections (Items 5.3.1-5.3.4) Votes AGAINST the non-independent committee members: Urs Riedener, Monique Bourquin, and Thomas Grueter are warranted due to the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.1.5	Reelect Nadja Lang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1.1-5.2.3) Votes AGAINST the non-independent nominees: Urs Riedener, Monique Bourquin, Thomas Grueter, Rebekka Iten, Hubert Muff, Christian Troxler, and Anette Weber are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Urs Riedener and Hubert Muff, are further warranted because of the failure to establish a sufficiently independent committee. Votes FOR the remaining independent nominees are warranted due to a lack of concerns. Compensation committee elections (Items 5.3.1-5.3.4) Votes AGAINST the non-independent committee members: Urs Riedener, Monique Bourquin, and Thomas Grueter are warranted due to the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						
5.1.6	Reelect Hubert Muff as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1.1-5.2.3) Votes AGAINST the non-independent nominees: Urs Riedener, Monique Bourquin, Thomas Grueter, Rebekka Iten, Hubert Muff, Christian Troxler, and Anette Weber are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Urs Riedener and Hubert Muff, are further warranted because of the failure to establish a sufficiently independent committee. Votes FOR the remaining independent nominees are warranted due to a lack of concerns. Compensation committee elections (Items 5.3.1-5.3.4) Votes AGAINST the non-independent committee members: Urs Riedener, Monique Bourquin, and Thomas Grueter are warranted due to the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						
5.2.1	Elect Rebekka Iten as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1.1-5.2.3) Votes AGAINST the non-independent nominees: Urs Riedener, Monique Bourquin, Thomas Grueter, Rebekka Iten, Hubert Muff, Christian Troxler, and Anette Weber are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Urs Riedener and Hubert Muff, are further warranted because of the failure to establish a sufficiently independent committee. Votes FOR the remaining independent nominees are warranted due to a lack of concerns. Compensation committee elections (Items 5.3.1-5.3.4) Votes AGAINST the non-independent committee members: Urs Riedener, Monique Bourquin, and Thomas Grueter are warranted due to the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						
5.2.2	Elect Christian Troxler as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1.1-5.2.3) Votes AGAINST the non-independent nominees: Urs Riedener, Monique Bourquin, Thomas Grueter, Rebekka Iten, Hubert Muff, Christian Troxler, and Anette Weber are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Urs Riedener and Hubert Muff, are further warranted because of the failure to establish a sufficiently independent committee. Votes FOR the remaining independent nominees are warranted due to a lack of concerns. Compensation committee elections (Items 5.3.1-5.3.4) Votes AGAINST the non-independent committee members: Urs Riedener, Monique Bourquin, and Thomas Grueter are warranted due to the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						
5.2.3	Elect Anette Weber as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1.1-5.2.3) Votes AGAINST the non-independent nominees: Urs Riedener, Monique Bourquin, Thomas Grueter, Rebekka Iten, Hubert Muff, Christian Troxler, and Anette Weber are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Urs Riedener and Hubert Muff, are further warranted because of the failure to establish a sufficiently independent committee. Votes FOR the remaining independent nominees are warranted due to a lack of concerns. Compensation committee elections (Items 5.3.1-5.3.4) Votes AGAINST the non-independent committee members: Urs Riedener, Monique Bourquin, and Thomas Grueter are warranted due to the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						
5.3.1	Reappoint Urs Riedener as Member of the Personnel and Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1.1-5.2.3) Votes AGAINST the non-independent nominees: Urs Riedener, Monique Bourquin, Thomas Grueter, Rebekka Iten, Hubert Muff, Christian Troxler, and Anette Weber are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Urs Riedener and Hubert Muff, are further warranted because of the failure to establish a sufficiently independent committee. Votes FOR the remaining independent nominees are warranted due to a lack of concerns. Compensation committee elections (Items 5.3.1-5.3.4) Votes AGAINST the non-independent committee members: Urs Riedener, Monique Bourquin, and Thomas Grueter are warranted due to the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.3.2	Reappoint Monique Bourquin as Member of the Personnel and Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1.1-5.2.3) Votes AGAINST the non-independent nominees: Urs Riedener, Monique Bourquin, Thomas Grueter, Rebekka Iten, Hubert Muff, Christian Troxler, and Anette Weber are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Urs Riedener and Hubert Muff, are further warranted because of the failure to establish a sufficiently independent committee. Votes FOR the remaining independent nominees are warranted due to a lack of concerns. Compensation committee elections (Items 5.3.1-5.3.4) Votes AGAINST the non-independent committee members: Urs Riedener, Monique Bourquin, and Thomas Grueter are warranted due to the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						
5.3.3	Reappoint Dominik Buergy as Member of the Personnel and Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1.1-5.2.3) Votes AGAINST the non-independent nominees: Urs Riedener, Monique Bourquin, Thomas Grueter, Rebekka Iten, Hubert Muff, Christian Troxler, and Anette Weber are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Urs Riedener and Hubert Muff, are further warranted because of the failure to establish a sufficiently independent committee. Votes FOR the remaining independent nominees are warranted due to a lack of concerns. Compensation committee elections (Items 5.3.1-5.3.4) Votes AGAINST the non-independent committee members: Urs Riedener, Monique Bourquin, and Thomas Grueter are warranted due to the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						
5.3.4	Reappoint Thomas Grueter as Member of the Personnel and Compensation	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1.1-5.2.3) Votes AGAINST the non-independent nominees: Urs Riedener, Monique Bourquin, Thomas Grueter, Rebekka Iten, Hubert Muff, Christian Troxler, and Anette Weber are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Urs Riedener and Hubert Muff, are further warranted because of the failure to establish a sufficiently independent committee. Votes FOR the remaining independent nominees are warranted due to a lack of concerns. Compensation committee elections (Items 5.3.1-5.3.4) Votes AGAINST the non-independent committee members: Urs Riedener, Monique Bourquin, and Thomas Grueter are warranted due to the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i>						
6	Ratify KPMG AG as Auditors	Mgmt	For	For	For	No
7	Designate Pascal Engelberger as Independent Proxy	Mgmt	For	For	For	No
8	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

Protector Forsikring ASA

Meeting Date: 04/10/2025	Country: Norway	Ticker: PROT
Record Date: 04/03/2025	Meeting Type: Annual	
Primary Security ID: R7049B138		

Shares Voted: 3,461

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
3	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	For	For	No
4	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, particularly with regards to the poor disclosure of variable performance criteria. Additionally, concerns are noted due to the absence of a rationale regarding the base salary increases for some of the executives.</i>						
5	Discuss Company's Corporate Governance Statement	Mgmt				
6.1	Reelect Jostein Sorvoll as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST candidates Jostein Sorvoll, Else Bugge Fougner and Hanne Myre (Items 6.1, 6.2 and 6.3) is warranted due to their non-independent status on a board with an insufficient level of overall independence.</i>						
6.2	Reelect Else Bugge Fougner as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST candidates Jostein Sorvoll, Else Bugge Fougner and Hanne Myre (Items 6.1, 6.2 and 6.3) is warranted due to their non-independent status on a board with an insufficient level of overall independence.</i>						
6.3	Elect Hanne Myre as New Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST candidates Jostein Sorvoll, Else Bugge Fougner and Hanne Myre (Items 6.1, 6.2 and 6.3) is warranted due to their non-independent status on a board with an insufficient level of overall independence.</i>						
6.4	Reelect Jostein Sorvoll as Board Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.</i>						
6.5	Reelect Arve Ree as Vice Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the nominee is a non-independent director on a board with insufficient level of overall independence.</i>						
7.1	Elect Andreas Mork (Chair) as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>						
7.2	Reelect Eirik Ronold Mathisen as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>						

Protector Forsikring ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.3	Elect Egil Dahl as Member of Nominating Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.						
8	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
9	Approve Remuneration of Nominating Committee	Mgmt	For	For	For	No
10	Approve Remuneration of Auditors	Mgmt	For	For	For	No
11	Authorize Share Repurchase Program	Mgmt	For	For	For	No
12	Approve Creation of NOK 8.25 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
13	Authorize Board to Raise Subordinated Loans and Other External Debt Financing	Mgmt	For	For	For	No
14	Authorize Board to Distribute Dividends	Mgmt	For	For	For	No

PT Champ Resto Indonesia Tbk

Meeting Date: 04/10/2025Country: IndonesiaTicker: ENAK

Record Date: 03/11/2025Meeting Type: Extraordinary Shareholders

Primary Security ID: Y129GV104

Shares Voted: 1,040,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Changes in the Boards of the Company	SH	None	For	For	No

PT Japfa Comfeed Indonesia Tbk

Meeting Date: 04/10/2025Country: IndonesiaTicker: JPFA

Record Date: 03/18/2025Meeting Type: Extraordinary Shareholders

Primary Security ID: Y71281144

Shares Voted: 1,079,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Share Repurchase Program	Mgmt	For	For	For	No

PT Japfa Comfeed Indonesia Tbk

Meeting Date: 04/10/2025

Record Date: 03/18/2025

Primary Security ID: Y71281144

Country: Indonesia

Meeting Type: Annual

Ticker: JPFA

Shares Voted: 1,079,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Elect Directors and Commissioners	Mgmt	For	For	For	No
5	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No

Revenio Group Oyj

Meeting Date: 04/10/2025

Record Date: 03/31/2025

Primary Security ID: X7354Z103

Country: Finland

Meeting Type: Annual

Ticker: REG1V

Shares Voted: 2,540

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
2	Call the Meeting to Order	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
4	Acknowledge Proper Convening of Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
5	Prepare and Approve List of Shareholders	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Revenio Group Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Approve Allocation of Income and Dividends of EUR 0.40 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, particularly with regards to the restricted share plan granted to the CEO, including insufficient vesting periods. In addition, the company does not provide enough details regarding the STIP and performance-based LTIP.</i>						
11	Approve Remuneration of Directors in the Amount of EUR 60,000 for Chair, EUR 45,000 for Vice Chair and EUR 30,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For	No
12	Fix Number of Directors at Seven	Mgmt	For	For	For	No
13	Reelect Arne Boye Nielsen, Bill Ostman, Pekka Tammela, Ann-Christine Sundell and Riad Sherif as Directors; Elect Anat Loewenstein and Heli Lindfors as New Directors	Mgmt	For	For	For	No
14	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15	Ratify Deloitte as Auditor	Mgmt	For	For	For	No
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For	No
17	Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
18	Authorize Share Repurchase Program	Mgmt	For	For	For	No
19	Approve Issuance of up to 2.7 Million Shares without Preemptive Rights	Mgmt	For	For	For	No
20	Close Meeting	Mgmt				

Siegfried Holding AG

Meeting Date: 04/10/2025

Country: Switzerland

Ticker: SFZN

Record Date:

Meeting Type: Annual

Primary Security ID: H75942153

Shares Voted: 1,143

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Non-Financial Report	Mgmt	For	For	For	No
2.1	Approve Allocation of Income	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these resolutions are warranted.</i>						
2.2	Approve CHF 17.2 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 3.80 per Share	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these resolutions are warranted.</i>						
2.3	Approve Creation of Capital Band within the Upper Limit of CHF 35.8 Million and the Lower Limit of CHF 32.6 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For	No
3	Approve 1:10 Stock Split	Mgmt	For	For	For	No
4	Approve Discharge of Board of Directors	Mgmt	For	For	For	No
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For	No
5.2	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For	For	For	No
5.3.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.5 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice. Nevertheless, we do note that the explanations provided for the requested amounts are somewhat limited.</i>						
5.3.2	Approve Short-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.1 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice. Nevertheless, we do note that the explanations provided for the requested amounts are somewhat limited.</i>						
5.3.3	Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.8 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice. Nevertheless, we do note that the explanations provided for the requested amounts are somewhat limited.</i>						
6.1.1	Reelect Alexandra Brand as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.1.2	Reelect Elodie Carr-Cingari as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.1.3	Reelect Isabelle Welton as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.1.4	Reelect Wolfram Carius as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.1.5	Reelect Andreas Casutt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.1.6	Reelect Martin Schmid as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.1.7	Reelect Beat Walti as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.2	Reelect Andreas Casutt as Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.3.1	Reappoint Isabelle Welton as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.3.2	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.3.3	Reappoint Beat Walti as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
7	Designate Rolf Freiermuth as Independent Proxy	Mgmt	For	For	For	No
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For	No

Siegfried Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

Svitzer Group A/S

Meeting Date: 04/10/2025 **Country:** Denmark **Ticker:** SVITZR
Record Date: 04/03/2025 **Meeting Type:** Annual
Primary Security ID: K9385K109

Shares Voted: 2,678						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
A	Receive Report of Board	Mgmt				
B	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
C	Approve Allocation of Income and Dividends of DKK 8 Per Share	Mgmt	For	For	For	No
D	Approve Discharge of Management and Board	Mgmt	For	For	For	No
E	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted due to the lack of performance criteria attached to the long-term incentive plan.</i>						
F	Approve Remuneration of Directors in the Amount of DKK 900,000 for Chair, DKK 600,000 for Vice Chair, and DKK 300,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
G.1	Reelect Morten H. Engelstoft as Director	Mgmt	For	Abstain	Abstain	Yes
<i>Voting Policy Rationale: A vote FOR candidates Christine Brennet-Morris and Ghim Siew Ho (Items G.3 and G.5) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Independence A vote ABSTAIN from candidates Morten Engelstoft, Robert Uggle and Peter Wikstrom (Items G.1, G.2 and G.4) is warranted due to their non-independent status combined with an insufficient level of overall independence on the board. Additionally, Morten Engelstoft and Peter Wikstrom sit on the audit committee, which is insufficiently independent. Morten Engelstoft and Robert Uggle sit on the remuneration committee, which is also insufficiently independent.</i>						
G.2	Reelect Robert M. Uggle as Director	Mgmt	For	Abstain	Abstain	Yes
<i>Voting Policy Rationale: A vote FOR candidates Christine Brennet-Morris and Ghim Siew Ho (Items G.3 and G.5) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Independence A vote ABSTAIN from candidates Morten Engelstoft, Robert Uggle and Peter Wikstrom (Items G.1, G.2 and G.4) is warranted due to their non-independent status combined with an insufficient level of overall independence on the board. Additionally, Morten Engelstoft and Peter Wikstrom sit on the audit committee, which is insufficiently independent. Morten Engelstoft and Robert Uggle sit on the remuneration committee, which is also insufficiently independent.</i>						

Svitzer Group A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
G.3	Reelect Christine Brennet (Morris) as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Christine Brennet-Morris and Ghim Siew Ho (Items G.3 and G.5) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Independence A vote ABSTAIN from candidates Morten Engelstoft, Robert Uggle and Peter Wikstrom (Items G.1, G.2 and G.4) is warranted due to their non-independent status combined with an insufficient level of overall independence on the board. Additionally, Morten Engelstoft and Peter Wikstrom sit on the audit committee, which is insufficiently independent. Morten Engelstoft and Robert Uggle sit on the remuneration committee, which is also insufficiently independent.</i>						
G.4	Reelect Peter Wikstrom as Director	Mgmt	For	Abstain	Abstain	Yes
<i>Voting Policy Rationale: A vote FOR candidates Christine Brennet-Morris and Ghim Siew Ho (Items G.3 and G.5) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Independence A vote ABSTAIN from candidates Morten Engelstoft, Robert Uggle and Peter Wikstrom (Items G.1, G.2 and G.4) is warranted due to their non-independent status combined with an insufficient level of overall independence on the board. Additionally, Morten Engelstoft and Peter Wikstrom sit on the audit committee, which is insufficiently independent. Morten Engelstoft and Robert Uggle sit on the remuneration committee, which is also insufficiently independent.</i>						
G.5	Elect Ghim Siew Ho as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Christine Brennet-Morris and Ghim Siew Ho (Items G.3 and G.5) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Independence A vote ABSTAIN from candidates Morten Engelstoft, Robert Uggle and Peter Wikstrom (Items G.1, G.2 and G.4) is warranted due to their non-independent status combined with an insufficient level of overall independence on the board. Additionally, Morten Engelstoft and Peter Wikstrom sit on the audit committee, which is insufficiently independent. Morten Engelstoft and Robert Uggle sit on the remuneration committee, which is also insufficiently independent.</i>						
H	Ratify PricewaterhouseCoopers as Auditors; Ratify Pricewaterhouse Coopers as Auditors for Sustainability Reporting	Mgmt	For	For	For	No
I	Authorize Share Repurchase Program	Mgmt	For	For	For	No
J.1	Amend Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this policy is warranted due to its disproportionate focus on short-term incentives, the possibility of granting time-based equity awards, as well as the possibility of granting excessive discretionary awards.</i>						
K	Other Proposals from Board or Shareholders	Mgmt				

Tecan Group AG

Meeting Date: 04/10/2025

Country: Switzerland

Ticker: TECN

Record Date:

Meeting Type: Annual

Primary Security ID: H84774167

Shares Voted: 2,748

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Non-Financial Report	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.a	Approve Allocation of Income and Dividends of CHF 1.50 per Share	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the allocation of income resolutions are warranted due to a lack of concerns.</i>						
3.b	Approve Dividends of CHF 1.50 per Share from Capital Contribution Reserves	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the allocation of income resolutions are warranted due to a lack of concerns.</i>						
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
5.a	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.b	Reelect Myra Eskes as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.c	Reelect Oliver Fetzer as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.d	Reelect Matthias Gillner as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.e	Reelect Christa Kreuzburg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.f	Reelect Monica Manotas as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.g	Reelect Daniel Marshak as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6	Reelect Lukas Braunschweiler as Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
7.a	Reappoint Myra Eskes as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						

Tecan Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.b	Reappoint Christa Kreuzburg as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
7.c	Reappoint Daniel Marshak as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
8	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No
9	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For	No
10.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The LTI structure implies minimum guaranteed vesting which falls short of market practice. * This is exacerbated by concerns raised by the initial quantitative screen regarding relative pay for performance alignment. * Despite improvements, ex post disclosure under the STI remains incomplete.</i>						
10.2	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For	For	For	No
10.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	Mgmt	For	For	For	No
11	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

Van Lanschot Kempen NV

Meeting Date: 04/10/2025

Country: Netherlands

Ticker: VLK

Record Date: 03/13/2025

Meeting Type: Extraordinary Shareholders

Primary Security ID: N9145V103

Shares Voted: 19,388

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Extraordinary Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Discuss Return of Capital	Mgmt				

Van Lanschot Kempen NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.a	Approve Increase in Par Value by EUR 1.40	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted as the proposed capital return is in line with the company's capital return policy and not further concerns were identified.</i>						
3.b	Approve Reduction in Capital by EUR 1.40 per Share with Repayment to Shareholder	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted as the proposed capital return is in line with the company's capital return policy and not further concerns were identified.</i>						
4	Close Meeting	Mgmt				

Zug Estates Holding AG

Meeting Date: 04/10/2025 **Country:** Switzerland **Ticker:** ZUGN
Record Date: **Meeting Type:** Annual
Primary Security ID: H9855K112

Shares Voted: 14						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. * The variable component is defined in vague terms, and it is not clear what performance is assessed or how it is assessed. * One executive received a significant base salary increase during the year without a detailed explanation.</i>						
2	Approve Allocation of Income and Dividends of CHF 4.70 per Category A Registered Share and CHF 47.00 per Category B Registered Share	Mgmt	For	For	For	No
3.1	Approve Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For	For	For	No
3.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.5 Million	Mgmt	For	For	For	No
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
5.1	Elect Joelle Zimmerli as Shareholder Representative of Series B Registered Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Martin Wipfli (Item 5.2.3) to the board is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
5.2.1	Reelect Beat Schwab as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Martin Wipfli (Item 5.2.3) to the board is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						

Zug Estates Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.2.2	Reelect Johannes Stoeckli as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Martin Wipfli (Item 5.2.3) to the board is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
5.2.3	Reelect Martin Wipfli as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST Martin Wipfli (Item 5.2.3) to the board is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
5.2.4	Reelect Joelle Zimmerli as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Martin Wipfli (Item 5.2.3) to the board is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
5.2.5	Elect Julia Haecki as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Martin Wipfli (Item 5.2.3) to the board is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
5.3	Reelect Beat Schwab as Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Martin Wipfli (Item 5.2.3) to the board is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
5.4.1	Reappoint Johannes Stoeckli as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Martin Wipfli (Item 5.2.3) to the board is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
5.4.2	Reappoint Joelle Zimmerli as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Martin Wipfli (Item 5.2.3) to the board is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
5.5	Designate Blum & Partner AG as Independent Proxy	Mgmt	For	For	For	No
5.6	Ratify KPMG AG as Auditors	Mgmt	For	For	For	No
6	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

FIBRA Macquarie Mexico

Meeting Date: 04/11/2025

Country: Mexico

Ticker: FIBRAMQ12

Record Date: 04/03/2025

Meeting Type: Annual

Primary Security ID: P3515D155

Shares Voted: 111,019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Ordinary Meeting for Holders of REITs - ISIN MXCFF10U0002	Mgmt				
1	Approve Audited Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>					
2	Approve Annual Report	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>					
3	Extend Share Repurchase for Additional Year; Set Maximum Amount for Share Repurchase	Mgmt	For	For	For	No
4	Ratify Jaime de la Garza as Independent Member of Technical Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed technical committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
5	Ratify Michael Brennan as Independent Member of Technical Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed technical committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
6	Ratify Sara Neff as Independent Member of Technical Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed technical committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
7	Elect Member of Technical Committee	Mgmt				
8	Approve Independence Classification of Technical Committee Member Elected in Item 7	Mgmt	For	For	For	No
9	Amend Compensation Plan for Members of Technical Committee, Audit Committee, Indebtedness Committee and Ethics and Corporate Governance Committee of Trust	Mgmt	For	For	For	No
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Meeting Date: 04/11/2025

Country: Denmark

Ticker: ISS

Record Date: 04/04/2025

Meeting Type: Annual

Primary Security ID: K5591Y107

Shares Voted: 67,507

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and of Dividends of DKK 3.1 Per Share	Mgmt	For	For	For	No
4	Approve Discharge of Management and Board	Mgmt	For	For	For	No
5	Authorize Share Repurchase Program	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal to repurchase company shares is warranted because: * The company would be able to repurchase more than 10 percent of its share capital; * The company would be able to hold more than 10 percent of its share capital in treasury.						
6	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
7	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
8.a	Reelect Niels Smedegaard as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all candidates (Items 8.a- 8.h) is warranted due to a lack of concern regarding the composition of the board.						
8.b	Reelect Lars Petersson as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all candidates (Items 8.a- 8.h) is warranted due to a lack of concern regarding the composition of the board.						
8.c	Reelect Kelly L. Kuhn as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all candidates (Items 8.a- 8.h) is warranted due to a lack of concern regarding the composition of the board.						
8.d	Reelect Ben Stevens as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all candidates (Items 8.a- 8.h) is warranted due to a lack of concern regarding the composition of the board.						
8.e	Reelect Reshma Ramachandran as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all candidates (Items 8.a- 8.h) is warranted due to a lack of concern regarding the composition of the board.						
8.f	Reelect Henriette Hallberg Thygesen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all candidates (Items 8.a- 8.h) is warranted due to a lack of concern regarding the composition of the board.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.g	Elect Henrik Lind as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 8.a- 8.h) is warranted due to a lack of concern regarding the composition of the board.</i>						
8.h	Elect Jens Bjorn Andersen as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 8.a- 8.h) is warranted due to a lack of concern regarding the composition of the board.</i>						
9	Ratify PricewaterhouseCoopers as Auditors; Appoint PricewaterhouseCoopers as Auditors for Sustainability Reporting	Mgmt	For	For	For	No
10.a	Approve Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For	No
11	Other Business	Mgmt				

Rana Gruber AS

Meeting Date: 04/11/2025

Country: Norway

Ticker: RANA

Record Date: 04/04/2025

Meeting Type: Annual

Primary Security ID: R7S56X106

Shares Voted: 3,397

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
4	Approve Remuneration Statement	Mgmt	For	For	For	No
5.1	Reelect Morten Stover as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Morten Stover, Hilde Rolandsen and Ragnhild Wiborg (Items 5.1 - 5.3) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
5.2	Reelect Ragnhild Wiborg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Morten Stover, Hilde Rolandsen and Ragnhild Wiborg (Items 5.1 - 5.3) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						

Rana Gruber AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.3	Reelect Hilde Rolandsen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Morten Stover, Hilde Rolandsen and Ragnhild Wiborg (Items 5.1 - 5.3) is warranted due to a lack of concern regarding the composition of the board or its committees.						
6	Reelect Robert Sotberg as Chair of Nominating Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.						
7.1	Elect Tom Lileng as Member of Nominating Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.						
7.2	Elect Eva Monica Hestvik as Member of Nominating Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.						
8	Approve Remuneration of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to a lack of concern regarding the proposed fees.						
9	Approve Remuneration of Nominating Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to a lack of concern regarding the proposed fees.						
10	Approve Remuneration of Auditors	Mgmt	For	For	For	No
11	Approve Distribution of Dividends	Mgmt	For	For	For	No
12	Authorize Share Repurchase Program	Mgmt	For	For	For	No

Repco Home Finance Limited

Meeting Date: 04/11/2025

Record Date: 02/28/2025

Primary Security ID: Y7S54C114

Country: India

Meeting Type: Special

Ticker: 535322

Shares Voted: 42,580						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot Approve Appointment and Remuneration of Thangappan Karunakaran as Managing Director and Chief Executive Officer	Mgmt Mgmt	 For	 For	 For	 No

Response Plus Holding PJSC

Meeting Date: 04/11/2025	Country: United Arab Emirates	Ticker: RPM
Record Date: 04/10/2025	Meeting Type: Annual	
Primary Security ID: M8211E103		

Shares Voted: 0						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business Authorize Chairman to Appoint the Meeting Secretary and the Vote Collector	Mgmt	For	Refer		No
Voting Policy Rationale: This company is listed on the ADX secondary stock exchange (Growth Market), which serves as a platform for listing of shares of privately owned companies (private joint stock companies), through private placement or direct listing. Listings on the Growth Market do not require an IPO, consequently, such companies are subject to less strict regulations (issued by the Ministry of Economy instead of the Securities and Commodities Authority) than those applying to public joint stock companies. This allows private companies to benefit from a simplified and less rigorous listing process compared to the ADX Main Market while offering access to a diverse group of regional and global investors. The market also offers companies support from ADX in terms of investor engagement and provides an opportunity to bolster their brand recognition. This is also confirmed by the company's bylaws. ISS does not provide vote recommendations for such companies, therefore this document is for information purposes only.						
2	Approve Board Report on Company Operations and It Financial Position for FY 2024	Mgmt	For	Refer		No
Voting Policy Rationale: This company is listed on the ADX secondary stock exchange (Growth Market), which serves as a platform for listing of shares of privately owned companies (private joint stock companies), through private placement or direct listing. Listings on the Growth Market do not require an IPO, consequently, such companies are subject to less strict regulations (issued by the Ministry of Economy instead of the Securities and Commodities Authority) than those applying to public joint stock companies. This allows private companies to benefit from a simplified and less rigorous listing process compared to the ADX Main Market while offering access to a diverse group of regional and global investors. The market also offers companies support from ADX in terms of investor engagement and provides an opportunity to bolster their brand recognition. This is also confirmed by the company's bylaws. ISS does not provide vote recommendations for such companies, therefore this document is for information purposes only.						
3	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	Refer		No
Voting Policy Rationale: This company is listed on the ADX secondary stock exchange (Growth Market), which serves as a platform for listing of shares of privately owned companies (private joint stock companies), through private placement or direct listing. Listings on the Growth Market do not require an IPO, consequently, such companies are subject to less strict regulations (issued by the Ministry of Economy instead of the Securities and Commodities Authority) than those applying to public joint stock companies. This allows private companies to benefit from a simplified and less rigorous listing process compared to the ADX Main Market while offering access to a diverse group of regional and global investors. The market also offers companies support from ADX in terms of investor engagement and provides an opportunity to bolster their brand recognition. This is also confirmed by the company's bylaws. ISS does not provide vote recommendations for such companies, therefore this document is for information purposes only.						
4	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	Refer		No
Voting Policy Rationale: This company is listed on the ADX secondary stock exchange (Growth Market), which serves as a platform for listing of shares of privately owned companies (private joint stock companies), through private placement or direct listing. Listings on the Growth Market do not require an IPO, consequently, such companies are subject to less strict regulations (issued by the Ministry of Economy instead of the Securities and Commodities Authority) than those applying to public joint stock companies. This allows private companies to benefit from a simplified and less rigorous listing process compared to the ADX Main Market while offering access to a diverse group of regional and global investors. The market also offers companies support from ADX in terms of investor engagement and provides an opportunity to bolster their brand recognition. This is also confirmed by the company's bylaws. ISS does not provide vote recommendations for such companies, therefore this document is for information purposes only.						

Response Plus Holding PJSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Dividends of AED 0.10 per Share for FY 2024	Mgmt	For	Refer		No
<i>Voting Policy Rationale: This company is listed on the ADX secondary stock exchange (Growth Market), which serves as a platform for listing of shares of privately owned companies (private joint stock companies), through private placement or direct listing. Listings on the Growth Market do not require an IPO, consequently, such companies are subject to less strict regulations (issued by the Ministry of Economy instead of the Securities and Commodities Authority) than those applying to public joint stock companies. This allows private companies to benefit from a simplified and less rigorous listing process compared to the ADX Main Market while offering access to a diverse group of regional and global investors. The market also offers companies support from ADX in terms of investor engagement and provides an opportunity to bolster their brand recognition. This is also confirmed by the company's bylaws. ISS does not provide vote recommendations for such companies, therefore this document is for information purposes only.</i>						
6	Approve Remuneration of Directors and Allowances for the Committee Members of AED 2,100,000 for FY 2024	Mgmt	For	Refer		No
<i>Voting Policy Rationale: This company is listed on the ADX secondary stock exchange (Growth Market), which serves as a platform for listing of shares of privately owned companies (private joint stock companies), through private placement or direct listing. Listings on the Growth Market do not require an IPO, consequently, such companies are subject to less strict regulations (issued by the Ministry of Economy instead of the Securities and Commodities Authority) than those applying to public joint stock companies. This allows private companies to benefit from a simplified and less rigorous listing process compared to the ADX Main Market while offering access to a diverse group of regional and global investors. The market also offers companies support from ADX in terms of investor engagement and provides an opportunity to bolster their brand recognition. This is also confirmed by the company's bylaws. ISS does not provide vote recommendations for such companies, therefore this document is for information purposes only.</i>						
7	Approve Discharge of Directors for FY 2024	Mgmt	For	Refer		No
<i>Voting Policy Rationale: This company is listed on the ADX secondary stock exchange (Growth Market), which serves as a platform for listing of shares of privately owned companies (private joint stock companies), through private placement or direct listing. Listings on the Growth Market do not require an IPO, consequently, such companies are subject to less strict regulations (issued by the Ministry of Economy instead of the Securities and Commodities Authority) than those applying to public joint stock companies. This allows private companies to benefit from a simplified and less rigorous listing process compared to the ADX Main Market while offering access to a diverse group of regional and global investors. The market also offers companies support from ADX in terms of investor engagement and provides an opportunity to bolster their brand recognition. This is also confirmed by the company's bylaws. ISS does not provide vote recommendations for such companies, therefore this document is for information purposes only.</i>						
8	Approve Discharge of Auditors for FY 2024	Mgmt	For	Refer		No
<i>Voting Policy Rationale: This company is listed on the ADX secondary stock exchange (Growth Market), which serves as a platform for listing of shares of privately owned companies (private joint stock companies), through private placement or direct listing. Listings on the Growth Market do not require an IPO, consequently, such companies are subject to less strict regulations (issued by the Ministry of Economy instead of the Securities and Commodities Authority) than those applying to public joint stock companies. This allows private companies to benefit from a simplified and less rigorous listing process compared to the ADX Main Market while offering access to a diverse group of regional and global investors. The market also offers companies support from ADX in terms of investor engagement and provides an opportunity to bolster their brand recognition. This is also confirmed by the company's bylaws. ISS does not provide vote recommendations for such companies, therefore this document is for information purposes only.</i>						
9	Appoint Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	Refer		No
<i>Voting Policy Rationale: This company is listed on the ADX secondary stock exchange (Growth Market), which serves as a platform for listing of shares of privately owned companies (private joint stock companies), through private placement or direct listing. Listings on the Growth Market do not require an IPO, consequently, such companies are subject to less strict regulations (issued by the Ministry of Economy instead of the Securities and Commodities Authority) than those applying to public joint stock companies. This allows private companies to benefit from a simplified and less rigorous listing process compared to the ADX Main Market while offering access to a diverse group of regional and global investors. The market also offers companies support from ADX in terms of investor engagement and provides an opportunity to bolster their brand recognition. This is also confirmed by the company's bylaws. ISS does not provide vote recommendations for such companies, therefore this document is for information purposes only.</i>						

Meeting Date: 04/11/2025

Country: France

Ticker: VCT

Record Date: 04/09/2025

Meeting Type: Annual/Special

Primary Security ID: F18060107

Shares Voted: 3,411

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>						
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>						
3	Approve Allocation of Income and Dividends of EUR 2 per Share	Mgmt	For	For	For	No
4	Approve Discharge of Directors	Mgmt	For	For	For	No
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</i>						
7	Reelect Bruno Salmon as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * A vote AGAINST the reelection of this non-independent nominee is warranted given the lack of independence at the board level (25.0 percent vs 33.3 percent recommended) (Item 7). * A vote AGAINST is warranted because of the lack of disclosure on the profile of the candidate, who therefore cannot be considered as independent (Item 8).</i>						
8	Elect Kristell Guizouarn as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * A vote AGAINST the reelection of this non-independent nominee is warranted given the lack of independence at the board level (25.0 percent vs 33.3 percent recommended) (Item 7). * A vote AGAINST is warranted because of the lack of disclosure on the profile of the candidate, who therefore cannot be considered as independent (Item 8).</i>						
9	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these remuneration policies is warranted as: * The company fails to provide any information on the remuneration of Lukas Epple (Vice-CEO) paid through a subsidiary. * The company proposes an increase in the base salary for Guy Dominique Lois Sidos (CEO) and Didier Petetin (Vice-CEO) but fails to provide enough detail to assess the stringency of the rationale.</i>						
10	Approve Compensation Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as: * There is a lack of board responsiveness following shareholders' dissent at the previous AGM while there has been concerns regarding the remuneration practices over the past FYs. * The scope of employees underlying the methodology of the CEO pay ratio is not representative.</i>						
11	Approve Compensation of Guy Sidos, Chairman and CEO	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12	Approve Compensation of Didier Petetin, Vice-CEO	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Vice-CEO Didier Petetin's remuneration report is warranted but not without concern as the explanations regarding both the achievement levels of each bonus criterion and the exceptional remuneration are limited (Item 12). A vote AGAINST Vice-CEO Lukas Epple's remuneration report is warranted as there is an overall lack of transparency on the compensation paid since he is paid by a subsidiary (Item 13).						
13	Approve Compensation of Lukas Epple, Vice-CEO	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR Vice-CEO Didier Petetin's remuneration report is warranted but not without concern as the explanations regarding both the achievement levels of each bonus criterion and the exceptional remuneration are limited (Item 12). A vote AGAINST Vice-CEO Lukas Epple's remuneration report is warranted as there is an overall lack of transparency on the compensation paid since he is paid by a subsidiary (Item 13).						
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	Mgmt	For	For	For	No
15	Appoint Deloitte & Associates as Auditor	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
16	Amend Article 18 of Bylaws Re: Written Consultation	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 16 and 17 are warranted as the proposed amendments are not considered as contentious.						
17	Amend Articles 9 and 26 of Bylaws Re: Rights and Obligations Attached to Shares; Voting Rights	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 16 and 17 are warranted as the proposed amendments are not considered as contentious.						
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Yeni Gimat Gayrimenkul Yatirim Ortakligi AS

Meeting Date: 04/13/2025Country: TurkeyTicker: YGGYO.E

Record Date:Meeting Type: Annual

Primary Security ID: M98798115

Shares Voted: 129,468						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because they are routine formalities.						
2	Authorize Presiding Council to Sign Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because they are routine formalities.						

Yeni Gimat Gayrimenkul Yatirim Ortakligi AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Accept Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.</i>						
4	Accept Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.</i>						
5	Approve Discharge of Board	Mgmt	For	For	For	No
6	Ratify External Auditors	Mgmt	For	For	For	No
7	Receive Information on Lease Rebates in Accordance with Article 37 of the Communiqué on Real Estate Investment Companies	Mgmt				
8	Approve Upper Limit of Donations for 2025 and Receive Information on Donations Made in 2024	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This item warrants a vote AGAINST due to a lack of disclosure on the resolution.</i>						
9	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt				
10	Receive Information on Related Party Transactions	Mgmt				
11	Receive Information on Share Repurchase Program	Mgmt				
12	Approve Share Repurchase Program	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted due to lack of disclosure.</i>						
13	Approve Allocation of Income	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.</i>						
14	Elect Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.</i>						
15	Approve Director Remuneration	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.</i>						
16	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For	For	No
17	Wishes and Close Meeting	Mgmt				

Meeting Date: 04/14/2025	Country: Turkey	Ticker: LOGO.E
Record Date:	Meeting Type: Annual	
Primary Security ID: M6777T100		

Shares Voted: 50,927

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Open Meeting and Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	Mgmt	For	For	For	No
2	Accept Board Report	Mgmt	For	For	For	No
	Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.					
3	Accept Audit Report	Mgmt	For	For	For	No
	Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.					
4	Accept Financial Statements	Mgmt	For	For	For	No
	Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.					
5	Approve Discharge of Board	Mgmt	For	For	For	No
6	Approve Allocation of Income	Mgmt	For	For	For	No
	Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.					
7	Approve Director Remuneration	Mgmt	For	For	For	No
8	Elect Directors	Mgmt	For	For	For	No
9	Ratify External Auditors	Mgmt	For	For	For	No
10	Receive Information on Remuneration Policy	Mgmt				
11	Receive Information on Donations Made in 2024	Mgmt				
12	Approve Upper Limit of Donations for 2025	Mgmt	For	For	For	No
13	Receive Information on Share Repurchases Made in 2024	Mgmt				
14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15	Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles	Mgmt				
16	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt				
17	Wishes and Close Meeting	Mgmt				

MAIRE SpA

Meeting Date: 04/14/2025

Country: Italy

Ticker: MAIRE

Record Date: 04/03/2025

Meeting Type: Annual

Primary Security ID: T6388T112

Shares Voted: 189,449

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.						
1.2	Approve Allocation of Income	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.						
2.1	Shareholder Proposals Submitted by GLV Capital SpA	Mgmt				
	Fix Number of Directors	SH	None	For	For	No
	Fix Board Terms for Directors	SH	None	For	For	No
2.3.1	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt				
	Slate 1 Submitted by GLV Capital SpA	SH	None	Against	Against	No
	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	No
Shareholder Proposals Submitted by GLV Capital SpA		Mgmt				

MAIRE SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.4	Elect Fabrizio Di Amato as Board Chair	SH	None	For	For	No
2.5	Approve Remuneration of Directors	SH	None	For	For	No
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt				
3.1.1	Slate 1 Submitted by GLV Capital SpA	SH	None	Against	Against	No
3.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	No
	Shareholder Proposal Submitted by GLV Capital SpA	Mgmt				
3.2	Approve Internal Auditors' Remuneration	SH	None	For	For	No
	Management Proposals	Mgmt				
4.1	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This item warrants a vote AGAINST because: * The company does not provide sufficient ex-ante information on the performance criteria attached to the up-front portion of the annual bonus. * The policy leaves excessive derogation and discretionary powers to the board.</i>						
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This item warrants a vote AGAINST due to: * The excessive pay of the CEO relative to peers. * Inadequate retrospective disclosure about variable pay. * Poor background information on the significant travel allowances paid to the executive chairman and the consultancy fees assigned to one member of the remuneration committee.</i>						
5	Approve Long Term Incentive Plan 2025-2027	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Information on performance objectives is insufficient. * The board has broad discretion to change plan terms and to accelerate vesting. * The total potential dilution deriving from all the plans of the company would exceed 5 percent. * The maximum award opportunity for the CEO/GM appears excessive.</i>						
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
7	Adjust Remuneration of External Auditors	Mgmt	For	For	For	No
8	Appoint Deloitte & Touche SpA as Auditor for Sustainability Reporting	Mgmt	For	For	For	No

Embotelladora Andina SA

Meeting Date: 04/15/2025

Country: Chile

Ticker: ANDINA.B

Record Date: 04/09/2025

Meeting Type: Annual

Primary Security ID: P3697S103

Shares Voted: 60,146

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.						
3	Present Dividend Policy and Inform about Distribution and Payment Procedures Utilized	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.						
4	Approve Remuneration of Directors, Members of Culture, Ethics and Sustainability Committee, Executive Committee, Directors' Committee and Audit Committee; Annual Report of Directors' Committee and Expenses Incurred by Board and Directors' Committee	Mgmt	For	For	For	No
5	Appoint Auditors	Mgmt	For	For	For	No
6	Designate Risk Assessment Companies	Mgmt	For	For	For	No
7	Receive Report Regarding Related-Party Transactions	Mgmt	For	For	For	No
8	Designate Newspaper to Publish Announcements	Mgmt	For	For	For	No
9	Other Business	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this request is warranted since it cannot be known what issues will be raised under this agenda item.						

Magyar Telekom Telecommunications Plc

Meeting Date: 04/15/2025Country: HungaryTicker: MTEL
Record Date: 04/11/2025Meeting Type: Annual
Primary Security ID: X5187V109

Shares Voted: 60,610

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Management Board Report on Company's and Group's Operations, Business Policy, and Financial Standing	Mgmt				
Voting Policy Rationale: Votes FOR are warranted as there are no known concerns with the presented financial statements and the management report.						

Magyar Telekom Telecommunications Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR are warranted as there are no known concerns with the presented financial statements and the management report.</i>					
2.2	Approve Consolidated Sustainability Statement	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these Items are warranted due to a lack of specific concerns about the content of the company's sustainability statements.</i>					
3.1	Approve Standalone Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR are warranted as there are no known concerns with the presented financial statements and the management report.</i>					
3.2	Approve Standalone Sustainability Statement	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these Items are warranted due to a lack of specific concerns about the content of the company's sustainability statements.</i>					
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
5	Receive Report on Share Repurchase Program; Authorize Share Repurchase Program	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * This resolution would allow the management to repurchase up to 25 percent of the company's share capital, which is excessive according to the ISS Policy Guidelines; * The company does not disclose the details of the share-based plan that may be financed through shares buy-back program.</i>					
6	Approve Company's Corporate Governance Statement	Mgmt	For	For	For	No
7	Approve Discharge of Management Board	Mgmt	For	For	For	No
8.1	Amend Bylaws	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because the proposed amendments would unlikely have any negative effect on shareholder value and/or rights at the company.</i>					
8.2	Amend Bylaws	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because the proposed amendments would unlikely have any negative effect on shareholder value and/or rights at the company.</i>					
9.1	Elect Daniel Daub as Management Board Member	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because: * This is not a problematic board election; * There are no known concerns regarding the proposed candidates.</i>					
9.2	Elect Gabor Fekete as Management Board Member	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because: * This is not a problematic board election; * There are no known concerns regarding the proposed candidates.</i>					
9.3	Elect Andre Lenz as Management Board Member	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because: * This is not a problematic board election; * There are no known concerns regarding the proposed candidates.</i>					

Magyar Telekom Telecommunications Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.4	Elect Mladen Mitic as Management Board Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because: * This is not a problematic board election; * There are no known concerns regarding the proposed candidates.</i>						
9.5	Elect Frank Odzuck as Management Board Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because: * This is not a problematic board election; * There are no known concerns regarding the proposed candidates.</i>						
9.6	Elect Peter Ratatics as Management Board Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because: * This is not a problematic board election; * There are no known concerns regarding the proposed candidates.</i>						
9.7	Elect Tibor Rekasi as Management Board Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because: * This is not a problematic board election; * There are no known concerns regarding the proposed candidates.</i>						
9.8	Elect Melinda Szabo as Management Board Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because: * This is not a problematic board election; * There are no known concerns regarding the proposed candidates.</i>						
10.1	Elect Gyula Bereznai as Supervisory Board Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted given the satisfactory level of board independence (60 percent) and the audit committee independence, sufficient level of gender diversity of the board, and the absence of specific concerns about the proposed nominees.</i>						
10.2	Elect Attila Borbely as Supervisory Board and Audit Committee Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted given the satisfactory level of board independence (60 percent) and the audit committee independence, sufficient level of gender diversity of the board, and the absence of specific concerns about the proposed nominees.</i>						
10.3	Elect Krisztina Doroghazi as Supervisory Board and Audit Committee Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted given the satisfactory level of board independence (60 percent) and the audit committee independence, sufficient level of gender diversity of the board, and the absence of specific concerns about the proposed nominees.</i>						
10.4	Elect Andras Szakonyi as Supervisory Board and Audit Committee Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted given the satisfactory level of board independence (60 percent) and the audit committee independence, sufficient level of gender diversity of the board, and the absence of specific concerns about the proposed nominees.</i>						
10.5	Elect Zsoltne Varga as Supervisory Board Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted given the satisfactory level of board independence (60 percent) and the audit committee independence, sufficient level of gender diversity of the board, and the absence of specific concerns about the proposed nominees.</i>						

Magyar Telekom Telecommunications Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.6	Elect Erika Tothne Rakosa as Substitute Supervisory Board and Audit Committee Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted given the satisfactory level of board independence (60 percent) and the audit committee independence, sufficient level of gender diversity of the board, and the absence of specific concerns about the proposed nominees.</i>						
10.7	Elect Erzsebet Solteszne Paradi as Employee Representative to Substitute Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted given the satisfactory level of board independence (60 percent) and the audit committee independence, sufficient level of gender diversity of the board, and the absence of specific concerns about the proposed nominees.</i>						
11.1	Approve Deloitte Auditing and Consulting Ltd as Auditor and Fix Its Remuneration	Mgmt	For	For	For	No
11.2	Appoint Deloitte Auditing and Consulting Ltd as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
12	Amend Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The policy lacks disclosure regarding the extraordinary, per-case bonus, while the remuneration committee has the discretionary power to grant such an award; * The company does not disclose the necessary performance criteria and their parameters for the LTI and STI. In particular, the well-defined performance conditions with the targets, maximum and minimum payouts are not disclosed; * The remuneration and nomination committee is composed of the members of the board of directors, performing the executive functions at the company. The committee is authorized to grant special bonus to executives and determine the parameters of the variable components of remuneration; * Some variable remuneration programs (LTIP and Share Matching Plan) are directly linked to the performance of the company's controlling entity - Deutsche Telekom. The long-term incentive linked to the performance of the controlling company were not justified by a sound rationale, while such practice does not seem to be in line with the interests of minority shareholders; * The fixed base remuneration and the caps on the variable remuneration were not disclosed for the CEO and chief officers. Therefore, shareholders have no means to assess the remuneration range for executives; * Some contractual terms of the CEO and chief officers were not disclosed, such as the severance terms, non-compete agreement, as well as malus and clawback provisions for each component of remuneration; * Clawback is waived for two components of the remuneration: the annual bonus and the Game changer incentive plan; * The derogation clause in the policy is broadly-defined and lacks clarity.</i>						
13	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The details of exceptional bonuses paid to two executives were not disclosed suggesting the discretionary character of payments; * The significant increase in total compensation of the CEO and other executives was not supported by a compelling rationale and the disclosure provided does not allow to align the raise in the total compensation with achievement of the ex-ante established performance targets; * The company's discloses the compensation related to the long-term performance program in the aggregate amount; * The company does not disclose all performance criteria and their parameters for the LTI and STI in a measurable way. In particular, the target values of the performance criteria, thresholds, caps, as well as levels of achievement and corresponding payouts are not disclosed; * The company does not disclose the average employee pay; * The remuneration and nomination committee is composed of board members performing executive functions; * Some performance conditions of LTI programs are tied to the performance of the company's controlling, majority shareholder; * Clawback is waived for variable remuneration.</i>						

Marimekko Oyj

Meeting Date: 04/15/2025

Country: Finland

Ticker: MEKKO

Record Date: 04/03/2025

Meeting Type: Annual

Primary Security ID: X51905119

Shares Voted: 3,185

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Call the Meeting to Order	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Acknowledge Proper Convening of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Prepare and Approve List of Shareholders	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 0.40 Per Share; Approve Extraordinary Dividends of EUR 0.25 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President and CEO	Mgmt	For	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of EUR 55,000 for Chair, EUR 40,000 for Vice Chair and EUR 30,000 for Other Directors; Approve Remuneration for Committee Work;	Mgmt	For	For	For	No
12	Fix Number of Directors at Six	Mgmt	For	For	For	No
13	Reelect Massimiliano Brunazzo, Carol Chen, Mika Ihmuotila (Chair), Teemu Kangas-Karki (Vice-Chair), Tomoki Takebayashi and Marianne Vikkula as Directors	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because of candidate Mika Ihmuotila's executive status on the audit and remuneration committee.</i>					
14	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15	Ratify KPMG Oy as Auditors	Mgmt	For	For	For	No

Marimekko Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted because no concerns were identified.						
17	Appoint KPMG Oy as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted because no concerns were identified.						
18	Amend Articles Re: Auditor and Sustainability Reporting Assurance Provider; Annual General Meeting	Mgmt	For	For	For	No
19	Authorize Share Repurchase Program	Mgmt	For	For	For	No
20	Approve Issuance of up to 200,00 Shares without Preemptive Rights	Mgmt	For	For	For	No
21	Close Meeting	Mgmt				

Raisio Oyj

Meeting Date: 04/15/2025Country: FinlandTicker: RAIVV

Record Date: 04/03/2025Meeting Type: Annual

Primary Security ID: X71578110

Shares Voted: 10,715

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Call the Meeting to Order	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
4	Acknowledge Proper Convening of Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
5	Prepare and Approve List of Shareholders	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
6	Receive Financial Statements and Statutory Reports; Receive CEO's Review	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Approve Allocation of Income and Dividends of EUR 0.14 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
11	Approve Yearly Remuneration of Supervisory Board in the Amount of EUR 12,000 for Chair	Mgmt	For	For	For	No
12	Fix Number of Supervisory Board Members at 25	Mgmt	For	For	For	No
13	Reelect John Holmberg, Linda Langh, Jukka Niittyoja, Juha Salonen and Mervi Soupas; Elect Teemu Laitakoski and Terhi Lofstedt as New Members of Supervisory Board	Mgmt	For	For	For	No
14	Approve Remuneration of Directors in the Amount of EUR 5,150 Per Month for Chair and EUR 2,650 per Month for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
15	Fix Number of Directors at Six	Mgmt	For	For	For	No
16	Reelect Tero Hemmila, Leena Niemisto, Pekka Tennila and Arto Tiitinen as Directors; Elect Antti Elevuori and Reija Laaksonen as New Directors	Mgmt	For	Abstain	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN vote for this proposal is warranted because candidate Leena Katriina Niemisto is considered overboarded.</i>						
17	Approve Remuneration of Auditors	Mgmt	For	For	For	No
18	Fix Number of Auditors (2) and Deputy Auditors (2)	Mgmt	For	For	For	No
19	Ratify Ernst & Young and Minna Viinikkala as Auditors; Ratify Heikki Ilkka and Fredrik Mattsson as Deputy Auditors	Mgmt	For	For	For	No
20	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For	No
21	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
22	Authorize Share Repurchase Program	Mgmt	For	For	For	No
23	Approve Issuance of up to 10 Milion Shares without Preemptive Rights	Mgmt	For	For	For	No

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

TomTom NV

Meeting Date: 04/15/2025	Country: Netherlands	Ticker: TOM2
Record Date: 03/18/2025	Meeting Type: Annual	
Primary Security ID: N87695123		

Shares Voted: 718						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Receive Report of Management Board (Non-Voting)	Mgmt				
3	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
4	Approve Remuneration Report	Mgmt	For	For	For	No
5	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
6	Approve Discharge of Management Board	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.						
7	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.						
8	Reelect Harold Goddijn to Management Board	Mgmt	For	For	For	No
9	Elect Pete Thompson to Supervisory Board	Mgmt	For	For	For	No
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
11	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.						
12	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.						

TomTom NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor to Carry Out the Assurance of the Company's Sustainability Reporting	Mgmt	For	For	For	No
14	Other Business (Non-Voting)	Mgmt				
15	Close Meeting	Mgmt				

Yangzijiang Financial Holding Ltd.

Meeting Date: 04/15/2025 **Country:** Singapore **Ticker:** YF8
Record Date: **Meeting Type:** Annual
Primary Security ID: Y972TH104

Shares Voted: 489,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Directors' Fees	Mgmt	For	For	For	No
4	Elect Chen Timothy Teck Leng as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5	Elect Xu Wen Jiong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>						
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.</i>						
8	Authorize Share Repurchase Program	Mgmt	For	For	For	No

Arnoldo Mondadori Editore SpA

Meeting Date: 04/16/2025

Country: Italy

Ticker: MN

Record Date: 04/07/2025

Meeting Type: Annual

Primary Security ID: T6901G126

Shares Voted: 61,535

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.					
2	Approve Allocation of Income	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.					
3	Approve Dividend Distribution	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.					
4	Approve Remuneration Policy	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these items is warranted because the company improved the level of ex ante disclosure in relation to the remuneration components of the CEO. This is not without highlighting that: * The deferral and matching mechanism of the annual bonus does not include any performance condition. * Termination payments can exceed 24 months' pay when consideration for non-compete agreement is included.					
5	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	Yes
	Voting Policy Rationale: A vote AGAINST is warranted due to the inappropriate, sizeable increase of the CEO fixed pay.					
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
7	Approve Performance Share Plan	Mgmt	For	For	For	No
8	Approve Short-Term Incentive Plan	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these items is warranted because the company improved the level of ex ante disclosure in relation to the remuneration components of the CEO. This is not without highlighting that: * The deferral and matching mechanism of the annual bonus does not include any performance condition. * Termination payments can exceed 24 months' pay when consideration for non-compete agreement is included.					
9	Shareholder Proposal Submitted by Fininvest SpA	Mgmt				
	Appoint Emilio Gatto as Primary Internal Statutory Auditor and Giancarlo Povolieri as Alternate Internal Statutory Auditor	SH	None	For	For	No

Meeting Date: 04/16/2025

Country: Switzerland

Ticker: ASCN

Record Date:

Meeting Type: Annual

Primary Security ID: H0309F189

Shares Voted: 754

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted as these are routine proposals and no concerns are noted.</i>						
2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted as these are routine proposals and no concerns are noted.</i>						
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Non-Financial Report	Mgmt	For	For	For	No
5	Approve Allocation of Income and Dividends of CHF 0.10 per Share	Mgmt	For	For	For	No
6	Approve Discharge of Board of Directors	Mgmt	For	For	For	No
7.1	Amend Corporate Purpose	Mgmt	For	For	For	No
7.2	Amend Articles Re: Board of Directors Term of Office	Mgmt	For	For	For	No
8.1.a	Reelect Valentin Rueda as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
8.1.b	Reelect Nicole Tschudi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
8.1.c	Reelect Laurent Dubois as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
8.1.d	Reelect Juerg Fedier as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
8.1.e	Reelect Monika Kruesi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
8.1.f	Reelect Michael Reitermann as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.2	Reelect Valentin Rueda as Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
8.3.a	Reappoint Nicole Tschudi as Member of the Compensation and Nomination Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
8.3.b	Reappoint Laurent Dubois as Member of the Compensation and Nomination Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
8.3.c	Reappoint Monika Kruesi as Member of the Compensation and Nomination Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
8.4	Ratify KPMG as Auditors	Mgmt	For	For	For	No
8.5	Designate Franz Mueller as Independent Proxy	Mgmt	For	For	For	No
9.1	Approve Remuneration of Directors in the Amount of CHF 560,000	Mgmt	For	For	For	No
9.2.a	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted because they appear to be in line with market practice and do not raise significant concerns.</i>						
9.2.b	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted because they appear to be in line with market practice and do not raise significant concerns.</i>						
9.2.c	Approve Long-Term Incentive Remuneration of Executive Committee in the Amount of CHF 500,000	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted because they appear to be in line with market practice and do not raise significant concerns.</i>						
10	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

Banca Mediolanum SpA

Meeting Date: 04/16/2025Country: ItalyTicker: BMED

Record Date: 04/07/2025Meeting Type: Annual

Primary Security ID: T1R88K108

Shares Voted: 86,083

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Ordinary Business	Mgmt				
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	Voting Policy Rationale: These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns.					
1.2	Approve Allocation of Income	Mgmt	For	For	For	No
	Voting Policy Rationale: These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns.					
2.1	Approve Remuneration Policy	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR is warranted because the proposed remuneration policy is well described and does not contravene acceptable market practice.					
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
2.3	Approve Severance Payments Policy	Mgmt	For	Against	Against	Yes
	Voting Policy Rationale: This item warrants a vote AGAINST as termination payments in favor of key personnel could theoretically exceed 24 months' pay.					
3	Approve Executive Incentive Bonus Plan	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR is warranted because the proposed remuneration policy is well described and does not contravene acceptable market practice.					

Basilea Pharmaceutica AG

Meeting Date: 04/16/2025Country: SwitzerlandTicker: BSLN

Record Date:Meeting Type: Annual

Primary Security ID: H05131109

Shares Voted: 8,805

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Treatment of Net Loss	Mgmt	For	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
4.a	Elect Stephan Schindler as Director and Board Chair	Mgmt	For	For	For	No
	Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.b	Reelect Leonard Kruimer as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.c	Reelect Martin Nicklasson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.d	Reelect Nicole Onetto as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.e	Reelect Carole Sable as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.f	Reelect Thomas Werner as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.a	Appoint Leonard Kruimer as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.b	Reappoint Martin Nicklasson as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.c	Reappoint Nicole Onetto as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.a	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For	For	No
6.b	Approve Remuneration of Executive Committee in the Amount of CHF 6.5 Million	Mgmt	For	For	For	No
6.c	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For	No
7	Designate Caroline Cron as Independent Proxy	Mgmt	For	For	For	No
8	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No

Basilea Pharmaceutica AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

Bucher Industries AG

Meeting Date: 04/16/2025	Country: Switzerland	Ticker: BUCN
Record Date:	Meeting Type: Annual	
Primary Security ID: H10914176		

Shares Voted: 2,486						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.b	Approve Non-Financial Report	Mgmt	For	For	For	No
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of CHF 11.00 per Share	Mgmt	For	For	For	No
4.1.a	Reelect Anita Hauser as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.						
4.1.b	Reelect Michael Hauser as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.						
4.1.c	Reelect Martin Hirzel as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.						
4.1.d	Reelect Urs Kaufmann as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.						
4.1.e	Reelect Stefan Scheiber as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.						
4.2	Elect Manja Greimeier as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.						

Bucher Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.3.a	Reappoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.						
4.3.b	Reappoint Stefan Scheiber as Member of the Compensation Committee	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.						
4.4	Designate Keller AG as Independent Proxy	Mgmt	For	For	For	No
4.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For	No
5.1	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.6 Million	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns. Shareholders concerned about lacking ex post disclosure under variable pay plans may wish to oppose the remuneration report under Item 5.2.						
5.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against	Yes
5.3	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For	For	No
5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.8 Million	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns. Shareholders concerned about lacking ex post disclosure under variable pay plans may wish to oppose the remuneration report under Item 5.2.						
6	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

Carnival Plc

Meeting Date: 04/16/2025

Record Date: 02/18/2025

Primary Security ID: G19081101

Country: United Kingdom

Meeting Type: Annual

Ticker: CCL

Shares Voted: 175,681

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Meeting for ADR Holders	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Re-elect Micky Arison as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 1, 3, 4-7 & 10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 2, 8-9 & 11 A vote FOR these Directors is considered warranted, although is not without concerns. The below points are noted as deviations from UK best market practice: * Independence concerns have been identified regarding Stuart Subotnick and Laura Weil on account of their tenure exceeding 15 years, whilst Sir Jonathon Band and Randall Weisenburger have served on the Board for more than nine years concurrently with the Executive Chair. As a result, the composition of the Key Committees fall short of the recommendations of the UK Corporate Governance Code.</i>						
2	Re-elect Sir Jonathon Band as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 1, 3, 4-7 & 10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 2, 8-9 & 11 A vote FOR these Directors is considered warranted, although is not without concerns. The below points are noted as deviations from UK best market practice: * Independence concerns have been identified regarding Stuart Subotnick and Laura Weil on account of their tenure exceeding 15 years, whilst Sir Jonathon Band and Randall Weisenburger have served on the Board for more than nine years concurrently with the Executive Chair. As a result, the composition of the Key Committees fall short of the recommendations of the UK Corporate Governance Code.</i>						
3	Re-elect Jason Cahilly as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 1, 3, 4-7 & 10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 2, 8-9 & 11 A vote FOR these Directors is considered warranted, although is not without concerns. The below points are noted as deviations from UK best market practice: * Independence concerns have been identified regarding Stuart Subotnick and Laura Weil on account of their tenure exceeding 15 years, whilst Sir Jonathon Band and Randall Weisenburger have served on the Board for more than nine years concurrently with the Executive Chair. As a result, the composition of the Key Committees fall short of the recommendations of the UK Corporate Governance Code.</i>						
4	Re-elect Nelda Connors as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 1, 3, 4-7 & 10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 2, 8-9 & 11 A vote FOR these Directors is considered warranted, although is not without concerns. The below points are noted as deviations from UK best market practice: * Independence concerns have been identified regarding Stuart Subotnick and Laura Weil on account of their tenure exceeding 15 years, whilst Sir Jonathon Band and Randall Weisenburger have served on the Board for more than nine years concurrently with the Executive Chair. As a result, the composition of the Key Committees fall short of the recommendations of the UK Corporate Governance Code.</i>						
5	Re-elect Helen Deeble as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 1, 3, 4-7 & 10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 2, 8-9 & 11 A vote FOR these Directors is considered warranted, although is not without concerns. The below points are noted as deviations from UK best market practice: * Independence concerns have been identified regarding Stuart Subotnick and Laura Weil on account of their tenure exceeding 15 years, whilst Sir Jonathon Band and Randall Weisenburger have served on the Board for more than nine years concurrently with the Executive Chair. As a result, the composition of the Key Committees fall short of the recommendations of the UK Corporate Governance Code.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Re-elect Jeffery Gearhart as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 1, 3, 4-7 & 10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 2, 8-9 & 11 A vote FOR these Directors is considered warranted, although is not without concerns. The below points are noted as deviations from UK best market practice: * Independence concerns have been identified regarding Stuart Subotnick and Laura Weil on account of their tenure exceeding 15 years, whilst Sir Jonathon Band and Randall Weisenburger have served on the Board for more than nine years concurrently with the Executive Chair. As a result, the composition of the Key Committees fall short of the recommendations of the UK Corporate Governance Code.</i>						
7	Re-elect Katie Lahey as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 1, 3, 4-7 & 10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 2, 8-9 & 11 A vote FOR these Directors is considered warranted, although is not without concerns. The below points are noted as deviations from UK best market practice: * Independence concerns have been identified regarding Stuart Subotnick and Laura Weil on account of their tenure exceeding 15 years, whilst Sir Jonathon Band and Randall Weisenburger have served on the Board for more than nine years concurrently with the Executive Chair. As a result, the composition of the Key Committees fall short of the recommendations of the UK Corporate Governance Code.</i>						
8	Re-elect Stuart Subotnick as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 1, 3, 4-7 & 10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 2, 8-9 & 11 A vote FOR these Directors is considered warranted, although is not without concerns. The below points are noted as deviations from UK best market practice: * Independence concerns have been identified regarding Stuart Subotnick and Laura Weil on account of their tenure exceeding 15 years, whilst Sir Jonathon Band and Randall Weisenburger have served on the Board for more than nine years concurrently with the Executive Chair. As a result, the composition of the Key Committees fall short of the recommendations of the UK Corporate Governance Code.</i>						
9	Re-elect Laura Weil as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 1, 3, 4-7 & 10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 2, 8-9 & 11 A vote FOR these Directors is considered warranted, although is not without concerns. The below points are noted as deviations from UK best market practice: * Independence concerns have been identified regarding Stuart Subotnick and Laura Weil on account of their tenure exceeding 15 years, whilst Sir Jonathon Band and Randall Weisenburger have served on the Board for more than nine years concurrently with the Executive Chair. As a result, the composition of the Key Committees fall short of the recommendations of the UK Corporate Governance Code.</i>						
10	Re-elect Josh Weinstein as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 1, 3, 4-7 & 10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 2, 8-9 & 11 A vote FOR these Directors is considered warranted, although is not without concerns. The below points are noted as deviations from UK best market practice: * Independence concerns have been identified regarding Stuart Subotnick and Laura Weil on account of their tenure exceeding 15 years, whilst Sir Jonathon Band and Randall Weisenburger have served on the Board for more than nine years concurrently with the Executive Chair. As a result, the composition of the Key Committees fall short of the recommendations of the UK Corporate Governance Code.</i>						

Carnival Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Re-elect Randy Weisenburger as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 1, 3, 4-7 & 10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 2, 8-9 & 11 A vote FOR these Directors is considered warranted, although is not without concerns. The below points are noted as deviations from UK best market practice: * Independence concerns have been identified regarding Stuart Subotnick and Laura Weil on account of their tenure exceeding 15 years, whilst Sir Jonathon Band and Randall Weisenburger have served on the Board for more than nine years concurrently with the Executive Chair. As a result, the composition of the Key Committees fall short of the recommendations of the UK Corporate Governance Code.</i>						
12	Advisory Vote to Approve Executive Compensation	Mgmt	For	For	For	No
13	Approve Remuneration Report	Mgmt	For	For	For	No
14	Approve Remuneration Policy	Mgmt	For	For	For	No
15	Reappoint Deloitte LLP as Independent Auditors of Carnival plc; Ratify the Selection of Deloitte & Touche LLP as the Independent Registered Public Accounting Firm of Carnival Corporation	Mgmt	For	For	For	No
16	Authorise the Audit Committee of Carnival plc to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
20	Amend Carnival Corporation Employee Stock Purchase Plan	Mgmt	For	For	For	No

ChangYuan Technology Group Ltd.

Meeting Date: 04/16/2025 **Country:** China **Ticker:** 600525
Record Date: 04/09/2025 **Meeting Type:** Special
Primary Security ID: Y8345T106

Shares Voted: 331,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	Mgmt	For	For	For	No

Compania Cervecerias Unidas SA

Meeting Date: 04/16/2025

Country: Chile

Ticker: CCU

Record Date: 04/10/2025

Meeting Type: Annual

Primary Security ID: P24905104

Shares Voted: 92,692

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Chair's Report	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>					
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>					
3	Approve Allocation of Income and Dividends of CLP 100.28 per Share	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.</i>					
4	Present Dividend Policy and Distribution Procedures	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.</i>					
5	Approve Remuneration of Directors	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these requests is warranted because: * There are no known concerns over director pay practices; and * The setting of the budget of the Directors' Committee is a routine request.</i>					
6	Approve Remuneration and Budget of Directors' Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these requests is warranted because: * There are no known concerns over director pay practices; and * The setting of the budget of the Directors' Committee is a routine request.</i>					
7	Approve Remuneration and Budget of Audit Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these requests is warranted because: * There are no known concerns over director pay practices; and * The setting of the budget of the Directors' Committee is a routine request.</i>					
8	Appoint Auditors	Mgmt	For	For	For	No
9	Designate Risk Assessment Companies	Mgmt	For	For	For	No
10	Receive Directors' Committee Report on Activities	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>					
11	Receive Report Regarding Related-Party Transactions	Mgmt	For	For	For	No
12	Other Business	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this request is warranted since it cannot be known what issues will be raised under this agenda item.</i>					

Meeting Date: 04/16/2025

Country: United Arab Emirates

Ticker: DANA

Record Date: 04/15/2025

Meeting Type: Annual

Primary Security ID: M27014105

Shares Voted: 2,806,627

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	Mgmt	For	For	For	No
2	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For	No
3	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For	No
4	Approve Appropriations and Distribution of Cash Dividends of AED 0.055 Per Share for FY 2024	Mgmt	For	For	For	No
5	Approve and Determine Remuneration of Directors	Mgmt	For	For	For	No
6	Approve Discharge of Directors and Executive Management for FY 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of concerns that the board, executive management and auditors are not fulfilling their fiduciary duties, votes FOR are warranted.</i>						
7	Approve Discharge of Auditors for FY 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of concerns that the board, executive management and auditors are not fulfilling their fiduciary duties, votes FOR are warranted.</i>						
8	Ratify the Appointment of Earnst & Young as Auditors and Fix their Remuneration of AED 388,500 for FY 2025	Mgmt	For	For	For	No
9	Approve the Amended Board's Remuneration Policy	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
10.1	Authorize Issuance of Fixed Tenor No-Convertible Bonds or Sukuk of Up to USD 500 Million to Local and International Eligible Investors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Since the requested authority is reasonable in relation to the company's capital position, votes FOR are warranted.</i>						

Dana Gas PJSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.2	Authorize the Board or any Authorized Person to Take all the Necessary Actions and Procedures to Implement the Resolution Regarding Issuance of Bonds or Sukuk	Mgmt	For	For	For	No
Voting Policy Rationale: Since the requested authority is reasonable in relation to the company's capital position, votes FOR are warranted.						

Deyaar Development PJSC

Meeting Date: 04/16/2025Country: United Arab EmiratesTicker: DEYAAR
Record Date: 04/15/2025Meeting Type: Annual
Primary Security ID: M28055115

Shares Voted: 2,385,341						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	Mgmt	For	For	For	No
2	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For	No
3	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For	No
4	Approve Dividends of AED 0.05 per Share for FY 2024	Mgmt	For	For	For	No
5	Approve Remuneration of Directors	Mgmt	For	For	For	No
6	Approve Discharge of Directors for FY 2024	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of concerns that the board and auditor are not fulfilling their fiduciary duties, votes FOR are warranted.						
7	Approve Discharge of Auditors for FY 2024	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of concerns that the board and auditor are not fulfilling their fiduciary duties, votes FOR are warranted.						
8	Appoint Auditor and Fix His Remuneration	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
9	Amend Articles of Bylaws Re: Number of Members of the Board	Mgmt	For	For	For	No
	Continuous of Ordinary Business	Mgmt				

Deyaar Development PJSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.1	Elect Abdullah Al Hamli as Director	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.						
10.2	Elect Hamad Bouameem as Director	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.						
10.3	Elect Adnan Shalwan as Director	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.						
10.4	Elect Mohammed Al Shareef as Director	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.						
10.5	Elect Mohammed Al Katbi as Director	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.						
10.6	Elect Maryam bin Faris as Director	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.						
10.7	Elect Rashid Al Dabbous as Director	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.						
10.8	Elect Muna Al Bastaki as Director	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.						
10.9	Elect Abdulhameed Al Jasmi as Director	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.						

Dynacor Group Inc.

Meeting Date: 04/16/2025	Country: Canada	Ticker: DNG
Record Date: 03/14/2025	Meeting Type: Proxy Contest	
Primary Security ID: 26780B106		

Shares Voted: 3,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Management Proxy (Gold Proxy Card)	Mgmt				

Dynacor Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Directors at Nine	SH	Against	Against	Against	No
2	Elect Concerned Shareholder Nominee Robert Leitz	SH	Against	Against	Against	No
3	Approve Requisitioned Meeting's Costs to be Borne by iolite Partners Ltd.	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Vote AGAINST this resolution as a requirement for the dissident to bear all costs associated with a special meeting could, regardless of the timing and perceived merits of what is considered at the special meeting, have a chilling effect on the exercise of fundamental rights shareholders have come to expect in the Canadian market.</i>						
	Dissident Proxy (Blue Proxy Card)	Mgmt				
1	Fix Number of Directors at Nine	SH	For	Do Not Vote	Do Not Vote	No
<i>Voting Policy Rationale: DO NOT VOTE ON this proxy card.</i>						
2	Elect Concerned Shareholder Nominee Robert Leitz	SH	For	Do Not Vote	Do Not Vote	No
<i>Voting Policy Rationale: DO NOT VOTE ON this proxy card.</i>						

Hunting Plc

Meeting Date: 04/16/2025 **Country:** United Kingdom **Ticker:** HTG
Record Date: 04/14/2025 **Meeting Type:** Annual
Primary Security ID: G46648104

Shares Voted: 46,725

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Cathy Krajicek as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
5	Re-elect Margaret Amos as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
6	Re-elect Stuart Brightman as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
7	Re-elect Carol Chesney as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Bruce Ferguson as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.						
9	Re-elect Paula Harris as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.						
10	Re-elect Jim Johnson as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.						
11	Re-elect Keith Lough as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.						
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

IGD SIIQ SpA

Meeting Date: 04/16/2025	Country: Italy	Ticker: IGD
Record Date: 04/07/2025	Meeting Type: Annual/Special	
Primary Security ID: T53246103		

Shares Voted: 9,775						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR Item 1 given the lack of concern regarding the accounts presented or audit procedures used. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting. Vote FOR Item 2 as the treatment of net loss does not raise concerns and the proposed dividend distribution is overall unproblematic at this time. This is not without highlighting that the company is dipping into reserves to distribute dividends.</i>						
2	Approve Treatment of Net Loss and Dividend Distribution	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR Item 1 given the lack of concern regarding the accounts presented or audit procedures used. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting. Vote FOR Item 2 as the treatment of net loss does not raise concerns and the proposed dividend distribution is overall unproblematic at this time. This is not without highlighting that the company is dipping into reserves to distribute dividends.</i>						
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
5	Amend Regulations on General Meetings	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: These items warrant a vote AGAINST as the proposed amendments may negatively affect shareholder rights.</i>						
Extraordinary Business						
1	Adopt Double Voting Rights for Long-Term Registered Shareholders	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because increased voting rights tend to entrench management or give undue influence to some shareholders at the expense of others.</i>						
2	Amend Company Bylaws Re: Designated Representative	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: These items warrant a vote AGAINST as the proposed amendments may negatively affect shareholder rights.</i>						
3	Amend Company Bylaws Re: Articles 11, 18, 19, and 22	Mgmt	For	For	For	No

Iveco Group NV

Meeting Date: 04/16/2025 **Country:** Netherlands **Ticker:** IVG
Record Date: 03/19/2025 **Meeting Type:** Annual
Primary Security ID: N47017103

Shares Voted: 400,389

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2a	Receive Report of Management Board (Non-Voting)	Mgmt				
2b	Adopt Financial Statements	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
2d	Approve Dividends	Mgmt	For	For	For	No
2e	Approve Remuneration Report	Mgmt	For	For	For	No
3a	Approve Discharge of Executive Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>						
3b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>						
4a	Reelect Suzanne Heywood as Executive Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the elections of Olof Persson, Tufan Erginbilgic, Essimari Kairisto, and Judy Curran is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees (Clara Fain, Linda Knoll, Suzanne Heywood and Alessandro Nasi) is warranted as the future board composition lacks sufficient independent among its members. A vote AGAINST the non-independent nominees Linda Knoll and Alessandro Nasi that serve on the remuneration committee, as the committee lacks sufficient independence among its members. A vote AGAINST nominee Lorenzo Simonelli and Suzanne Heywood is warranted as the nominees are considered to be overboarded. Finally, we raise concerns regarding the election of Alessandro Nasi due to the company maintaining a share structure with unequal voting rights.</i>						
4b	Elect Olof Persson as an Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the elections of Olof Persson, Tufan Erginbilgic, Essimari Kairisto, and Judy Curran is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees (Clara Fain, Linda Knoll, Suzanne Heywood and Alessandro Nasi) is warranted as the future board composition lacks sufficient independent among its members. A vote AGAINST the non-independent nominees Linda Knoll and Alessandro Nasi that serve on the remuneration committee, as the committee lacks sufficient independence among its members. A vote AGAINST nominee Lorenzo Simonelli and Suzanne Heywood is warranted as the nominees are considered to be overboarded. Finally, we raise concerns regarding the election of Alessandro Nasi due to the company maintaining a share structure with unequal voting rights.</i>						
4c	Reelect Judy Curran as a Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the elections of Olof Persson, Tufan Erginbilgic, Essimari Kairisto, and Judy Curran is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees (Clara Fain, Linda Knoll, Suzanne Heywood and Alessandro Nasi) is warranted as the future board composition lacks sufficient independent among its members. A vote AGAINST the non-independent nominees Linda Knoll and Alessandro Nasi that serve on the remuneration committee, as the committee lacks sufficient independence among its members. A vote AGAINST nominee Lorenzo Simonelli and Suzanne Heywood is warranted as the nominees are considered to be overboarded. Finally, we raise concerns regarding the election of Alessandro Nasi due to the company maintaining a share structure with unequal voting rights.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4d	Reelect Tufan Erginbilgic as a Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the elections of Olof Persson, Tufan Erginbilgic, Essimari Kairisto, and Judy Curran is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees (Clara Fain, Linda Knoll, Suzanne Heywood and Alessandro Nasi) is warranted as the future board composition lacks sufficient independent among its members. A vote AGAINST the non-independent nominees Linda Knoll and Alessandro Nasi that serve on the remuneration committee, as the committee lacks sufficient independence among its members. A vote AGAINST nominee Lorenzo Simonelli and Suzanne Heywood is warranted as the nominees are considered to be overboarded. Finally, we raise concerns regarding the election of Alessandro Nasi due to the company maintaining a share structure with unequal voting rights.</i>						
4e	Elect Clara Fain as a Non-Executive Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the elections of Olof Persson, Tufan Erginbilgic, Essimari Kairisto, and Judy Curran is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees (Clara Fain, Linda Knoll, Suzanne Heywood and Alessandro Nasi) is warranted as the future board composition lacks sufficient independent among its members. A vote AGAINST the non-independent nominees Linda Knoll and Alessandro Nasi that serve on the remuneration committee, as the committee lacks sufficient independence among its members. A vote AGAINST nominee Lorenzo Simonelli and Suzanne Heywood is warranted as the nominees are considered to be overboarded. Finally, we raise concerns regarding the election of Alessandro Nasi due to the company maintaining a share structure with unequal voting rights.</i>						
4f	Reelect Essimari Kairisto as a Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the elections of Olof Persson, Tufan Erginbilgic, Essimari Kairisto, and Judy Curran is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees (Clara Fain, Linda Knoll, Suzanne Heywood and Alessandro Nasi) is warranted as the future board composition lacks sufficient independent among its members. A vote AGAINST the non-independent nominees Linda Knoll and Alessandro Nasi that serve on the remuneration committee, as the committee lacks sufficient independence among its members. A vote AGAINST nominee Lorenzo Simonelli and Suzanne Heywood is warranted as the nominees are considered to be overboarded. Finally, we raise concerns regarding the election of Alessandro Nasi due to the company maintaining a share structure with unequal voting rights.</i>						
4g	Reelect Linda Knoll as a Non-Executive Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the elections of Olof Persson, Tufan Erginbilgic, Essimari Kairisto, and Judy Curran is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees (Clara Fain, Linda Knoll, Suzanne Heywood and Alessandro Nasi) is warranted as the future board composition lacks sufficient independent among its members. A vote AGAINST the non-independent nominees Linda Knoll and Alessandro Nasi that serve on the remuneration committee, as the committee lacks sufficient independence among its members. A vote AGAINST nominee Lorenzo Simonelli and Suzanne Heywood is warranted as the nominees are considered to be overboarded. Finally, we raise concerns regarding the election of Alessandro Nasi due to the company maintaining a share structure with unequal voting rights.</i>						
4h	Reelect Alessandro Nasi as a Non-Executive Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the elections of Olof Persson, Tufan Erginbilgic, Essimari Kairisto, and Judy Curran is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees (Clara Fain, Linda Knoll, Suzanne Heywood and Alessandro Nasi) is warranted as the future board composition lacks sufficient independent among its members. A vote AGAINST the non-independent nominees Linda Knoll and Alessandro Nasi that serve on the remuneration committee, as the committee lacks sufficient independence among its members. A vote AGAINST nominee Lorenzo Simonelli and Suzanne Heywood is warranted as the nominees are considered to be overboarded. Finally, we raise concerns regarding the election of Alessandro Nasi due to the company maintaining a share structure with unequal voting rights.</i>						

Iveco Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4i	Reelect Lorenzo Simonelli as a Non-Executive Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the elections of Olof Persson, Tufan Erginbilgic, Essimari Kairisto, and Judy Curran is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees (Clara Fain, Linda Knoll, Suzanne Heywood and Alessandro Nasi) is warranted as the future board composition lacks sufficient independent among its members. A vote AGAINST the non-independent nominees Linda Knoll and Alessandro Nasi that serve on the remuneration committee, as the committee lacks sufficient independence among its members. A vote AGAINST nominee Lorenzo Simonelli and Suzanne Heywood is warranted as the nominees are considered to be overboarded. Finally, we raise concerns regarding the election of Alessandro Nasi due to the company maintaining a share structure with unequal voting rights.</i>						
5	Reappoint Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For	No
6	Amend Remuneration Policy	Mgmt	For	For	For	No
7	Approve Executive Incentive Bonus Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because potential termination conditions, including change-in-control provisions, bear the risk to reward for under-performance. Additionally, the disclosure of the performance elements on TSR and CO2 reduction is considered insufficient, whereas these targets are not considered commercially sensitive and market practice to be disclosed.</i>						
8	Authorize Board to Repurchase Shares	Mgmt	For	For	For	No
9	Close Meeting	Mgmt				

Liechtensteinische Landesbank AG

Meeting Date: 04/16/2025 **Country:** Liechtenstein **Ticker:** LLBN
Record Date: **Meeting Type:** Annual
Primary Security ID: H49725130

Shares Voted: 2,147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting (Non-Voting)	Mgmt				
<i>Voting Policy Rationale: These are non-voting items.</i>						
2	Receive Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
<i>Voting Policy Rationale: These are non-voting items.</i>						
3	Accept Financial Statements and Statutory Reports (Voting)	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends of CHF 2.80 per Registered Share	Mgmt	For	For	For	No
5	Approve Discharge of Directors, Management and Auditors	Mgmt	For	For	For	No

Liechtensteinische Landesbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.1	Reelect Leila Frick-Marxer as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the incumbent nomination committee member, Leila Frick-Marxer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the reelection of Karl Sevelda is warranted due to a lack of outstanding concerns.						
6.2	Reelect Karl Sevelda as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the incumbent nomination committee member, Leila Frick-Marxer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the reelection of Karl Sevelda is warranted due to a lack of outstanding concerns.						
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For	No
8	Transact Other Business (Non-Voting)	Mgmt				

Manappuram Finance Limited

Meeting Date: 04/16/2025	Country: India	Ticker: 531213
Record Date: 04/09/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y5759P141		

Shares Voted: 1,485,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Increase Authorized Share Capital and Amend Capital Clause of the Memorandum of Association	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the capital increase is within a reasonable range.						
2	Amend Articles of Association - Equity Related	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the capital increase is within a reasonable range.						
3	Approve Issuance of Warrants by Way of Preferential Issue on Private Placement Basis	Mgmt	For	For	For	No
4	Amend Articles of Association	Mgmt	For	For	For	No

Olvi Oyj

Meeting Date: 04/16/2025	Country: Finland	Ticker: OLVAS
Record Date: 04/04/2025	Meeting Type: Annual	
Primary Security ID: X59663108		

Shares Voted: 1,065

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Call the Meeting to Order	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Acknowledge Proper Convening of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Prepare and Approve List of Shareholders	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Receive Financial Statements and Statutory Reports; Receive CEO's Review	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 1.30 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted due to insufficient disclosure of the short-term bonus plan.</i>					
11	Approve Monthly Remuneration of Directors in the Amount of EUR 6,500 to Chair, EUR 3,750 to Vice Chair and EUR 3,000 to Other Directors; Approve Meeting Fees; Travel Expenses Fees	Mgmt	For	For	For	No
12	Fix Number of Directors at Six	Mgmt	For	For	For	No
13	Reelect Lasse Heinonen, Nora Hortling, Tarmo Noop and Juho Nummela as Directors; Elect Pekka Tiainen and Anette Vaini-Antila as New Directors	Mgmt	For	For	For	No
14	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For	No
15	Ratify KPMG as Auditors	Mgmt	For	For	For	No

Olvi Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16	Ratify KPMG as Authorized Sustainability Auditors	Mgmt	For	For	For	No
17	Authorize Share Repurchase Program	Mgmt	For	For	For	No
18	Approve Issuance of up to 1 Million Class A Shares without Preemptive Rights; Approve Reissuance of 500,000 Repurchased Class A Shares	Mgmt	For	For	For	No
19	Close Meeting	Mgmt				

Poh Huat Resources Holdings Berhad

Meeting Date: 04/16/2025Country: MalaysiaTicker: 7088

Record Date: 04/09/2025Meeting Type: Annual

Primary Security ID: Y7040F106

Shares Voted: 222,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Fees and Allowances	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Tay Kim Huat as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
4	Elect Boo Chin Liong as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
5	Elect Chan Seong Gnoh as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
6	Approve Crowe Malaysia PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Share Repurchase Program	Mgmt	For	For	For	No

Proximus SA

Meeting Date: 04/16/2025Country: BelgiumTicker: PROX

Record Date: 04/02/2025Meeting Type: Annual

Primary Security ID: B6951K109

Shares Voted: 30,180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Annual Meeting Agenda	Mgmt				
	Receive Directors' Reports (Non-Voting)	Mgmt				
	<i>Voting Policy Rationale: No vote is required.</i>					
2	Receive Auditors' Reports (Non-Voting)	Mgmt				
	<i>Voting Policy Rationale: No vote is required.</i>					
3	Receive Information Provided by the Joint Committee	Mgmt				
4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
5	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.60 per Share	Mgmt	For	For	For	No
6	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The assessment of the ESG metric is still not defined and disclosed, which avoids shareholders to assess the pay for performance alignment; * The continued existence of a specific 'one-off and exceptional' bonus scheme without any further guidance or restriction on the use of this discretion, not applicability of a cap or limit; * The retroactive inclusion of the one-time CEO share award (awarded in 2024) which undermines policy consistency; * Continued concern on absence of clear disclosure of performance KPIs, which is further exacerbated by the poor disclosure in the remuneration report; * Executives can opt out of equity LTI in favor of guaranteed cash delivery LTI.</i>					
7	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted, because the remuneration report is below par in relation to market standards, particularly with regard to * Disclosure of targets, thresholds and levels of achievement of the metrics under the STIP and LTIP and the lack of information regarding the vested awards under the LTIP plan. * Discretionary 75,000 share award granted to the CEO without performance conditions or transparent criteria * Significant CEO base salary increase (+ EUR 400,000) for the evolving international activities of the company, not supported by sufficient benchmarking or rationale. * Lack of adequate responsiveness to shareholder dissent.</i>					
8	Approve Discharge of Directors	Mgmt	For	For	For	No
9	Approve Discharge of Auditors	Mgmt	For	For	For	No
10	Approve Special Discharge to Auditors of the Consolidated Accounts of the Proximus Group	Mgmt	For	For	For	No
11a	Elect Stefaan De Clerck as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
11b	Elect Karel De Gucht as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					

Proximus SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11c.1	Elect Ibrahim Ouassari as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates						
11c.2	Elect Alternate Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted, as the names of the alternative candidates nominated by the Belgian federal holding company are not disclosed.						
12	Ratify Deloitte as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For	No
13	Ratify Deloitte Bedrijfsrevisoren, Permanently Represented by Fabio De Clercq, as Auditors In Charge of the Assurance of the CSRD Sustainability Report	Mgmt	For	For	For	No
14	Ratify Fabio De Clercq as a Member of the Board of Auditors	Mgmt				
15	Transact Other Business	Mgmt				

TORM Plc

Meeting Date: 04/16/2025	Country: United Kingdom	Ticker: TRMD.A
Record Date: 04/14/2025	Meeting Type: Annual	
Primary Security ID: G89479102		

Shares Voted: 18,949						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * A significant portion of the CEO's annual bonus was based solely on the Remuneration Committee's discretion; * Long-term incentive awards granted to the CEO during the year features a vesting period of less than three years						
3	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5	Re-elect Christopher Boehringer as Director	Mgmt	For	Abstain	Abstain	Yes
Voting Policy Rationale: Item 5 An ABSTENTION on the re-election of Christopher Boehringer is warranted because: * Potential independence issues have been identified and he currently sits on the Remuneration Committee. * The composition of Remuneration Committee does not adhere to UK best practice recommendations for a company of this size. A vote AGAINST this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Items 6-8 A vote FOR the re-election of Goran Trapp, Annette Justad and Jacob Meldgaard is warranted because no significant concerns have been identified.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Re-elect Goran Trapp as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 5 An ABSTENTION on the re-election of Christopher Boehringer is warranted because: * Potential independence issues have been identified and he currently sits on the Remuneration Committee. * The composition of Remuneration Committee does not adhere to UK best practice recommendations for a company of this size. A vote AGAINST this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Items 6-8 A vote FOR the re-election of Goran Trapp, Annette Justad and Jacob Meldgaard is warranted because no significant concerns have been identified.						
7	Re-elect Annette Malm Justad as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 5 An ABSTENTION on the re-election of Christopher Boehringer is warranted because: * Potential independence issues have been identified and he currently sits on the Remuneration Committee. * The composition of Remuneration Committee does not adhere to UK best practice recommendations for a company of this size. A vote AGAINST this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Items 6-8 A vote FOR the re-election of Goran Trapp, Annette Justad and Jacob Meldgaard is warranted because no significant concerns have been identified.						
8	Re-elect Jacob Meldgaard as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 5 An ABSTENTION on the re-election of Christopher Boehringer is warranted because: * Potential independence issues have been identified and he currently sits on the Remuneration Committee. * The composition of Remuneration Committee does not adhere to UK best practice recommendations for a company of this size. A vote AGAINST this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Items 6-8 A vote FOR the re-election of Goran Trapp, Annette Justad and Jacob Meldgaard is warranted because no significant concerns have been identified.						
9	Approve Release of Claims in Connection with the Purchase of the Treasury Shares	Mgmt	For	For	For	No
10	Approve Reduction of the Share Premium Account	Mgmt	For	For	For	No
11	Approve Capital Reduction by Cancellation of the Treasury Shares	Mgmt	For	For	For	No

u-blox Holding AG

Meeting Date: 04/16/2025	Country: Switzerland	Ticker: UBXN
Record Date:	Meeting Type: Annual	
Primary Security ID: H89210100		

Shares Voted: 551						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Non-Financial Report	Mgmt	For	For	For	No
3	Approve Allocation of Income	Mgmt	For	For	For	No
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.1	Approve Creation of CHF 3.9 Million Pool of Conditional Capital for Employee Participation Plans	Mgmt	For	For	For	No
6.1	Reelect Andre Mueller as Director and Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.2	Reelect Ulrich Looser as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.3	Reelect Markus Borchert as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.4	Reelect Karin Sonnenmoser as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.5	Reelect Elke Eckstein as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.6	Reelect Fabian Rauch as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
7.1	Reappoint Ulrich Looser as Member of the Nomination, Compensation and Sustainability Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
7.2	Reappoint Markus Borchert as Member of the Nomination, Compensation and Sustainability Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
8.1	Approve Remuneration Report	Mgmt	For	For	For	No
8.2	Approve Remuneration of Board of Directors in the Amount of CHF 950,000	Mgmt	For	For	For	No
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million	Mgmt	For	For	For	No
9	Designate KBT Treuhand AG as Independent Proxy	Mgmt	For	For	For	No
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For	No

u-blox Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

Webuild SpA

Meeting Date: 04/16/2025	Country: Italy	Ticker: WBD
Record Date: 04/07/2025	Meeting Type: Annual	
Primary Security ID: T9T11U109		

Shares Voted: 542,443						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Ordinary Business	Mgmt				
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.						
1.2	Approve Allocation of Dividend	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.						
2.1	Approve Remuneration Policy	Mgmt				
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST because: * The level of pay for the CEO is excessive relative to peers and company performance. * The retrospective disclosure on variable awards is not in line with acceptable market standards.						
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No

Banca Generali SpA

Meeting Date: 04/17/2025	Country: Italy	Ticker: BGN
Record Date: 04/08/2025	Meeting Type: Annual/Special	
Primary Security ID: T3000G115		

Shares Voted: 23,450

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>					
1.2	Approve Allocation of Income	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>					
2	Approve Remuneration Policy	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice.</i>					
3	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
4	Approve Fixed-Variable Compensation Ratio	Mgmt	For	For	For	No
5	Amend 2024 Long Term Incentive Plan	Mgmt	For	For	For	No
6	Approve 2025 Long Term Incentive Plan	Mgmt	For	For	For	No
7	Approve Plan Based on Financial Instruments	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice.</i>					
8	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the 2025 Long Term Incentive Plan and the Plan Based on Financial Instruments	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
1.1	Amend Company Bylaws Re: Article 18	Mgmt	For	For	For	No
1.2	Amend Company Bylaws Re: Article 22	Mgmt	For	For	For	No
1.3	Amend Company Bylaws	Mgmt	For	For	For	No

Banca IFIS SpA

Meeting Date: 04/17/2025

Country: Italy

Ticker: IF

Record Date: 04/08/2025

Meeting Type: Annual/Special

Primary Security ID: T1131F154

Shares Voted: 35,548

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
1.2	Approve Allocation of Income	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
2.1	Shareholder Proposals Submitted by La Scogliera SA	Mgmt				
	Fix Number of Directors	SH	None	For	For	No
2.2	Fix Board Terms for Directors	SH	None	For	For	No
2.3.1	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt				
	Slate 1 Submitted by La Scogliera SA	SH	None	Against	Against	No
	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	No
2.4	Shareholder Proposal Submitted by La Scogliera SA	Mgmt				
	Approve Remuneration of Directors	SH	None	For	For	No
3.1.1	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt				
	Slate 1 Submitted by La Scogliera SA	SH	None	Against	Against	No
	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	No
3.2	Shareholder Proposal Submitted by La Scogliera SA	Mgmt				
	Approve Internal Auditors' Remuneration	SH	None	For	For	No
	Management Proposals	Mgmt				

Banca IFIS SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST because: * Termination payments might theoretically exceed 24 months' pay when including consideration for non-compete agreements. * The board maintains excessively broad derogation powers. * The remuneration of the company classified non-executive chair appears excessive.						
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST due to the excessive compensation of the company classified non-executive chair.						
5	Adjust Remuneration of External Auditors	Mgmt	For	For	For	No
6	Amend Regulations on General Meetings	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST. The proposal is linked to problematic bylaws amendments approved in the past, which allow the company to hold general meetings where shareholders can participate exclusively through a company-designated proxyholder.						
Extraordinary Business						
1	Approve Capital Increase without Preemptive Rights in Connection with the Acquisition of Illimity Bank SpA	Mgmt	For	For	For	No

Banco di Desio e della Brianza SpA

Meeting Date: 04/17/2025Country: ItalyTicker: BDB

Record Date: 04/08/2025Meeting Type: Annual/Special

Primary Security ID: T1719F105

Shares Voted: 3,256						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Extraordinary Business	Mgmt				
	Amend Company Bylaws	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because part of the proposed amendments may harm shareholder rights.						
1.1	Ordinary Business	Mgmt				
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.						
1.2	Approve Allocation of Income	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.						

Banco di Desio e della Brianza SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Approve Remuneration Policy	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice. This is not without highlighting that: * Termination payments could potentially exceed the cap of two-year fixed pay when non-compete obligations are included. * The chair's compensation is quite high, closely approaching that of the CEO/GM.</i>						
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
3	Approve 2025 Incentive System Based on the Assignment of Phantom Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice. This is not without highlighting that: * Termination payments could potentially exceed the cap of two-year fixed pay when non-compete obligations are included. * The chair's compensation is quite high, closely approaching that of the CEO/GM.</i>						
4	Adjust Remuneration of External Auditors	Mgmt	For	For	For	No

CapitaLand Ascott Trust

Meeting Date: 04/17/2025	Country: Singapore	Ticker: HMN
Record Date:	Meeting Type: Annual	
Primary Security ID: Y0261Y177		

Shares Voted: 221,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Report of the REIT Trustee, Report of the REIT Manager, Report of the BT Trustee-Manager, Statement by the Chief Executive Officer of the BT Trustee-Manager, Audited Financial Statements and Auditors' Report	Mgmt	For	For	For	No
2	Approve Deloitte & Touche LLP as Auditors and Authorize REIT Manager and the BT Trustee-Manager to Fix Their Remuneration	Mgmt	For	For	For	No
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For	No
4	Authorize Stapled Security Repurchase Program	Mgmt	For	For	For	No

Coforge Limited

Meeting Date: 04/17/2025	Country: India	Ticker: 532541
Record Date: 03/14/2025	Meeting Type: Special	
Primary Security ID: Y62769107		

Shares Voted: 30,199

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot Approve Sub-Division/Split of Equity Shares and Amend Capital Clause of the Memorandum of Association	Mgmt	For	For	For	No

Cury Construtora e Incorporadora SA

Meeting Date: 04/17/2025Country: BrazilTicker: CURY3
Record Date:Meeting Type: Extraordinary Shareholders
Primary Security ID: P3R15G105

Shares Voted: 214,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Article 6 to Reflect Changes in Capital	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendment; and * The change in share capital is due to a capital increase through the capitalization of profit reserves, which was approved by the board within the authorized capital limit.						
2	Consolidate Bylaws	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendment; and * The change in share capital is due to a capital increase through the capitalization of profit reserves, which was approved by the board within the authorized capital limit.						

Cury Construtora e Incorporadora SA

Meeting Date: 04/17/2025Country: BrazilTicker: CURY3
Record Date:Meeting Type: Annual
Primary Security ID: P3R15G105

Shares Voted: 214,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.						

Cury Construtora e Incorporadora SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Accept Management Statements for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.						
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
4	Approve the Company's Management Proposal for the Installation of the Fiscal Council	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The installation of a fiscal council could potentially improve the company's governance and bring greater corporate oversight; and * The company has disclosed fiscal council nominees.						
5	Fix Number of Fiscal Council Members at Three	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The installation of a fiscal council could potentially improve the company's governance and bring greater corporate oversight; and * The company has disclosed fiscal council nominees.						
6	Elect Fiscal Council Members	Mgmt	For	For	For	No
7	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	Against	No
8	Approve Remuneration of Company's Management and Fiscal Council	Mgmt	For	For	For	No

G-Bits Network Technology (Xiamen) Co., Ltd.

Meeting Date: 04/17/2025	Country: China	Ticker: 603444
Record Date: 04/10/2025	Meeting Type: Annual	
Primary Security ID: Y2688G102		

Shares Voted: 18,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report and Summary	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
2	Approve Report of the Board of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						

G-Bits Network Technology (Xiamen) Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
4	Approve 2024 Profit Distribution Plan and 2025 Interim Cash Dividend Authorization Arrangement	Mgmt	For	For	For	No
5	Approve Use of Idle Own Funds for Cash Management	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.</i>						
6	Approve to Appoint Auditor	Mgmt	For	For	For	No

HIAG Immobilien Holding AG

Meeting Date: 04/17/2025 **Country:** Switzerland **Ticker:** HIAG
Record Date: **Meeting Type:** Annual
Primary Security ID: H3634R100

Shares Voted: 2,085

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2.1	Approve Allocation of Income	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the allocation of income resolutions are warranted due to a lack of concerns.</i>						
2.2	Approve Dividends of CHF 0.30 per Share from Retained Earnings	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the allocation of income resolutions are warranted due to a lack of concerns.</i>						
2.3	Approve Dividends of CHF 3.00 per Share from Capital Contribution Reserves	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the allocation of income resolutions are warranted due to a lack of concerns.</i>						
3	Approve Sustainability Report	Mgmt	For	For	For	No
4	Approve Discharge of Board of Directors	Mgmt	For	For	For	No
5.1	Reelect Felix Grisard as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.8) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 6.1 – 6.3) Votes AGAINST the non-independent nominees, Balz Halter and Salome Varnholt, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.2	Reelect Salome Varnholt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.8) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 6.1 – 6.3) Votes AGAINST the non-independent nominees, Balz Halter and Salome Varnholt, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
5.3	Reelect Jvo Grundler as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.8) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 6.1 – 6.3) Votes AGAINST the non-independent nominees, Balz Halter and Salome Varnholt, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
5.4	Reelect Balz Halter as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.8) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 6.1 – 6.3) Votes AGAINST the non-independent nominees, Balz Halter and Salome Varnholt, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
5.5	Reelect Anya Meyer as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.8) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 6.1 – 6.3) Votes AGAINST the non-independent nominees, Balz Halter and Salome Varnholt, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
5.6	Reelect Micha Blattmann as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.8) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 6.1 – 6.3) Votes AGAINST the non-independent nominees, Balz Halter and Salome Varnholt, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
5.7	Reelect Felix Grisard as Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.8) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 6.1 – 6.3) Votes AGAINST the non-independent nominees, Balz Halter and Salome Varnholt, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
5.8	Reelect Balz Halter as Vice Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.8) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 6.1 – 6.3) Votes AGAINST the non-independent nominees, Balz Halter and Salome Varnholt, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
6.1	Reappoint Salome Varnholt as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.8) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 6.1 – 6.3) Votes AGAINST the non-independent nominees, Balz Halter and Salome Varnholt, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						

HIAG Immobilien Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.2	Reappoint Balz Halter as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.8) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 6.1 – 6.3) Votes AGAINST the non-independent nominees, Balz Halter and Salome Varnholt, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
6.3	Reappoint Anja Meyer as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.8) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 6.1 – 6.3) Votes AGAINST the non-independent nominees, Balz Halter and Salome Varnholt, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
7.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For	For	For	No
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	For	For	For	No
7.3	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. * Under the LTI, performance is measured annually, and targets do not appear rigorous. * Under the LTI, the deferral element applied to cash payments will be removed. * The executive member of the board of directors receives an annual grant of blocked shares that do not require the achievement of performance conditions. * Significant shareholder dissent on past remuneration reports is not addressed.</i>						
8	Designate Oscar Battegay as Independent Proxy	Mgmt	For	For	For	No
9	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No
10	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

Indegene Ltd.

Meeting Date: 04/17/2025 **Country:** India **Ticker:** 544172
Record Date: 03/07/2025 **Meeting Type:** Special
Primary Security ID: Y3914P114

Shares Voted: 18,167

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Reappointment and Increase in Commission of Jairaj Manohar Purandare as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
2	Approve Reappointment and Increase in Commission of Ashish Gupta as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
3	Approve Reappointment and Increase in Commission of Pravin Udhyavara Bhadya Rao as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4	Approve Increase Commission Payable to Krishnamurthy Venugopala Tenneti as Independent Director	Mgmt	For	For	For	No

Kudelski SA

Meeting Date: 04/17/2025	Country: Switzerland	Ticker: KUD
Record Date:	Meeting Type: Annual	
Primary Security ID: H46697142		

Shares Voted: 0						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
1.2	Approve Non-Financial Report	Mgmt	For	For	Do Not Vote	No
1.3	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote	No
Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The report lacks disclosure of key terms of the STI plan, including, distinct KPIs, award levels (including a maximum cap), as well as actual payouts, considering that an aggregate variable pay figure is reported. * The report lacks an ex-post performance assessment to explain the performance achievements underlying payouts for the year, which raises serious concern in the context of the high pay-for-performance concern levels. * Discretionary bonuses were awarded without a detailed and compelling justification. * There is no standalone long-term incentive component that measures performance over a multi-year period. * Non-executive fees increased notably in the past year, although an accompanying explanation is not provided.						
2	Approve Treatment of Net Loss	Mgmt	For	For	Do Not Vote	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	Do Not Vote	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	Do Not Vote	No
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 11.5 Million	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The requested amount appears excessive in the context of market practice and realized pay levels, as well as in the absence of any explanation.</i>						
5.1	Reelect Laurent Dassault as Director	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 5.1 - 6) Votes AGAINST the non-independent nominees (excluding the CEO): Claude Smadja, Laurent Dassault, Patrick Foetisch, Marguerite Kudelski, and Pierre Lescure are warranted due to the failure to establish a sufficiently independent board. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Committee elections (Items 7.1 – 7.4) Votes AGAINST the non-independent nominees: Claude Smadja, Patrick Foetisch, and Pierre Lescure are warranted because their election to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
5.2	Reelect Patrick Foetisch as Director	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 5.1 - 6) Votes AGAINST the non-independent nominees (excluding the CEO): Claude Smadja, Laurent Dassault, Patrick Foetisch, Marguerite Kudelski, and Pierre Lescure are warranted due to the failure to establish a sufficiently independent board. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Committee elections (Items 7.1 – 7.4) Votes AGAINST the non-independent nominees: Claude Smadja, Patrick Foetisch, and Pierre Lescure are warranted because their election to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
5.3	Reelect Michael Hengartner as Director	Mgmt	For	For	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 5.1 - 6) Votes AGAINST the non-independent nominees (excluding the CEO): Claude Smadja, Laurent Dassault, Patrick Foetisch, Marguerite Kudelski, and Pierre Lescure are warranted due to the failure to establish a sufficiently independent board. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Committee elections (Items 7.1 – 7.4) Votes AGAINST the non-independent nominees: Claude Smadja, Patrick Foetisch, and Pierre Lescure are warranted because their election to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
5.4	Reelect Andre Kudelski as Director	Mgmt	For	For	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 5.1 - 6) Votes AGAINST the non-independent nominees (excluding the CEO): Claude Smadja, Laurent Dassault, Patrick Foetisch, Marguerite Kudelski, and Pierre Lescure are warranted due to the failure to establish a sufficiently independent board. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Committee elections (Items 7.1 – 7.4) Votes AGAINST the non-independent nominees: Claude Smadja, Patrick Foetisch, and Pierre Lescure are warranted because their election to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
5.5	Reelect Marguerite Kudelski as Director	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 5.1 - 6) Votes AGAINST the non-independent nominees (excluding the CEO): Claude Smadja, Laurent Dassault, Patrick Foetisch, Marguerite Kudelski, and Pierre Lescure are warranted due to the failure to establish a sufficiently independent board. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Committee elections (Items 7.1 – 7.4) Votes AGAINST the non-independent nominees: Claude Smadja, Patrick Foetisch, and Pierre Lescure are warranted because their election to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
5.6	Reelect Pierre Lescure as Director	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 5.1 - 6) Votes AGAINST the non-independent nominees (excluding the CEO): Claude Smadja, Laurent Dassault, Patrick Foetisch, Marguerite Kudelski, and Pierre Lescure are warranted due to the failure to establish a sufficiently independent board. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Committee elections (Items 7.1 – 7.4) Votes AGAINST the non-independent nominees: Claude Smadja, Patrick Foetisch, and Pierre Lescure are warranted because their election to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.7	Reelect Alec Ross as Director	Mgmt	For	For	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 5.1 - 6) Votes AGAINST the non-independent nominees (excluding the CEO): Claude Smadja, Laurent Dassault, Patrick Foetisch, Marguerite Kudelski, and Pierre Lescure are warranted due to the failure to establish a sufficiently independent board. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Committee elections (Items 7.1 – 7.4) Votes AGAINST the non-independent nominees: Claude Smadja, Patrick Foetisch, and Pierre Lescure are warranted because their election to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
5.8	Reelect Claude Smadja as Director	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 5.1 - 6) Votes AGAINST the non-independent nominees (excluding the CEO): Claude Smadja, Laurent Dassault, Patrick Foetisch, Marguerite Kudelski, and Pierre Lescure are warranted due to the failure to establish a sufficiently independent board. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Committee elections (Items 7.1 – 7.4) Votes AGAINST the non-independent nominees: Claude Smadja, Patrick Foetisch, and Pierre Lescure are warranted because their election to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
6	Reelect Andre Kudelski as Board Chair	Mgmt	For	For	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 5.1 - 6) Votes AGAINST the non-independent nominees (excluding the CEO): Claude Smadja, Laurent Dassault, Patrick Foetisch, Marguerite Kudelski, and Pierre Lescure are warranted due to the failure to establish a sufficiently independent board. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Committee elections (Items 7.1 – 7.4) Votes AGAINST the non-independent nominees: Claude Smadja, Patrick Foetisch, and Pierre Lescure are warranted because their election to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
7.1	Reappoint Patrick Foetisch as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 5.1 - 6) Votes AGAINST the non-independent nominees (excluding the CEO): Claude Smadja, Laurent Dassault, Patrick Foetisch, Marguerite Kudelski, and Pierre Lescure are warranted due to the failure to establish a sufficiently independent board. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Committee elections (Items 7.1 – 7.4) Votes AGAINST the non-independent nominees: Claude Smadja, Patrick Foetisch, and Pierre Lescure are warranted because their election to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
7.2	Reappoint Pierre Lescure as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 5.1 - 6) Votes AGAINST the non-independent nominees (excluding the CEO): Claude Smadja, Laurent Dassault, Patrick Foetisch, Marguerite Kudelski, and Pierre Lescure are warranted due to the failure to establish a sufficiently independent board. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Committee elections (Items 7.1 – 7.4) Votes AGAINST the non-independent nominees: Claude Smadja, Patrick Foetisch, and Pierre Lescure are warranted because their election to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						
7.3	Reappoint Alec Ross as Member of the Nomination and Compensation Committee	Mgmt	For	For	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 5.1 - 6) Votes AGAINST the non-independent nominees (excluding the CEO): Claude Smadja, Laurent Dassault, Patrick Foetisch, Marguerite Kudelski, and Pierre Lescure are warranted due to the failure to establish a sufficiently independent board. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Committee elections (Items 7.1 – 7.4) Votes AGAINST the non-independent nominees: Claude Smadja, Patrick Foetisch, and Pierre Lescure are warranted because their election to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.4	Reappoint Claude Smadja as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Do Not Vote	No
Voting Policy Rationale: Board elections (Items 5.1 - 6) Votes AGAINST the non-independent nominees (excluding the CEO): Claude Smadja, Laurent Dassault, Patrick Foetisch, Marguerite Kudelski, and Pierre Lescure are warranted due to the failure to establish a sufficiently independent board. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Committee elections (Items 7.1 – 7.4) Votes AGAINST the non-independent nominees: Claude Smadja, Patrick Foetisch, and Pierre Lescure are warranted because their election to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.						
8	Designate Ofisa Berney as Independent Proxy	Mgmt	For	For	Do Not Vote	No
9	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	Do Not Vote	No
10	Transact Other Business (Voting)	Mgmt	For	Against	Do Not Vote	No
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

Metalurgica Gerdau SA

Meeting Date: 04/17/2025

Country: Brazil

Ticker: GOAU4

Record Date:

Meeting Type: Annual

Primary Security ID: P4834C118

Shares Voted: 1,041,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Meeting for Preferred Shareholders	Mgmt				
	As a Preferred Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	No
2	In Case Neither Class of Shares Reaches the Minimum Quorum Required by the Brazilian Corporate Law to Elect a Board Representative in Separate Elections, Would You Like to Use Your Votes to Elect the Candidate with More Votes to Represent Both Classes?	Mgmt	None	For	For	No
3	Elect Ana Maria Gati as Fiscal Council Member and Paulo de Souza Soares de Almeida as Alternate Appointed by Preferred Shareholder	SH	None	For	For	No

Meeting Date: 04/17/2025

Country: Netherlands

Ticker: NEDAP

Record Date: 03/20/2025

Meeting Type: Annual

Primary Security ID: N60437121

Shares Voted: 492

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2a	Receive Report of Management Board (Non-Voting)	Mgmt				
2b	Discussion on Company's Corporate Governance Structure and Compliance with the 2022 Corporate Governance Code	Mgmt				
2c	Approve Remuneration Report	Mgmt	For	For	For	No
2d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2e	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
2fi	Discuss Dividend Payment	Mgmt				
2fii	Approve Payment from Reserves	Mgmt	For	For	For	No
2g	Approve Discharge of Management Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>						
2h	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>						
3a	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For	No
3b	Appoint KPMG Accountants N.V. as Assurance Provider for Sustainability Report	Mgmt	For	For	For	No
4a	Approve Remuneration Policy for the Board of Directors and the Share Plan	Mgmt	For	For	For	No
4b	Approve Remuneration Policy for the Supervisory Board and the Individual Remuneration	Mgmt	For	For	For	No
5	Discuss Supervisory Board Profile	Mgmt				
6a	Announce Vacancies on the Supervisory Board	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6b	Discuss Notice by the Supervisory Board of the Persons Nominated for Appointment/Reappointment	Mgmt				
6c	Opportunity to Make Recommendations	Mgmt				
6d	Reelect P.A.M. van Bommel to Supervisory Board	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the elections of Petrus (Peter) van Bommel and Karin Bergstein is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates						
6e	Elect K.T.V. Bergstein to Supervisory Board	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the elections of Petrus (Peter) van Bommel and Karin Bergstein is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates						
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
8a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted because it is in line with commonly used safeguards regarding volume and duration.						
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted because it is in line with commonly used safeguards regarding volume and duration.						
9	Other Business (Non-Voting)	Mgmt				
10	Close Meeting	Mgmt				

NSI NV

Meeting Date: 04/17/2025

Record Date: 03/20/2025

Primary Security ID: N6S10A115

Country: Netherlands

Meeting Type: Annual

Ticker: NSI

Shares Voted: 2,863						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Receive Report of Management Board (Non-Voting)	Mgmt				
3	Receive Report of Supervisory Board (Non-Voting)	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4a	Approve Remuneration Report	Mgmt	For	For	For	No
4b	Adopt Financial Statements	Mgmt	For	For	For	No
5a	Receive Explanation on Company's Dividend Policy	Mgmt				
5b	Approve Dividends	Mgmt	For	For	For	No
6	Approve Discharge of Management Board	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.						
7	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.						
8	Discuss Composition of the Supervisory Board	Mgmt				
8a	Elect Petra van Hoeken to Supervisory Board	Mgmt	For	For	For	No
9	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For	No
10	Amend Remuneration Policy of the Management Board	Mgmt	For	For	For	No
11a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.						
11b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 11a	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.						
11c	Grant Board Authority to Issue Shares Up to 20 Percent of Issued Capital	Mgmt	For	For	For	No
11d	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
12	Outlook for 2025	Mgmt				
13	Other Business (Non-Voting)	Mgmt				
14	Close Meeting	Mgmt				

Orange Polska SA

Meeting Date: 04/17/2025	Country: Poland	Ticker: OPL
Record Date: 04/01/2025	Meeting Type: Annual	
Primary Security ID: X5984X100		

Shares Voted: 308,282

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Management Proposals Open Meeting	Mgmt				
	<i>Voting Policy Rationale: A vote FOR 2 is warranted because this is a routine meeting formality. Items 1 and 3 are non-voting.</i>					
2	Elect Meeting Chairman	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR 2 is warranted because this is a routine meeting formality. Items 1 and 3 are non-voting.</i>					
3	Acknowledge Proper Convening of Meeting	Mgmt				
	<i>Voting Policy Rationale: A vote FOR 2 is warranted because this is a routine meeting formality. Items 1 and 3 are non-voting.</i>					
4.a	Receive Financial Statements	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
4.b	Receive Management Board Proposal on Allocation of Income	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
4.c	Receive Management Board Report on Company's and Group's Operations, and Consolidated Financial Statements	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
4.d	Receive Supervisory Board Report	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
4.e	Receive Remuneration Report	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
5.a	Approve Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>					
5.b	Approve Allocation of Income and Dividends of PLN 0.53 per Share	Mgmt	For	For	For	No
5.c	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 5.c and 5.e are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>					
5.d	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.e	Approve Supervisory Board Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 5.c and 5.e are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
5.f	Approve Remuneration Report	Mgmt	For	For	For	No
5.g1	Approve Discharge of Liudmila Climoc (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g2	Approve Discharge of Jolanta Dudek (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g3	Approve Discharge of Bozena Lesniewska (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g4	Approve Discharge of Witold Drozd (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g5	Approve Discharge of Piotr Jaworski (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g6	Approve Discharge of Jacek Kowalski (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g7	Approve Discharge of Jacek Kunicki (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g8	Approve Discharge of Maciej Nowohonski (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g9	Approve Discharge of Maciej Witucki (Supervisory Board Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.g10	Approve Discharge of Marie-Noelle Jegu-Laveissiere (Supervisory Board Deputy Chairwoman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g11	Approve Discharge of Laurent Martinez (Supervisory Board Deputy Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g12	Approve Discharge of Marc Ricau (Supervisory Board Secretary)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g13	Approve Discharge of Philippe Beguin (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g14	Approve Discharge of Benedicte David (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g15	Approve Discharge of Bartosz Dobrzynski (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g16	Approve Discharge of Clarisse Dubreuil (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g17	Approve Discharge of John Houlden (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g18	Approve Discharge of Monika Nachyla (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g19	Approve Discharge of Maria Paslo-Wisniewska (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						

Orange Polska SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.g20	Approve Discharge of Wioletta Rosolowska (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g21	Approve Discharge of Jean-Michel Thibaud (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g22	Approve Discharge of Adam Uszpolewicz (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g23	Approve Discharge of Jean-Marc Vignolles (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
5.g24	Approve Discharge of Etienne de Tapol (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
Shareholder Proposals Submitted by Orange S.A.		Mgmt				
6.1	Elect Bartosz Dobrzynski as Supervisory Board Member	SH	None	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no concerns with the proposed re-elections.</i>						
6.2	Elect Monika Nachyla as Supervisory Board Member	SH	None	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no concerns with the proposed re-elections.</i>						
6.3	Elect Marc Ricau as Supervisory Board Member	SH	None	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no concerns with the proposed re-elections.</i>						
6.4	Elect Maciej Witucki as Supervisory Board Member	SH	None	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no concerns with the proposed re-elections.</i>						
Management Proposal		Mgmt				
7	Close Meeting	Mgmt				

Stolt-Nielsen Ltd.

Meeting Date: 04/17/2025

Country: Bermuda

Ticker: SNI

Record Date: 03/20/2025

Meeting Type: Annual

Primary Security ID: G85080102

Shares Voted: 18,796

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
0	Receive Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
1	Approve Allocation of Income and Dividends of USD 1.25 Per Common Share and USD 0.005 per Founder's Share for 2024	Mgmt	For	For	For	No
2	Authorize Share Repurchase Program	Mgmt	For	For	For	No
3a	Elect Niels G. Stolt-Nielsen as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Janet Ashdown, Rolf Habben Jansen, Jacob Stolt-Nielsen and Tor Olav Troim (Items 3b, 3d, 3e and 3f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Audit Committee A vote AGAINST candidates Niels Stolt-Nielsen and Jan Engelhardtsen (Items 3a and 3c) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Jan Engelhardtsen is non-independent. Gender diversity A vote against Niels Stolt-Nielsen (Item 3a) is warranted due to him being the chairman of the board combined with a lack of gender diversity on the board.</i>						
3b	Elect Janet Ashdown as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Janet Ashdown, Rolf Habben Jansen, Jacob Stolt-Nielsen and Tor Olav Troim (Items 3b, 3d, 3e and 3f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Audit Committee A vote AGAINST candidates Niels Stolt-Nielsen and Jan Engelhardtsen (Items 3a and 3c) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Jan Engelhardtsen is non-independent. Gender diversity A vote against Niels Stolt-Nielsen (Item 3a) is warranted due to him being the chairman of the board combined with a lack of gender diversity on the board.</i>						
3c	Elect Jan Chr. Engelhardtsen as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Janet Ashdown, Rolf Habben Jansen, Jacob Stolt-Nielsen and Tor Olav Troim (Items 3b, 3d, 3e and 3f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Audit Committee A vote AGAINST candidates Niels Stolt-Nielsen and Jan Engelhardtsen (Items 3a and 3c) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Jan Engelhardtsen is non-independent. Gender diversity A vote against Niels Stolt-Nielsen (Item 3a) is warranted due to him being the chairman of the board combined with a lack of gender diversity on the board.</i>						
3d	Elect Rolf Habben Jansen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Janet Ashdown, Rolf Habben Jansen, Jacob Stolt-Nielsen and Tor Olav Troim (Items 3b, 3d, 3e and 3f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Audit Committee A vote AGAINST candidates Niels Stolt-Nielsen and Jan Engelhardtsen (Items 3a and 3c) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Jan Engelhardtsen is non-independent. Gender diversity A vote against Niels Stolt-Nielsen (Item 3a) is warranted due to him being the chairman of the board combined with a lack of gender diversity on the board.</i>						
3e	Elect Tor Olav Troim as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Janet Ashdown, Rolf Habben Jansen, Jacob Stolt-Nielsen and Tor Olav Troim (Items 3b, 3d, 3e and 3f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Audit Committee A vote AGAINST candidates Niels Stolt-Nielsen and Jan Engelhardtsen (Items 3a and 3c) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Jan Engelhardtsen is non-independent. Gender diversity A vote against Niels Stolt-Nielsen (Item 3a) is warranted due to him being the chairman of the board combined with a lack of gender diversity on the board.</i>						

Stolt-Nielsen Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3f	Elect Jacob B. Stolt-Nielsen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Janet Ashdown, Rolf Habben Jansen, Jacob Stolt-Nielsen and Tor Olav Troim (Items 3b, 3d, 3e and 3f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Audit Committee A vote AGAINST candidates Niels Stolt-Nielsen and Jan Engelhardtson (Items 3a and 3c) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Jan Engelhardtson is non-independent. Gender diversity A vote against Niels Stolt-Nielsen (Item 3a) is warranted due to him being the chairman of the board combined with a lack of gender diversity on the board.</i>						
4	Authorize Board to Fill Vacancies	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company has not provided a clear rationale in support of authorizing the board to temporarily fill vacant board seats without shareholder approval.</i>						
5	Elect Niels G. Stolt-Nielsen as Board Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.</i>						
6	Approve PricewaterhouseCoopers Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Television Francaise 1 SA

Meeting Date: 04/17/2025 **Country:** France **Ticker:** TFI
Record Date: 04/15/2025 **Meeting Type:** Annual/Special
Primary Security ID: F91255103

Shares Voted: 7,591

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>						
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>						
3	Approve Allocation of Income and Dividends of EUR 0.60 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company failed to provide sufficient information on the shared services agreement entered into with Bouygues (selection and price setting process).</i>						

Television Francaise 1 SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Compensation of Rodolphe Belmer, Chairman and CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * The company only discloses achievement levels of quantitative and qualitative bonus criteria with limited details. * The company discloses limited information on the performance conditions of the LTIP granted by Bouygues. * The options granted during current fiscal year were without performance conditions. * The company does not grant any LTIPs at TF1 level. * The LTIP granted is partly based on Bouygues performance.</i>						
6	Approve Compensation Report	Mgmt	For	For	For	No
7	Approve Remuneration of Directors in the Aggregate Amount of EUR 700,000	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i>						
8	Approve Remuneration Policy of Rodolphe Belmer, Chairman and CEO	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i>						
10	Reelect Rodolphe Belmer as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns about the proposed nominees (Items 11,12 and 14). * A vote AGAINST the reelection of this non-independent nominee is warranted given the lack of independence at the board level (including all board members: 27.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 37.5 percent vs 50 percent recommended) (Item 13). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Rodolphe Belmer (Item 10) is warranted.</i>						
11	Reelect Marie Pic-Paris Allavena as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns about the proposed nominees (Items 11,12 and 14). * A vote AGAINST the reelection of this non-independent nominee is warranted given the lack of independence at the board level (including all board members: 27.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 37.5 percent vs 50 percent recommended) (Item 13). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Rodolphe Belmer (Item 10) is warranted.</i>						
12	Reelect Orla Noonan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns about the proposed nominees (Items 11,12 and 14). * A vote AGAINST the reelection of this non-independent nominee is warranted given the lack of independence at the board level (including all board members: 27.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 37.5 percent vs 50 percent recommended) (Item 13). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Rodolphe Belmer (Item 10) is warranted.</i>						
13	Reelect Olivier Roussat as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns about the proposed nominees (Items 11,12 and 14). * A vote AGAINST the reelection of this non-independent nominee is warranted given the lack of independence at the board level (including all board members: 27.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 37.5 percent vs 50 percent recommended) (Item 13). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Rodolphe Belmer (Item 10) is warranted.</i>						

Television Francaise 1 SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Elect Coralie Piton as Director Following Resignation of Catherine Dussart	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns about the proposed nominees (Items 11,12 and 14). * A vote AGAINST the reelection of this non-independent nominee is warranted given the lack of independence at the board level (including all board members: 27.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 37.5 percent vs 50 percent recommended) (Item 13). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Rodolphe Belmer (Item 10) is warranted.</i>						
15	Appoint PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 8.4 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST items 18 and 20 to 25 are warranted as the possibility of use during a takeover period is not excluded. Furthermore, given the discrepancies in the disclosure of the company, it is difficult to assess the regime of some authorizations (maximum discount for items 20 and 21, common limits for items 20,21 and 25).</i>						
19	Authorize Capitalization of Reserves of Up to EUR 400 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4.2 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST items 18 and 20 to 25 are warranted as the possibility of use during a takeover period is not excluded. Furthermore, given the discrepancies in the disclosure of the company, it is difficult to assess the regime of some authorizations (maximum discount for items 20 and 21, common limits for items 20,21 and 25).</i>						
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4.2 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST items 18 and 20 to 25 are warranted as the possibility of use during a takeover period is not excluded. Furthermore, given the discrepancies in the disclosure of the company, it is difficult to assess the regime of some authorizations (maximum discount for items 20 and 21, common limits for items 20,21 and 25).</i>						
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST items 18 and 20 to 25 are warranted as the possibility of use during a takeover period is not excluded. Furthermore, given the discrepancies in the disclosure of the company, it is difficult to assess the regime of some authorizations (maximum discount for items 20 and 21, common limits for items 20,21 and 25).</i>						

Television Francaise 1 SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST items 18 and 20 to 25 are warranted as the possibility of use during a takeover period is not excluded. Furthermore, given the discrepancies in the disclosure of the company, it is difficult to assess the regime of some authorizations (maximum discount for items 20 and 21, common limits for items 20,21 and 25).</i>						
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST items 18 and 20 to 25 are warranted as the possibility of use during a takeover period is not excluded. Furthermore, given the discrepancies in the disclosure of the company, it is difficult to assess the regime of some authorizations (maximum discount for items 20 and 21, common limits for items 20,21 and 25).</i>						
25	Authorize Capital Increase of Up to EUR 4.2 Million for Future Exchange Offers	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST items 18 and 20 to 25 are warranted as the possibility of use during a takeover period is not excluded. Furthermore, given the discrepancies in the disclosure of the company, it is difficult to assess the regime of some authorizations (maximum discount for items 20 and 21, common limits for items 20,21 and 25).</i>						
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
27	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions. * The performance period is not disclosed.</i>						
28	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For	No
29	Amend Articles 7, 13, and 22 of Bylaws	Mgmt	For	For	For	No
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Thomas Cook (India) Limited

Meeting Date: 04/17/2025 **Country:** India **Ticker:** 500413
Record Date: 03/14/2025 **Meeting Type:** Special
Primary Security ID: Y8806V137

Shares Voted: 50,487

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				

Thomas Cook (India) Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Thomas Cook Employees Stock Option Scheme 2024 - EXECOM (ESOP 2024 - EXECOM) and Issue of Employee Stock Options under the ESOP 2024 - EXECOM to the Employees of the Company	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company has not specified objective performance parameters, performance targets and thresholds for vesting. In absence of which it is difficult to ascertain if the performance targets will be sufficiently stretching.</i>						
2	Approve Extension of Benefit of Thomas Cook Employees Stock Option Scheme 2024 - EXECOM (ESOP 2024 - EXECOM) to the Present and Future Employees of Subsidiary Companies	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company has not specified objective performance parameters, performance targets and thresholds for vesting. In absence of which it is difficult to ascertain if the performance targets will be sufficiently stretching.</i>						
3	Elect Sharad Kumar Saxena as Director	Mgmt	For	For	For	No
4	Approve Re-Designation of Madhavan Menon as Non-Executive Chairman and Continuation of Directorship of Madhavan Menon as Non-Executive Chairman in the Capacity of Non-Executive and Non-Independent Director	Mgmt	For	For	For	No
5	Approve Change and Fixation of Remuneration of Mahesh Iyer as Managing Director and Chief Executive Officer, and Payment of Minimum Remuneration in Case of Absence or Inadequacy of Profits	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted in view of the following concerns in the executive's remuneration: * Mahesh Iyer will be paid the proposed remuneration, irrespective of the company's financial performance during his tenure. Furthermore, his minimum remuneration includes fixed, and variable pay components. * Mahesh Iyer's remuneration structure is open-ended, and the board retains significant discretion in determining his pay outcomes. * There are no disclosures on the threshold and target performance that they need to achieve to determine the performance bonus element. * The resolution entails giving discretion to the board to increase the executive's salary annually. Increases in fixed pay should be accompanied with adequate rationale justifying the increase.</i>						

Canny Elevator Co., Ltd.

Meeting Date: 04/18/2025	Country: China	Ticker: 002367
Record Date: 04/11/2025	Meeting Type: Annual	
Primary Security ID: Y1099M104		

Shares Voted: 276,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Provision for Asset Impairment and Write-off Asset	Mgmt	For	For	For	No
2	Approve Report of the Board of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
4	Approve Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
5	Approve Annual Report and Summary	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
6	Approve Use of Own Funds to Invest in Financial Products	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.						
7	Approve Profit Distribution	Mgmt	For	For	For	No
8	Approve to Appoint Auditor	Mgmt	For	For	For	No
9	Approve Cancellation of Repurchased Shares and Reduction of Registered Capital	Mgmt	For	For	For	No
10	Approve Equity Disposal	Mgmt	For	For	For	No
11	Approve Sale and Revitalization of Real Estate	Mgmt	For	For	For	No

Meeting Date: 04/18/2025Country: Hong KongTicker: 950190

Record Date: 03/26/2025Meeting Type: Special

Primary Security ID: Y5969T107

Shares Voted: 4,975

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles of Incorporation	Mgmt	For	Against	Against	Yes
2	Delegation of Authority to the Board for Share Issuance	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: We recommend a vote AGAINST this item as the company has not disclosed sufficient rationale behind this proposal.						

Kamakura Shinsho, Ltd.

Meeting Date: 04/18/2025Country: JapanTicker: 6184

Record Date: 01/31/2025Meeting Type: Annual

Primary Security ID: J29289105

Shares Voted: 4,095

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines - Amend Provisions on Director Titles	Mgmt	For	For	For	No
3.1	Elect Director Shimizu, Hirotaka	Mgmt	For	For	For	No
3.2	Elect Director Kobayashi, Fumio	Mgmt	For	For	For	No
3.3	Elect Director Yogo, Kunihiko	Mgmt	For	For	For	No
3.4	Elect Director Tamaki, Akira	Mgmt	For	For	For	No

LU-VE SpA

Meeting Date: 04/18/2025Country: ItalyTicker: LUV

Record Date: 04/09/2025Meeting Type: Annual/Special

Primary Security ID: T6S38W127

Shares Voted: 979

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.					
2	Approve Allocation of Income	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.					
3.1	Approve Remuneration Policy	Mgmt	For	For	For	No
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	Yes
	Voting Policy Rationale: This item warrants a vote AGAINST due to insufficient ex-post disclosure on variable awards.					

LU-VE SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1	Approve KPMG SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because the company has provided full disclosure on the proposals, and no concerns have been identified.</i>						
4.2	Approve PricewaterhouseCoopers SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because the company has provided full disclosure on the proposals, and no concerns have been identified.</i>						
5.1	Appoint KPMG SpA as Auditor for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted because no concerns were identified.</i>						
5.2	Appoint PricewaterhouseCoopers SpA as Auditor for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted because no concerns were identified.</i>						
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
1	Amend Company Bylaws Re: Articles 15 and 20	Mgmt	For	For	For	No

Mitsui High-tec, Inc.

Meeting Date: 04/18/2025 **Country:** Japan **Ticker:** 6966
Record Date: 01/31/2025 **Meeting Type:** Annual
Primary Security ID: J44819100

Shares Voted: 45,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Mitsui, Yasunari	Mgmt	For	For	For	No
1.2	Elect Director Mitsui, Kozo	Mgmt	For	For	For	No
1.3	Elect Director Kusano, Toshiaki	Mgmt	For	For	For	No
1.4	Elect Director Funakoshi, Tomomi	Mgmt	For	For	For	No
1.5	Elect Director Kyo, Masahide	Mgmt	For	For	For	No
1.6	Elect Director Shimizu, Koji	Mgmt	For	For	For	No
1.7	Elect Director Izumi, Masahiro	Mgmt	For	For	For	No

Mitsui High-tec, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.8	Elect Director Uike, Masakiyo	Mgmt	For	For	For	No

Jammu & Kashmir Bank Limited

Meeting Date: 04/19/2025	Country: India	Ticker: 532209
Record Date: 03/13/2025	Meeting Type: Special	
Primary Security ID: Y4S53D136		

Shares Voted: 207,498

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot	Mgmt				
	Reelect Umesh Chandra Pandey as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
2	Reelect Anil Kumar Goel as Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
3	Reelect Anand Kumar as Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					

Amlak Finance PJSC

Meeting Date: 04/21/2025	Country: United Arab Emirates	Ticker: AMLAK
Record Date: 04/18/2025	Meeting Type: Annual	
Primary Security ID: M0963R101		

Shares Voted: 253,667

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
	Approve Board Report on Company Operations and Its Financial Position for FY 2024	Mgmt	For	For	For	No
2	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For	No
	Approve Internal Shariah Supervisory Committee Report for FY 2024	Mgmt	For	For	For	No

Amlak Finance PJSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For	No
5	Approve Remuneration of Directors	Mgmt	For	For	For	No
6	Approve Absence of Dividends	Mgmt	For	For	For	No
7	Approve Discharge of Directors for FY 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of concerns that the board and the auditor are not fulfilling their fiduciary duties, votes FOR are warranted.</i>						
8	Approve Discharge of Auditors for FY 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of concerns that the board and the auditor are not fulfilling their fiduciary duties, votes FOR are warranted.</i>						
Extraordinary Business		Mgmt				
1	Approve Voluntary Contributions for FY 2025 Not Exceeding 0.02 Percent of the Net Profit of FY 2024	Mgmt	For	For	For	No
2	Approve Sale of Company's Investments Outside the United Arab Emirates in line with UAE Central Bank Regulations regarding the Finance Companies Regulations	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted due to the lack of sufficient disclosure, which does not allow to ascertain whether the proposed transaction is in shareholders' interest.</i>						

CSE Global Limited

Meeting Date: 04/21/2025 **Country:** Singapore **Ticker:** 544
Record Date: **Meeting Type:** Annual
Primary Security ID: Y8346J107

Shares Voted: 156,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Directors' Statement, Audited Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Tan Chian Khong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						

CSE Global Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Elect Tang Wai Loong Kenneth as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Approve Directors' Fees for the Financial Year Ended December 31, 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Director fees in Singapore are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR these proposals is warranted.						
6	Approve Directors' Fees for the Financial Year Ending December 31, 2025	Mgmt	For	For	For	No
Voting Policy Rationale: Director fees in Singapore are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR these proposals is warranted.						
7	Approve Ernst & Young LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.						
9	Authorize Share Repurchase Program	Mgmt	For	For	For	No
10	Approve Issuance of Shares Pursuant to the CSE Global Limited Scrip Dividend Scheme	Mgmt	For	For	For	No

Parkway Life Real Estate Investment Trust

Meeting Date: 04/21/2025	Country: Singapore	Ticker: C2PU
Record Date:	Meeting Type: Annual	
Primary Security ID: Y67202104		

Shares Voted: 164,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Trustee's Report, the Manager's Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve KPMG LLP as Auditors and Authorize Manager to Fix Their Remuneration	Mgmt	For	For	For	No
3	Elect Ho Kian Guan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted.						

Parkway Life Real Estate Investment Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Elect Theresa Goh Cheng Keow as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted.						
5	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For	No
6	Amend Trust Deed	Mgmt	For	For	For	No

Riverstone Holdings Limited

Meeting Date: 04/21/2025	Country: Singapore	Ticker: AP4
Record Date:	Meeting Type: Annual	
Primary Security ID: Y7302Q105		

Shares Voted: 905,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Elect Wong Teek Son as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3	Elect Lim Jun Xiong Steven as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
4	Elect Charmaine Chee Ying Min as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
5	Approve Final Dividend	Mgmt	For	For	For	No
6	Approve Directors' Fees	Mgmt	For	For	For	No
7	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.						

Agthia Group PJSC

Meeting Date: 04/22/2025	Country: United Arab Emirates	Ticker: AGTHIA
Record Date: 04/21/2025	Meeting Type: Annual	
Primary Security ID: M02421101		

Shares Voted: 19,810

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Authorize Chairman to Appoint the Meeting Secretary and Votes Collector	Mgmt	For	For	For	No
2	Approve Board Report on Company Operations and Its Financial Position for FY 2024	Mgmt	For	For	For	No
3	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For	No
4	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For	No
5	Approve Dividends of AED 0.1072 per Share for Second Half of FY 2024	Mgmt	For	For	For	No
6	Approve Discharge of Directors for FY 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of concerns that the board and auditor are not fulfilling its fiduciary duties, votes FOR are warranted.</i>						
7	Approve Discharge of Auditors for FY 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of concerns that the board and auditor are not fulfilling its fiduciary duties, votes FOR are warranted.</i>						
8	Approve Remuneration of Directors for FY 2024	Mgmt	For	For	For	No
9	Appoint Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	For	For	No

Bank of Chongqing Co., Ltd.

Meeting Date: 04/22/2025

Country: China

Ticker: 1963

Record Date: 04/14/2025

Meeting Type: Annual

Primary Security ID: Y0R98B102

Shares Voted: 500,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1	Approve Work Report of the Board of Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted in view of the bank's failure to provide the annual report or audited financial statements for the most recent fiscal year.</i>						

Bank of Chongqing Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Work Report of the Board of Supervisors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted in view of the bank's failure to provide the annual report or audited financial statements for the most recent fiscal year.						
3	Approve Final Financial Accounts	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted in view of the bank's failure to provide the annual report or audited financial statements for the most recent fiscal year.						
4	Approve Profit Distribution Plan	Mgmt	For	For	For	No
5	Approve Annual Report and Highlights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted in view of the bank's failure to provide the annual report or audited financial statements for the most recent fiscal year.						
6	Approve Financial Budget Proposal	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of disclosure.						
7	Approve Investment Plan	Mgmt	For	For	For	No
8	Approve Estimated Annual Caps for Daily Related Transactions	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because the proposed related-party transactions include a financial service agreement with the group finance company, which may expose the company to unnecessary risks.						
9	Approve Ernst & Young Hua Ming LLP and Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
10	Amend Authorization Plan of the Shareholders' General Meeting to the Board of Directors	Mgmt	For	For	For	No
11	Approve Issuance of Undated Capital Bonds	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the limited disclosure to assess the impact of this proposal on shareholders' rights and value.						

Computer Engineering & Consulting Ltd.

Meeting Date: 04/22/2025	Country: Japan	Ticker: 9692
Record Date: 01/31/2025	Meeting Type: Annual	
Primary Security ID: J08178105		

Shares Voted: 6,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For	No
2.1	Elect Director Himeno, Takashi	Mgmt	For	For	For	No

Computer Engineering & Consulting Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director Takagi, Hideki	Mgmt	For	For	For	No
2.3	Elect Director Okita, Atsushi	Mgmt	For	For	For	No
2.4	Elect Director Sakai, Yasuo	Mgmt	For	For	For	No
2.5	Elect Director Egami, Futoshi	Mgmt	For	For	For	No
2.6	Elect Director Ishihara, Naoki	Mgmt	For	For	For	No
2.7	Elect Director Takahashi, Shizuyo	Mgmt	For	For	For	No
2.8	Elect Director Kosugi, Noriko	Mgmt	For	For	For	No
2.9	Elect Director Nawa, Ryoichi	Mgmt	For	For	For	No
3.1	Elect Alternate Director and Audit Committee Member Matsumoto, Kazuaki	Mgmt	For	For	For	No
3.2	Elect Alternate Director and Audit Committee Member Shiota, Yoshiharu	Mgmt	For	For	For	No

Deceuninck NV

Meeting Date: 04/22/2025 **Country:** Belgium **Ticker:** DECB
Record Date: 04/08/2025 **Meeting Type:** Annual
Primary Security ID: B33199116

Shares Voted: 1,232

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Annual Meeting Agenda	Mgmt				
	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
	2.i Adopt Financial Statements	Mgmt	For	For	For	No
2.ii	Approve Allocation of Income and Dividends of EUR 0.08 per Share	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted, because: * Poor disclosure of the targets and ex-post achievements of the metrics under the STIP; * One off-awards to the executive chair and non-executive vice-chair without an adequate justification; * Excessive dilution of 5.6387 percent under the LTIP; * Lack of responsiveness to last year's vote, whereas the remuneration report and policy only recorded 70.3 percent support.</i>						
4	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * Uncapped long-term incentive under cash-based LTI plan; * Lack of disclosure of the targets under the STIP and LTIP; * Lack of responsiveness to last year's vote, whereas the proposed remuneration policy only recorded 70.3 percent support. * Continued possibility for equity remuneration for non-executive directors (subscription rights)</i>						
5.i	Approve Discharge of Directors	Mgmt	For	For	For	No

Deceuninck NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.ii	Approve Discharge of Auditors	Mgmt	For	For	For	No
6.i	Reelect Venture Consult BV, Permanently Represented by Benedikte Boone, as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR the election of Ann Vereeck is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate A vote AGAINST the non-independent nominees (Benedikte Boone and Marcel Klepfisch) that serve on the audit and remuneration committees, as these committees lack sufficient independence among its members.						
6.ii	Reelect Marcel Klepfisch SAS, Permanently Represented by Marcel Klepfisch, as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR the election of Ann Vereeck is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate A vote AGAINST the non-independent nominees (Benedikte Boone and Marcel Klepfisch) that serve on the audit and remuneration committees, as these committees lack sufficient independence among its members.						
6.iii	Elect Ann Vereecke BV, Permanently Represented by Ann Vereecke, as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of Ann Vereeck is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate A vote AGAINST the non-independent nominees (Benedikte Boone and Marcel Klepfisch) that serve on the audit and remuneration committees, as these committees lack sufficient independence among its members.						
7	Approve Remuneration of Directors	Mgmt	For	For	For	No
8	Appoint PwC as Auditor for Sustainability Reporting	Mgmt	For	For	For	No

Getinge AB

Meeting Date: 04/22/2025	Country: Sweden	Ticker: GETI.B
Record Date: 04/10/2025	Meeting Type: Annual	
Primary Security ID: W3443C107		

Shares Voted: 10,124						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Prepare and Approve List of Shareholders	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive CEO's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Receive Board's and Board Committee's Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
11	Approve Allocation of Income and Dividends of SEK 4.60 Per Share	Mgmt	For	For	For	No
12.a	Approve Discharge of Carl Bennet	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.b	Approve Discharge of Johan Bygge	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.c	Approve Discharge of Cecilia Daun Wennborg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.d	Approve Discharge of Dan Frohm	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.e	Approve Discharge of Johan Malmquist	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.f	Approve Discharge of Malin Persson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.g	Approve Discharge of Kristian Samuelsson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12.h	Approve Discharge of Barbro Friden	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
12.i	Approve Discharge of Mattias Perjos	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
12.j	Approve Discharge of Fredrik Brattborn	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
12.k	Approve Discharge of Ake Larsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
12.l	Approve Discharge of Pontus Kall	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
12.m	Approve Discharge of Ida Gustafsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
13.a	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For	No
13.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
14.a	Approve Remuneration of Directors in the Aggregate Amount of SEK 6.8 Million; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
14.b	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15.a	Reelect Carl Bennet as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Mattias Perjos (Item 15.f), Malin (Eva) Persson (Item 15.g), and Kristian Samuelsson (Item 15.h) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Carl Bennet (Item 15.a), Johan Bygge (Item 15.b), Cecilia Daun Wennborg (Item 15.c), Dan Frohm (Item 15.d), Johan Malmquist (Item 15.e), Ulrika Dellby (Item 15.i) is warranted for the following reasons: * Johan Malmquist, Carl Bennet, Johan Bygge, Dan Frohm and Cecilia Daun Wennborg are non-independent directors on the board with an insufficient level of overall independence. * Johan Bygge, Dan Frohm and Cecilia Daun Wennborg are non-independent directors on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Johan Bygge is non-independent. * Johan Malmquist, Carl Bennet and Dan Frohm are non-independent directors on the remuneration committee with insufficient level of overall independence. * Johan Malmquist, Carl Bennet, Johan Bygge, and Ulrika Dellby are considered overboarded. * Carl Bennet is a beneficiary of a share structure with unequal voting rights. * Dan Frohm is a representative of a shareholder benefitting of a share structure with unequal voting rights</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15.b	Reelect Johan Bygge as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Mattias Perjos (Item 15.f), Malin (Eva) Persson (Item 15.g), and Kristian Samuelsson (Item 15.h) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Carl Bennet (Item 15.a), Johan Bygge (Item 15.b), Cecilia Daun Wennborg (Item 15.c), Dan Frohm (Item 15.d), Johan Malmquist (Item 15.e), Ulrika Dellby (Item 15.i) is warranted for the following reasons: * Johan Malmquist, Carl Bennet, Johan Bygge, Dan Frohm and Cecilia Daun Wennborg are non-independent directors on the board with an insufficient level of overall independence. * Johan Bygge, Dan Frohm and Cecilia Daun Wennborg are non-independent directors on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Johan Bygge is non-independent. * Johan Malmquist, Carl Bennet and Dan Frohm are non-independent directors on the remuneration committee with insufficient level of overall independence. * Johan Malmquist, Carl Bennet, Johan Bygge, and Ulrika Dellby are considered overboarded. * Carl Bennet is a beneficiary of a share structure with unequal voting rights. * Dan Frohm is a representative of a shareholder benefitting of a share structure with unequal voting rights</i>						
15.c	Reelect Cecilia Daun Wennborg as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Mattias Perjos (Item 15.f), Malin (Eva) Persson (Item 15.g), and Kristian Samuelsson (Item 15.h) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Carl Bennet (Item 15.a), Johan Bygge (Item 15.b), Cecilia Daun Wennborg (Item 15.c), Dan Frohm (Item 15.d), Johan Malmquist (Item 15.e), Ulrika Dellby (Item 15.i) is warranted for the following reasons: * Johan Malmquist, Carl Bennet, Johan Bygge, Dan Frohm and Cecilia Daun Wennborg are non-independent directors on the board with an insufficient level of overall independence. * Johan Bygge, Dan Frohm and Cecilia Daun Wennborg are non-independent directors on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Johan Bygge is non-independent. * Johan Malmquist, Carl Bennet and Dan Frohm are non-independent directors on the remuneration committee with insufficient level of overall independence. * Johan Malmquist, Carl Bennet, Johan Bygge, and Ulrika Dellby are considered overboarded. * Carl Bennet is a beneficiary of a share structure with unequal voting rights. * Dan Frohm is a representative of a shareholder benefitting of a share structure with unequal voting rights</i>						
15.d	Reelect Dan Frohm as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Mattias Perjos (Item 15.f), Malin (Eva) Persson (Item 15.g), and Kristian Samuelsson (Item 15.h) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Carl Bennet (Item 15.a), Johan Bygge (Item 15.b), Cecilia Daun Wennborg (Item 15.c), Dan Frohm (Item 15.d), Johan Malmquist (Item 15.e), Ulrika Dellby (Item 15.i) is warranted for the following reasons: * Johan Malmquist, Carl Bennet, Johan Bygge, Dan Frohm and Cecilia Daun Wennborg are non-independent directors on the board with an insufficient level of overall independence. * Johan Bygge, Dan Frohm and Cecilia Daun Wennborg are non-independent directors on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Johan Bygge is non-independent. * Johan Malmquist, Carl Bennet and Dan Frohm are non-independent directors on the remuneration committee with insufficient level of overall independence. * Johan Malmquist, Carl Bennet, Johan Bygge, and Ulrika Dellby are considered overboarded. * Carl Bennet is a beneficiary of a share structure with unequal voting rights. * Dan Frohm is a representative of a shareholder benefitting of a share structure with unequal voting rights</i>						
15.e	Reelect Johan Malmquist as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Mattias Perjos (Item 15.f), Malin (Eva) Persson (Item 15.g), and Kristian Samuelsson (Item 15.h) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Carl Bennet (Item 15.a), Johan Bygge (Item 15.b), Cecilia Daun Wennborg (Item 15.c), Dan Frohm (Item 15.d), Johan Malmquist (Item 15.e), Ulrika Dellby (Item 15.i) is warranted for the following reasons: * Johan Malmquist, Carl Bennet, Johan Bygge, Dan Frohm and Cecilia Daun Wennborg are non-independent directors on the board with an insufficient level of overall independence. * Johan Bygge, Dan Frohm and Cecilia Daun Wennborg are non-independent directors on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Johan Bygge is non-independent. * Johan Malmquist, Carl Bennet and Dan Frohm are non-independent directors on the remuneration committee with insufficient level of overall independence. * Johan Malmquist, Carl Bennet, Johan Bygge, and Ulrika Dellby are considered overboarded. * Carl Bennet is a beneficiary of a share structure with unequal voting rights. * Dan Frohm is a representative of a shareholder benefitting of a share structure with unequal voting rights</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15.f	Reelect Mattias Perjos as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Mattias Perjos (Item 15.f), Malin (Eva) Persson (Item 15.g), and Kristian Samuelsson (Item 15.h) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Carl Bennet (Item 15.a), Johan Bygge (Item 15.b), Cecilia Daun Wennborg (Item 15.c), Dan Frohm (Item 15.d), Johan Malmquist (Item 15.e), Ulrika Dellby (Item 15.i) is warranted for the following reasons: * Johan Malmquist, Carl Bennet, Johan Bygge, Dan Frohm and Cecilia Daun Wennborg are non-independent directors on the board with an insufficient level of overall independence. * Johan Bygge, Dan Frohm and Cecilia Daun Wennborg are non-independent directors on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Johan Bygge is non-independent. * Johan Malmquist, Carl Bennet and Dan Frohm are non-independent directors on the remuneration committee with insufficient level of overall independence. * Johan Malmquist, Carl Bennet, Johan Bygge, and Ulrika Dellby are considered overboarded. * Carl Bennet is a beneficiary of a share structure with unequal voting rights. * Dan Frohm is a representative of a shareholder benefitting of a share structure with unequal voting rights</i>						
15.g	Reelect Malin Persson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Mattias Perjos (Item 15.f), Malin (Eva) Persson (Item 15.g), and Kristian Samuelsson (Item 15.h) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Carl Bennet (Item 15.a), Johan Bygge (Item 15.b), Cecilia Daun Wennborg (Item 15.c), Dan Frohm (Item 15.d), Johan Malmquist (Item 15.e), Ulrika Dellby (Item 15.i) is warranted for the following reasons: * Johan Malmquist, Carl Bennet, Johan Bygge, Dan Frohm and Cecilia Daun Wennborg are non-independent directors on the board with an insufficient level of overall independence. * Johan Bygge, Dan Frohm and Cecilia Daun Wennborg are non-independent directors on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Johan Bygge is non-independent. * Johan Malmquist, Carl Bennet and Dan Frohm are non-independent directors on the remuneration committee with insufficient level of overall independence. * Johan Malmquist, Carl Bennet, Johan Bygge, and Ulrika Dellby are considered overboarded. * Carl Bennet is a beneficiary of a share structure with unequal voting rights. * Dan Frohm is a representative of a shareholder benefitting of a share structure with unequal voting rights</i>						
15.h	Reelect Kristian Samuelsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Mattias Perjos (Item 15.f), Malin (Eva) Persson (Item 15.g), and Kristian Samuelsson (Item 15.h) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Carl Bennet (Item 15.a), Johan Bygge (Item 15.b), Cecilia Daun Wennborg (Item 15.c), Dan Frohm (Item 15.d), Johan Malmquist (Item 15.e), Ulrika Dellby (Item 15.i) is warranted for the following reasons: * Johan Malmquist, Carl Bennet, Johan Bygge, Dan Frohm and Cecilia Daun Wennborg are non-independent directors on the board with an insufficient level of overall independence. * Johan Bygge, Dan Frohm and Cecilia Daun Wennborg are non-independent directors on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Johan Bygge is non-independent. * Johan Malmquist, Carl Bennet and Dan Frohm are non-independent directors on the remuneration committee with insufficient level of overall independence. * Johan Malmquist, Carl Bennet, Johan Bygge, and Ulrika Dellby are considered overboarded. * Carl Bennet is a beneficiary of a share structure with unequal voting rights. * Dan Frohm is a representative of a shareholder benefitting of a share structure with unequal voting rights</i>						
15.i	Elect Ulrika Dellby as New Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Mattias Perjos (Item 15.f), Malin (Eva) Persson (Item 15.g), and Kristian Samuelsson (Item 15.h) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Carl Bennet (Item 15.a), Johan Bygge (Item 15.b), Cecilia Daun Wennborg (Item 15.c), Dan Frohm (Item 15.d), Johan Malmquist (Item 15.e), Ulrika Dellby (Item 15.i) is warranted for the following reasons: * Johan Malmquist, Carl Bennet, Johan Bygge, Dan Frohm and Cecilia Daun Wennborg are non-independent directors on the board with an insufficient level of overall independence. * Johan Bygge, Dan Frohm and Cecilia Daun Wennborg are non-independent directors on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Johan Bygge is non-independent. * Johan Malmquist, Carl Bennet and Dan Frohm are non-independent directors on the remuneration committee with insufficient level of overall independence. * Johan Malmquist, Carl Bennet, Johan Bygge, and Ulrika Dellby are considered overboarded. * Carl Bennet is a beneficiary of a share structure with unequal voting rights. * Dan Frohm is a representative of a shareholder benefitting of a share structure with unequal voting rights</i>						
15.j	Reelect Johan Malmquist as Board Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.</i>						
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No

Getinge AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
17	Approve Remuneration Report	Mgmt	For	For	For	No
18	Authorize Share Repurchase Program	Mgmt	For	For	For	No
19	Close Meeting	Mgmt				

Nam Cheong Limited

Meeting Date: 04/22/2025Country: BermudaTicker: 1MZ

Record Date:Meeting Type: Annual

Primary Security ID: G6361R301

Shares Voted: 427,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Elect Tiong Su Kouk as Director	Mgmt	For	For	For	No
3	Approve Directors' Fees	Mgmt	For	For	For	No
4	Approve Foo Kon Tan LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.						

Vina Concha y Toro SA

Meeting Date: 04/22/2025Country: ChileTicker: CONCHATORO

Record Date: 04/14/2025Meeting Type: Annual

Primary Security ID: P9796J100

Shares Voted: 111,933						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.						

Vina Concha y Toro SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Allocation of Income and Dividends of CLP 28.40 Per Share	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.</i>						
3	Approve Dividend Policy	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.</i>						
4	Approve Remuneration of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these requests is warranted because: * There are no known concerns over director pay practices; and * The setting of the budget of the Directors' Committee is a routine request.</i>						
5	Receive Report on Board's Expenses	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>						
6	Receive Directors' Committee Report on Activities and Expenses	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>						
7	Approve Remuneration and Budget of Directors' Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these requests is warranted because: * There are no known concerns over director pay practices; and * The setting of the budget of the Directors' Committee is a routine request.</i>						
8	Appoint Auditors	Mgmt	For	For	For	No
9	Designate Risk Assessment Companies	Mgmt	For	For	For	No
10	Designate Newspaper to Publish Meeting Announcements	Mgmt	For	For	For	No
11	Receive Report Regarding Related-Party Transactions	Mgmt	For	For	For	No
12	Other Business	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this request is warranted since it cannot be known what issues will be raised under this agenda item.</i>						

Zhejiang Asia-Pacific Mechanical & Electronic Co., Ltd.

Meeting Date: 04/22/2025	Country: China	Ticker: 002284
Record Date: 04/15/2025	Meeting Type: Annual	
Primary Security ID: Y988AU101		

Shares Voted: 68,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
3	Approve Annual Report and Summary	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
4	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
5	Approve Profit Distribution	Mgmt	For	For	For	No
6	Approve Remuneration of Directors and Senior Management Members	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>						
7	Approve Remuneration of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>						
8	Approve Application of Bank Credit Lines	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed borrowing is considered excessive and may add to the company's financial burden, which is deemed not in the best interests of shareholders.</i>						
9	Approve Provision of Guarantee	Mgmt	For	For	For	No
10	Approve Amendments to Articles of Association to Change Business Scope	Mgmt	For	For	For	No

AQ Group AB

Meeting Date: 04/23/2025

Country: Sweden

Ticker: AQ

Record Date: 04/11/2025

Meeting Type: Annual

Primary Security ID: W1057U108

Shares Voted: 12,227

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Prepare and Approve List of Shareholders	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive CEO's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Receive Financial Statements and Statutory Reports; Receive Auditor's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9.b	Approve Allocation of Income and Dividends of SEK 1.60 Per Share	Mgmt	For	For	For	No
9.c1	Approve Discharge of Claes Mellgren	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.c2	Approve Discharge of Per Olof Andersson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.c3	Approve Discharge of Ulf Gundemark	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.c4	Approve Discharge of Gunilla Spongh	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.c5	Approve Discharge of Lars Wrebo	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.c6	Approve Discharge of Kristina Willgard	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.c7	Approve Discharge of CEO James Ahrgren	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
10.1	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board or the number of auditors.</i>					
10.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board or the number of auditors.</i>					
11.1	Approve Remuneration of Directors in the Amount of SEK 500,000 to Chair and SEK 250,000 to Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For	No
12.1	Reelect Per Olof Andersson as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR candidates Claes Mellgren, Per-Olof Andersson, Asa Landen Ericsson, Ulf Gundemark, Gunilla Spongh and Lars Wrebo (Items 12.1, 12.2, 12.3, 12.4, 12.5 and 12.6) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
12.2	Reelect Ulf Gundemark as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR candidates Claes Mellgren, Per-Olof Andersson, Asa Landen Ericsson, Ulf Gundemark, Gunilla Spongh and Lars Wrebo (Items 12.1, 12.2, 12.3, 12.4, 12.5 and 12.6) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
12.3	Reelect Gunilla Spongh as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR candidates Claes Mellgren, Per-Olof Andersson, Asa Landen Ericsson, Ulf Gundemark, Gunilla Spongh and Lars Wrebo (Items 12.1, 12.2, 12.3, 12.4, 12.5 and 12.6) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
12.4	Reelect Claes Mellgren as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR candidates Claes Mellgren, Per-Olof Andersson, Asa Landen Ericsson, Ulf Gundemark, Gunilla Spongh and Lars Wrebo (Items 12.1, 12.2, 12.3, 12.4, 12.5 and 12.6) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
12.5	Reelect Lars Wrebo as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR candidates Claes Mellgren, Per-Olof Andersson, Asa Landen Ericsson, Ulf Gundemark, Gunilla Spongh and Lars Wrebo (Items 12.1, 12.2, 12.3, 12.4, 12.5 and 12.6) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12.6	Elect Asa Landen Ericsson as New Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Claes Mellgren, Per-Olof Andersson, Asa Landen Ericsson, Ulf Gundemark, Gunilla Spongh and Lars Wrebo (Items 12.1, 12.2, 12.3, 12.4, 12.5 and 12.6) is warranted due to a lack of concern regarding the composition of the board or its committees.						
12.7	Elect Claes Mellgren as Chair of Board	Mgmt	For	For	For	No
12.8	Ratify Ernst & Young AB as Auditors	Mgmt	For	For	For	No
13	Approve Remuneration Report	Mgmt	For	For	For	No
14	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For	No
15	Close Meeting	Mgmt				

Bank of Sharjah PSC

Meeting Date: 04/23/2025Country: United Arab EmiratesTicker: BOS

Record Date: 04/18/2025Meeting Type: Annual

Primary Security ID: M0859V109

Shares Voted: 210,381						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	Mgmt	For	For	For	No
2	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For	No
3	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For	No
4	Approve Absence of Cash and Bonus Shares Dividends for FY 2024	Mgmt	For	For	For	No
5	Approve Discharge of Directors for FY 2024	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of known concerns that the board and auditor are not fulfilling their fiduciary duties, votes FOR are warranted.						
6	Approve Discharge of Auditors for FY 2024	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of known concerns that the board and auditor are not fulfilling their fiduciary duties, votes FOR are warranted.						
7	Ratify Appointment of Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	For	For	No

Bank of Sharjah PSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Extraordinary Business	Mgmt				
8.a	Approve the Renewal of USD 2,500,000,000 Euro Medium Term Bonds Programme Non-Convertible to Shares, Issuance of Any Bonds Under the Programme and Amend the Related Documents	Mgmt	For	For	For	No
8.b	Authorize Issuance of Tier 1 Capital Perpetual Securities Non-Convertible to Shares up to USD 1,000,000,000 and Authorize Board to Take All Necessary Actions to Ratify and Execute Approved Resolution	Mgmt	For	For	For	No

Hutchison Port Holdings Trust

Meeting Date: 04/23/2025Country: SingaporeTicker: NS8U

Record Date:Meeting Type: Annual

Primary Security ID: Y3780D104

Shares Voted: 301,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Trustee-Manager's Report, Statement by the Trustee-Manager's, Audited Financial Statements and Auditors' Report	Mgmt	For	For	For	No
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors of Trustee-Manager to Fix Their Remuneration	Mgmt	For	For	For	No
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For	No

IFB Industries Limited

Meeting Date: 04/23/2025Country: IndiaTicker: 505726

Record Date: 03/14/2025Meeting Type: Special

Primary Security ID: Y38609114

Shares Voted: 11,040

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				

IFB Industries Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Sridevi Pillai as Director	Mgmt	For	For	For	No

IGB Real Estate Investment Trust

Meeting Date: 04/23/2025Country: MalaysiaTicker: 5227

Record Date: 04/16/2025Meeting Type: Annual

Primary Security ID: Y3865M102

Shares Voted: 88,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve New and Renewal of UHs Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No

Multiply Group SpA

Meeting Date: 04/23/2025Country: ItalyTicker: MOL

Record Date: 04/10/2025Meeting Type: Annual

Primary Security ID: T52453106

Shares Voted: 43

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1.	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR is warranted because the company's financial statements, the proposed income allocation, and the dividend distribution do not raise major concerns. This is not without noting the low payout ratio.					
2.	Approve Allocation of Income	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR is warranted because the company's financial statements, the proposed income allocation, and the dividend distribution do not raise major concerns. This is not without noting the low payout ratio.					
3.	Approve Distribution of Profit Reserves	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR is warranted because the company's financial statements, the proposed income allocation, and the dividend distribution do not raise major concerns. This is not without noting the low payout ratio.					
4.a	Approve Remuneration Policy	Mgmt	For	For	For	No
4.b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
5.	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
	Voting Policy Rationale: This item warrants a vote AGAINST because: * The maximum volume of the share repurchase program exceeds 10 percent of the issued share capital. * The holding limit of up to 10 percent of share capital in treasury may be exceeded.					

PropNex Limited

Meeting Date: 04/23/2025Country: SingaporeTicker: OYY

Record Date:Meeting Type: Annual

Primary Security ID: Y708LG102

Shares Voted: 49,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve Final and Special Dividend	Mgmt	For	For	For	No
3	Approve Directors' Fees	Mgmt	For	For	For	No
4	Elect Kelvin Fong Keng Seong as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Elect Ahmad Bin Mohamed Magad as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
6	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.						
8	Approve Grant of Awards and Issuance of Shares Under the PropNex Performance Share Plan 2023	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the overall terms of the Plans are reasonable.						
9	Approve Grant of Awards and Issuance of Shares Under the PropNex Restricted Share Plan 2023	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the overall terms of the Plans are reasonable.						
10	Authorize Share Repurchase Program	Mgmt	For	For	For	No

Schulz SA

Meeting Date: 04/23/2025Country: BrazilTicker: SHUL4

Record Date:Meeting Type: Annual

Primary Security ID: P6540M116

Shares Voted: 26,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Meeting for Preferred Shareholders	Mgmt				
1	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	For	For	No
2.1	Elect Celso Meira Junior as Fiscal Council Member and Ivan Frederico Hudler as Alternate	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted because: * The company has provided the detailed biographical information of the nominees; and * There are no known problems regarding the board or fiscal council.</i>						
2.2	Elect Jose Antonio Martins as Fiscal Council Member and Rufino Alves de Siqueira as Alternate	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted because: * The company has provided the detailed biographical information of the nominees; and * There are no known problems regarding the board or fiscal council.</i>						
2.3	Elect Paulo Eduardo Dias da Costa as Fiscal Council Member and Andre Chedid Daher as Alternate	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted because: * The company has provided the detailed biographical information of the nominees; and * There are no known problems regarding the board or fiscal council.</i>						
3	In the Event of a Second Call, Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	Mgmt	None	For	For	No

Sing Investments & Finance Limited

Meeting Date: 04/23/2025

Country: Singapore

Ticker: S35

Record Date:

Meeting Type: Annual

Primary Security ID: V8210K100

Shares Voted: 6,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve Directors' Fees	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No

Sing Investments & Finance Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Elect Michael Lau Hwai Keong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5	Elect Quan Wai Yee as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>						
6	Approve Deloitte & Touche LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.</i>						
8	Approve Issuance of Shares Under the Sing Investments and Finance Limited Performance Share Plan 2020	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The company could be considered a mature company, and the limit under the plan, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and meaningful vesting periods have not been disclosed. * The directors eligible to receive awards under the 2020 PSP are involved in the administration of the plan.</i>						

Supriya Lifescience Ltd.

Meeting Date: 04/23/2025 **Country:** India **Ticker:** 543434
Record Date: 03/21/2025 **Meeting Type:** Special
Primary Security ID: Y83141112

Shares Voted: 25,030

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Elect Ganapati Dadasaheb Yadav as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both the nominees is warranted given the absence of any known issues concerning the nominees and the company's board.</i>						
2	Elect Sunil Subhash Bhagwat as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both the nominees is warranted given the absence of any known issues concerning the nominees and the company's board.</i>						

Meeting Date: 04/23/2025

Country: Sweden

Ticker: SYNSAM

Record Date: 04/11/2025

Meeting Type: Annual

Primary Security ID: W9567N100

Shares Voted: 53,869

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
6	Receive Financial Statements and Statutory Reports	Mgmt				
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
7.b	Approve Allocation of Income and Dividends of SEK 1.80 Per Share	Mgmt	For	For	For	No
7.c	Approve Discharge of Board and President	Mgmt	For	For	For	No
8.a	Approve Remuneration of Directors in the Amount of SEK 815,000 for Chair and SEK 355,000 for Other Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to because of a lack of concern regarding the proposed fees.</i>						
8.b	Approve Remuneration for Committee Work	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to because of a lack of concern regarding the proposed fees.</i>						
8.c	Approve Remuneration of Auditors	Mgmt	For	For	For	No
9.a	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For	No
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.c1	Reelect Peter Tornquist as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Peter Tornquist, Hakan Lundstedt, Petra Axdorff, Kenneth Bengtsson, Ann Hellenius, Terje List, Gustaf Martin-Lof, Anna Omstedt and Christoffer Sjoqvist (Items 9.c1-9.c9) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
9.c2	Reelect Hakan Lundstedt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Peter Tornquist, Hakan Lundstedt, Petra Axdorff, Kenneth Bengtsson, Ann Hellenius, Terje List, Gustaf Martin-Lof, Anna Omstedt and Christoffer Sjoqvist (Items 9.c1-9.c9) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
9.c3	Reelect Kenneth Bengtsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Peter Tornquist, Hakan Lundstedt, Petra Axdorff, Kenneth Bengtsson, Ann Hellenius, Terje List, Gustaf Martin-Lof, Anna Omstedt and Christoffer Sjoqvist (Items 9.c1-9.c9) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
9.c4	Reelect Ann Hellenius as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Peter Tornquist, Hakan Lundstedt, Petra Axdorff, Kenneth Bengtsson, Ann Hellenius, Terje List, Gustaf Martin-Lof, Anna Omstedt and Christoffer Sjoqvist (Items 9.c1-9.c9) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
9.c5	Reelect Terje List as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Peter Tornquist, Hakan Lundstedt, Petra Axdorff, Kenneth Bengtsson, Ann Hellenius, Terje List, Gustaf Martin-Lof, Anna Omstedt and Christoffer Sjoqvist (Items 9.c1-9.c9) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
9.c6	Reelect Gustaf Martin-Lof as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Peter Tornquist, Hakan Lundstedt, Petra Axdorff, Kenneth Bengtsson, Ann Hellenius, Terje List, Gustaf Martin-Lof, Anna Omstedt and Christoffer Sjoqvist (Items 9.c1-9.c9) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
9.c7	Reelect Christoffer Sjoqvist as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Peter Tornquist, Hakan Lundstedt, Petra Axdorff, Kenneth Bengtsson, Ann Hellenius, Terje List, Gustaf Martin-Lof, Anna Omstedt and Christoffer Sjoqvist (Items 9.c1-9.c9) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
9.c8	Reelect Anna Omstedt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Peter Tornquist, Hakan Lundstedt, Petra Axdorff, Kenneth Bengtsson, Ann Hellenius, Terje List, Gustaf Martin-Lof, Anna Omstedt and Christoffer Sjoqvist (Items 9.c1-9.c9) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
9.c9	Reelect Petra Axdorff as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Peter Tornquist, Hakan Lundstedt, Petra Axdorff, Kenneth Bengtsson, Ann Hellenius, Terje List, Gustaf Martin-Lof, Anna Omstedt and Christoffer Sjoqvist (Items 9.c1-9.c9) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
9.d	Reelect Peter Tornquist as Board Chair	Mgmt	For	For	For	No
9.e	Ratify Deloitte as Auditors	Mgmt	For	For	For	No
10	Approve Remuneration Report	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
12	Approve Issuance of Shares without Preemptive Rights	Mgmt	For	For	For	No
13	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
14.a	Approve Long Term Incentive Program (LTIP 2025) for Key Employees	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because the performance period is less than three years.						
14.b	Approve Equity Plan Financing	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.						
14.c	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.						
15	Approve Transfer of Shares in Connection with Incentive Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.						
16	Approve SEK 14,910.310748 Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue	Mgmt	For	For	For	No
17	Close Meeting	Mgmt				

Vesync Co., Ltd

Meeting Date: 04/23/2025	Country: Cayman Islands	Ticker: 2148
Record Date: 04/15/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: G9450E108		

Shares Voted: 80,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Scheme of Arrangement	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the proposed transactions is warranted in view of the following: * The proposed transactions would allow the company to operate as a private entity which may help the group run more efficiently as eliminating the costs and expenses associated with the company's listing is expected to save a substantial amount of funds. * The Cash Alternative would serve as an attractive opportunity for shareholders to exit and realize their investments in the company at a premium; * The Cash Alternative of HKD 5.60 per Scheme Share is deemed fair and reasonable as it represents a premium over the recent market prices of the company's shares.						

Vesync Co., Ltd

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Investor Arrangement	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the proposed transactions is warranted in view of the following: * The proposed transactions would allow the company to operate as a private entity which may help the group run more efficiently as eliminating the costs and expenses associated with the company's listing is expected to save a substantial amount of funds. * The Cash Alternative would serve as an attractive opportunity for shareholders to exit and realize their investments in the company at a premium; * The Cash Alternative of HKD 5.60 per Scheme Share is deemed fair and reasonable as it represents a premium over the recent market prices of the company's shares.						

Vesync Co., Ltd

Meeting Date: 04/23/2025Country: Cayman IslandsTicker: 2148

Record Date: 04/15/2025Meeting Type: Court

Primary Security ID: G9450E108

Shares Voted: 80,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	COURT ORDERED MEETING Approve Scheme of Arrangement	Mgmt	For	For	For	No

ABG Sundal Collier Holding ASA

Meeting Date: 04/24/2025Country: NorwayTicker: ABG

Record Date: 04/14/2025Meeting Type: Annual

Primary Security ID: R00006107

Shares Voted: 19,215						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 0.50 Per Share	Mgmt	For	For	For	No

ABG Sundal Collier Holding ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Remuneration of Auditors	Mgmt	For	For	For	No
6.1	Approve Remuneration of Directors in the Amount of NOK 425,000 for Chair and NOK 310,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
6.2	Approve Remuneration to the Chair of the Board in the Subsidiary ABG Sundal Collier ASA	Mgmt	For	For	For	No
7	Approve Remuneration Statement	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because of poor STIP disclosures, the variable nature of the base salary, and the vague disclosure of the company's LTIP. As such, a vote against this proposal is warranted.</i>						
8	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For	No
9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because of fixed salary includes variable components and poor disclosure of the STIP.</i>						
10.a	Reelect Stein Aukner (Chair) as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>						
10.b	Reelect Roy Myklebust as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>						
10.c	Reelect Leiv Askvig as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>						
11.a	Reelect Knut Brundtland (Chair) as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Jan Peter Collier (Item 11.b), Cecilia Marlow (Item 11.c), Arild Engh (Item 11.d), Adele Norman Pran (Item 11.e), and Martina Klingvall (Item 11.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Knut Brundtland (Item 11.a) is warranted, as they are an executive on the remuneration committee.</i>						
11.b	Reelect Jan Petter Collier (Vice Chair) as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Jan Peter Collier (Item 11.b), Cecilia Marlow (Item 11.c), Arild Engh (Item 11.d), Adele Norman Pran (Item 11.e), and Martina Klingvall (Item 11.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Knut Brundtland (Item 11.a) is warranted, as they are an executive on the remuneration committee.</i>						

ABG Sundal Collier Holding ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.c	Reelect Cecilia Marlow as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Jan Peter Collier (Item 11.b), Cecilia Marlow (Item 11.c), Arild Engh (Item 11.d), Adele Norman Pran (Item 11.e), and Martina Klingvall (Item 11.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Knut Brundtland (Item 11.a) is warranted, as they are an executive on the remuneration committee.						
11.d	Reelect Arild A. Engh as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Jan Peter Collier (Item 11.b), Cecilia Marlow (Item 11.c), Arild Engh (Item 11.d), Adele Norman Pran (Item 11.e), and Martina Klingvall (Item 11.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Knut Brundtland (Item 11.a) is warranted, as they are an executive on the remuneration committee.						
11.e	Reelect Adele Norman Pran as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Jan Peter Collier (Item 11.b), Cecilia Marlow (Item 11.c), Arild Engh (Item 11.d), Adele Norman Pran (Item 11.e), and Martina Klingvall (Item 11.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Knut Brundtland (Item 11.a) is warranted, as they are an executive on the remuneration committee.						
11.f	Reelect Martina Klingvall as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Jan Peter Collier (Item 11.b), Cecilia Marlow (Item 11.c), Arild Engh (Item 11.d), Adele Norman Pran (Item 11.e), and Martina Klingvall (Item 11.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Knut Brundtland (Item 11.a) is warranted, as they are an executive on the remuneration committee.						
12	Authorize Share Repurchase Program	Mgmt	For	For	For	No
13	Approve Creation of NOK 24.3 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.						

AFRY AB

Meeting Date: 04/24/2025Country: SwedenTicker: AFRY

Record Date: 04/14/2025Meeting Type: Annual

Primary Security ID: W05244111

Shares Voted: 22,425						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Designate Inspector(s) of Minutes of Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Prepare and Approve List of Shareholders	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Receive President's Report; Receive CEO's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9	Receive Board's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
11.1	Approve Discharge of Tom Erixon	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.2	Approve Discharge of Henrik Ehrnrooth	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.3	Approve Discharge of Magnus Heimborg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.4	Approve Discharge of Jenny Larsson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.5	Approve Discharge of Neil McArthur	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.6	Approve Discharge of Asa Petterson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.7	Approve Discharge of Kristina Schauman	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.8	Approve Discharge of Tuula Teeri	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.9	Approve Discharge of Gunilla Berg	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.10	Approve Discharge of Carina Hakansson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.11	Approve Discharge of Joakim Rubin	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.12	Approve Discharge of Bodil Werkstrom	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.13	Approve Discharge of Jessika Akerdal	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.14	Approve Discharge of CEO Jonas Gustafsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
12	Approve Remuneration Report	Mgmt	For	For	For	No
13	Approve Allocation of Income and Dividends of SEK 6.00 Per Share	Mgmt	For	For	For	No
14a	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For	No
14b	Approve Remuneration of Directors in the Amount of SEK 1.8 Million for Chair and SEK 550,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For	No
14c.1	Reelect Tom Erixon as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Viveka Beckeman, Jan Berntsson, Magnus Heimborg, Jenny Larsson and Neil McArthur (Items 14c.2, 14c.3, 14c.4, 14c.7 and 14c.8) is warranted due to a lack of concern regarding the suitability of these individuals. Overboarding A vote FOR candidate chairman Tom Erixon (Item 14c.1) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chairman of the board under a separate election item (see Item 14d). Audit Committee A vote AGAINST candidates Asa Pettersson and Kristina Schauman (Items 14c.5 and 14c.6) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Kristina Schauman is non-independent.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14c.2	Reelect Magnus Heimborg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Viveka Beckeman, Jan Berntsson, Magnus Heimborg, Jenny Larsson and Neil McArthur (Items 14c.2, 14c.3, 14c.4, 14c.7 and 14c.8) is warranted due to a lack of concern regarding the suitability of these individuals. Overboarding A vote FOR candidate chairman Tom Erixon (Item 14c.1) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chairman of the board under a separate election item (see Item 14d). Audit Committee A vote AGAINST candidates Asa Pettersson and Kristina Schauman (Items 14c.5 and 14c.6) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Kristina Schauman is non-independent.</i>						
14c.3	Reelect Jenny Larsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Viveka Beckeman, Jan Berntsson, Magnus Heimborg, Jenny Larsson and Neil McArthur (Items 14c.2, 14c.3, 14c.4, 14c.7 and 14c.8) is warranted due to a lack of concern regarding the suitability of these individuals. Overboarding A vote FOR candidate chairman Tom Erixon (Item 14c.1) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chairman of the board under a separate election item (see Item 14d). Audit Committee A vote AGAINST candidates Asa Pettersson and Kristina Schauman (Items 14c.5 and 14c.6) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Kristina Schauman is non-independent.</i>						
14c.4	Reelect Neil McArthur as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Viveka Beckeman, Jan Berntsson, Magnus Heimborg, Jenny Larsson and Neil McArthur (Items 14c.2, 14c.3, 14c.4, 14c.7 and 14c.8) is warranted due to a lack of concern regarding the suitability of these individuals. Overboarding A vote FOR candidate chairman Tom Erixon (Item 14c.1) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chairman of the board under a separate election item (see Item 14d). Audit Committee A vote AGAINST candidates Asa Pettersson and Kristina Schauman (Items 14c.5 and 14c.6) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Kristina Schauman is non-independent.</i>						
14c.5	Reelect Asa Pettersson as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Viveka Beckeman, Jan Berntsson, Magnus Heimborg, Jenny Larsson and Neil McArthur (Items 14c.2, 14c.3, 14c.4, 14c.7 and 14c.8) is warranted due to a lack of concern regarding the suitability of these individuals. Overboarding A vote FOR candidate chairman Tom Erixon (Item 14c.1) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chairman of the board under a separate election item (see Item 14d). Audit Committee A vote AGAINST candidates Asa Pettersson and Kristina Schauman (Items 14c.5 and 14c.6) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Kristina Schauman is non-independent.</i>						
14c.6	Reelect Kristina Schauman as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Viveka Beckeman, Jan Berntsson, Magnus Heimborg, Jenny Larsson and Neil McArthur (Items 14c.2, 14c.3, 14c.4, 14c.7 and 14c.8) is warranted due to a lack of concern regarding the suitability of these individuals. Overboarding A vote FOR candidate chairman Tom Erixon (Item 14c.1) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chairman of the board under a separate election item (see Item 14d). Audit Committee A vote AGAINST candidates Asa Pettersson and Kristina Schauman (Items 14c.5 and 14c.6) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Kristina Schauman is non-independent.</i>						
14c.7	Elect Viveka Beckeman as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Viveka Beckeman, Jan Berntsson, Magnus Heimborg, Jenny Larsson and Neil McArthur (Items 14c.2, 14c.3, 14c.4, 14c.7 and 14c.8) is warranted due to a lack of concern regarding the suitability of these individuals. Overboarding A vote FOR candidate chairman Tom Erixon (Item 14c.1) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chairman of the board under a separate election item (see Item 14d). Audit Committee A vote AGAINST candidates Asa Pettersson and Kristina Schauman (Items 14c.5 and 14c.6) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Kristina Schauman is non-independent.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14c.8	Elect Jan Berntsson as New Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Viveka Beckeman, Jan Berntsson, Magnus Heimburg, Jenny Larsson and Neil McArthur (Items 14c.2, 14c.3, 14c.4, 14c.7 and 14c.8) is warranted due to a lack of concern regarding the suitability of these individuals. Overboarding A vote FOR candidate chairman Tom Erixon (Item 14c.1) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chairman of the board under a separate election item (see Item 14d). Audit Committee A vote AGAINST candidates Asa Pettersson and Kristina Schauman (Items 14c.5 and 14c.6) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Kristina Schauman is non-independent.						
14d	Reelect Tom Erixon as Board Chair	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted as Tom Erixon would be considered overboarded as chair of the board.						
14e	Ratify Deloitte as Auditors	Mgmt	For	For	For	No
15	Approve Performance-Based Long-Term Cash Program (LTI-25)	Mgmt	For	For	For	No
16	Approve Issuance of up to 10 Percent of Issued Shares with Preemptive Rights	Mgmt	For	For	For	No
17	Close Meeting	Mgmt				

APG SGA SA

Meeting Date: 04/24/2025

Country: Switzerland

Ticker: APGN

Record Date:

Meeting Type: Annual

Primary Security ID: H0281K107

Shares Voted: 244						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Auditor's Report	Mgmt				
2.1	Accept Annual Report	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these routine items are warranted due to a lack of concerns.						
2.2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these routine items are warranted due to a lack of concerns.						
3	Approve Allocation of Income and Dividends of CHF 12.00 per Share	Mgmt	For	For	For	No
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.1	Reelect Daniel Hofer as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Daniel Hofer, David Bourg, Maya Bundt, Felix Graf, Jolanda Grob, Xavier Le Clef, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, David Bourg and Maya Bundt, are further warranted due to the failure to establish a majority-independent committee and because Bourg serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Jolanda Grob, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are further warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						
5.2	Reelect Xavier Le Clef as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Daniel Hofer, David Bourg, Maya Bundt, Felix Graf, Jolanda Grob, Xavier Le Clef, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, David Bourg and Maya Bundt, are further warranted due to the failure to establish a majority-independent committee and because Bourg serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Jolanda Grob, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are further warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						
5.3	Reelect David Bourg as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Daniel Hofer, David Bourg, Maya Bundt, Felix Graf, Jolanda Grob, Xavier Le Clef, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, David Bourg and Maya Bundt, are further warranted due to the failure to establish a majority-independent committee and because Bourg serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Jolanda Grob, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are further warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						
5.4	Reelect Maya Bundt as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Daniel Hofer, David Bourg, Maya Bundt, Felix Graf, Jolanda Grob, Xavier Le Clef, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, David Bourg and Maya Bundt, are further warranted due to the failure to establish a majority-independent committee and because Bourg serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Jolanda Grob, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are further warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						
5.5	Elect Felix Graf as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Daniel Hofer, David Bourg, Maya Bundt, Felix Graf, Jolanda Grob, Xavier Le Clef, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, David Bourg and Maya Bundt, are further warranted due to the failure to establish a majority-independent committee and because Bourg serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Jolanda Grob, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are further warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.6	Reelect Jolanda Grob as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Daniel Hofer, David Bourg, Maya Bundt, Felix Graf, Jolanda Grob, Xavier Le Clef, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, David Bourg and Maya Bundt, are further warranted due to the failure to establish a majority-independent committee and because Bourg serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Jolanda Grob, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are further warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						
5.7	Reelect Markus Scheidegger as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Daniel Hofer, David Bourg, Maya Bundt, Felix Graf, Jolanda Grob, Xavier Le Clef, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, David Bourg and Maya Bundt, are further warranted due to the failure to establish a majority-independent committee and because Bourg serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Jolanda Grob, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are further warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						
6	Reelect Daniel Hofer as Board Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Daniel Hofer, David Bourg, Maya Bundt, Felix Graf, Jolanda Grob, Xavier Le Clef, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, David Bourg and Maya Bundt, are further warranted due to the failure to establish a majority-independent committee and because Bourg serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Jolanda Grob, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are further warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						
7.1	Reappoint Jolanda Grob as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Daniel Hofer, David Bourg, Maya Bundt, Felix Graf, Jolanda Grob, Xavier Le Clef, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, David Bourg and Maya Bundt, are further warranted due to the failure to establish a majority-independent committee and because Bourg serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Jolanda Grob, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are further warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.2	Reappoint Markus Scheidegger as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.7) Votes AGAINST the non-independent nominees: Daniel Hofer, David Bourg, Maya Bundt, Felix Graf, Jolanda Grob, Xavier Le Clef, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, David Bourg and Maya Bundt, are further warranted due to the failure to establish a majority-independent committee and because Bourg serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the incumbent chair, Jolanda Grob, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are further warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						
8	Approve Remuneration of Directors in the Amount of CHF 920,000	Mgmt	For	For	For	No
9	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Fixed compensation (Item 9) A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns. Variable compensation (Item 10) A vote AGAINST this proposal is warranted because: * There are insufficient ex-post disclosures to explain performance outcomes underlying variable payouts for the year. * There is no true long-term incentive component that measures performance over a multi-year period. * The discretionary award granted to the former CFO is not supported by a robust rationale. * Because the company has not provided shareholders with a non-binding resolution on the remuneration report, this is the most appropriate item for expressing a view on the company's variable remuneration practices.</i>						
10	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Fixed compensation (Item 9) A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns. Variable compensation (Item 10) A vote AGAINST this proposal is warranted because: * There are insufficient ex-post disclosures to explain performance outcomes underlying variable payouts for the year. * There is no true long-term incentive component that measures performance over a multi-year period. * The discretionary award granted to the former CFO is not supported by a robust rationale. * Because the company has not provided shareholders with a non-binding resolution on the remuneration report, this is the most appropriate item for expressing a view on the company's variable remuneration practices.</i>						
11	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The non-audit fees represent 64.8 percent of the total fees received by the audit firm during the fiscal year, raising substantial doubts over the independence of the auditor.</i>						
12	Designate Costin van Berchem as Independent Proxy	Mgmt	For	For	For	No
13	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

Artner Co., Ltd.

Meeting Date: 04/24/2025

Country: Japan

Ticker: 2163

Record Date: 01/31/2025

Meeting Type: Annual

Primary Security ID: J02038107

Shares Voted: 470

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 42	Mgmt	For	For	For	No
2.1	Elect Director Sekiguchi, Sozo	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.</i>						
2.2	Elect Director Harigae, Tomonori	Mgmt	For	For	For	No
2.3	Elect Director Okusaka, Kazuya	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Nomura, Ryuichiro	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Teramura, Yasuhiko	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Morii, Shinichiro	Mgmt	For	For	For	No

Avanza Bank Holding AB

Meeting Date: 04/24/2025

Country: Sweden

Ticker: AZA

Record Date: 04/14/2025

Meeting Type: Annual

Primary Security ID: W1R78Z269

Shares Voted: 131,603

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
4	Resolution Regarding Video Recording of the General Meeting	Mgmt	For	For	For	No
5	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
6	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
8	Receive President's Report	Mgmt				
<i>Voting Policy Rationale: These are routine, non-voting items.</i>						
9	Receive Financial Statements and Statutory Reports	Mgmt				
<i>Voting Policy Rationale: These are routine, non-voting items.</i>						
10.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
10.b	Approve Allocation of Income and Dividends of SEK 11.75 Per Share	Mgmt	For	For	For	No
10c1	Approve Discharge of Magnus Dybeck	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c2	Approve Discharge of Julia Haglind	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c3	Approve Discharge of Jonas Hagstromer	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c4	Approve Discharge of Sven Hagstromer	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c5	Approve Discharge of John Hedberg	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c6	Approve Discharge of Linda Hellstrom	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c7	Approve Discharge of Johan Roos	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c8	Approve Discharge of Leemon Wu	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c9	Approve Discharge of Lisa Aberg	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						

Avanza Bank Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10c10	Approve Discharge of Catharina Eklof	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c11	Approve Discharge of Sofia Sundstrom	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c12	Approve Discharge of Hans Toll	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c13	Approve Discharge of CEO Gustaf Unger	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c14	Approve Discharge of Former CEO Gunnar Olsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For	No
12.1	Approve Remuneration of Directors in the Amount of SEK 531,000 For Each Director Except Sven Hagstromer (Chair), Jonas Hagstromer, John Hedberg (Vice Chair) and Magnus Dybeck	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to a lack of concern regarding the proposed fees.</i>						
12.2	Approve Remuneration of Directors in the Amount of SEK 425,000 For Each Director Sven Hagstromer (Chair), Jonas Hagstromer, John Hedberg (Vice Chair) and Magnus Dybeck	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to a lack of concern regarding the proposed fees.</i>						
12.3	Approve Remuneration for Chair of the Audit, Risk and Capital Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to a lack of concern regarding the proposed fees.</i>						
12.4	Approve Remuneration for the Audit, Risk and Capital Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to a lack of concern regarding the proposed fees.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12.5	Approve Remuneration for the Credit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to a lack of concern regarding the proposed fees.</i>						
12.6	Approve Remuneration for the Remuneration Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to a lack of concern regarding the proposed fees.</i>						
12.7	Approve Remuneration for the IT Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to a lack of concern regarding the proposed fees.</i>						
13	Approve Remuneration of Auditors	Mgmt	For	For	For	No
14.1	Reelect Magnus Dybeck as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Lisa Birgitta Charlott Aberg, Magnus Dybeck, Julia Haglind, Jonas Hagstromer, Linda Hellstrom, Johan Roos and Leemon Wu (Items 14.1, 14.2, 14.3, 14.6, 14.7, 14.8 and 14.9) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Remuneration Committee A vote AGAINST candidates Sven Hagstromer and John Hedberg (Items 14.4 and 14.5) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>						
14.2	Reelect Julia Haglind as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Lisa Birgitta Charlott Aberg, Magnus Dybeck, Julia Haglind, Jonas Hagstromer, Linda Hellstrom, Johan Roos and Leemon Wu (Items 14.1, 14.2, 14.3, 14.6, 14.7, 14.8 and 14.9) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Remuneration Committee A vote AGAINST candidates Sven Hagstromer and John Hedberg (Items 14.4 and 14.5) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>						
14.3	Reelect Jonas Hagstromer as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Lisa Birgitta Charlott Aberg, Magnus Dybeck, Julia Haglind, Jonas Hagstromer, Linda Hellstrom, Johan Roos and Leemon Wu (Items 14.1, 14.2, 14.3, 14.6, 14.7, 14.8 and 14.9) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Remuneration Committee A vote AGAINST candidates Sven Hagstromer and John Hedberg (Items 14.4 and 14.5) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>						
14.4	Reelect Sven Hagstromer as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Lisa Birgitta Charlott Aberg, Magnus Dybeck, Julia Haglind, Jonas Hagstromer, Linda Hellstrom, Johan Roos and Leemon Wu (Items 14.1, 14.2, 14.3, 14.6, 14.7, 14.8 and 14.9) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Remuneration Committee A vote AGAINST candidates Sven Hagstromer and John Hedberg (Items 14.4 and 14.5) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>						
14.5	Reelect John Hedberg as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Lisa Birgitta Charlott Aberg, Magnus Dybeck, Julia Haglind, Jonas Hagstromer, Linda Hellstrom, Johan Roos and Leemon Wu (Items 14.1, 14.2, 14.3, 14.6, 14.7, 14.8 and 14.9) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Remuneration Committee A vote AGAINST candidates Sven Hagstromer and John Hedberg (Items 14.4 and 14.5) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>						

Avanza Bank Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14.6	Reelect Linda Hellstrom as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Lisa Birgitta Charlott Aberg, Magnus Dybeck, Julia Haglind, Jonas Hagstromer, Linda Hellstrom, Johan Roos and Leemon Wu (Items 14.1, 14.2, 14.3, 14.6, 14.7, 14.8 and 14.9) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Remuneration Committee A vote AGAINST candidates Sven Hagstromer and John Hedberg (Items 14.4 and 14.5) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>						
14.7	Reelect Johan Roos as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Lisa Birgitta Charlott Aberg, Magnus Dybeck, Julia Haglind, Jonas Hagstromer, Linda Hellstrom, Johan Roos and Leemon Wu (Items 14.1, 14.2, 14.3, 14.6, 14.7, 14.8 and 14.9) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Remuneration Committee A vote AGAINST candidates Sven Hagstromer and John Hedberg (Items 14.4 and 14.5) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>						
14.8	Reelect Leemon Wu as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Lisa Birgitta Charlott Aberg, Magnus Dybeck, Julia Haglind, Jonas Hagstromer, Linda Hellstrom, Johan Roos and Leemon Wu (Items 14.1, 14.2, 14.3, 14.6, 14.7, 14.8 and 14.9) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Remuneration Committee A vote AGAINST candidates Sven Hagstromer and John Hedberg (Items 14.4 and 14.5) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>						
14.9	Reelect Lisa Aberg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Lisa Birgitta Charlott Aberg, Magnus Dybeck, Julia Haglind, Jonas Hagstromer, Linda Hellstrom, Johan Roos and Leemon Wu (Items 14.1, 14.2, 14.3, 14.6, 14.7, 14.8 and 14.9) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Remuneration Committee A vote AGAINST candidates Sven Hagstromer and John Hedberg (Items 14.4 and 14.5) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>						
15.1	Reelect Sven Hagstromer as Board Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.</i>						
15.2	Reelect John Hedberg as Vice Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.</i>						
16	Ratify KPMG as Auditor	Mgmt	For	For	For	No
17.a	Authorize Share Repurchase Program	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.</i>						
17.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.</i>						
18	Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights	Mgmt	For	For	For	No
19.a	Approve Repurchase of Warrants	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted because the concerned equity plan is within ISS guidelines, and the proposal will lead to a lower dilution for existing shareholders.</i>						

Avanza Bank Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
19.b	Approve Creation of SEK 300,000 Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted because the concerned equity plan is within ISS guidelines, and the proposal will lead to a lower dilution for existing shareholders.</i>						
20	Approve Incentive Program 2025/2028 for Employees	Mgmt	For	For	For	No
21	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
22	Approve Remuneration Report	Mgmt	For	For	For	No
23	Close Meeting	Mgmt				

Barco NV

Meeting Date: 04/24/2025 **Country:** Belgium **Ticker:** BAR
Record Date: 04/10/2025 **Meeting Type:** Annual
Primary Security ID: B0833G105

Shares Voted: 34,884

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt				
2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.51 per Share	Mgmt	For	For	For	No
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
4.1	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * Although the company does not consider option grants to fall under variable remuneration, it is unclear what the annual grant of option entails and whether a clear cap is applicable. Although we recognize the company is annually requesting shareholder approval for the specific allocation of a number of options, concerns are raised over the absence of clear disclosure of a cap. * In deviation of market practices the proposed policy gives discretion to the board to grant exceptional bonuses or equity grants in a recruiting or acquisition context. We do note that the company updated its derogation clause defining which situations may be considered exceptional and to which extent performance criteria and variable remuneration may be modified. Shareholders generally believe that remuneration policies should avoid too much discretion to the board in determining exceptional awards or deviations with further assurance. * Lacking compelling rationale for proposed significant increase of chair's fee (from EUR 120,000 to EUR 270,000).</i>						
4.2	Approve Remuneration Report	Mgmt	For	For	For	No
5	Approve Discharge of Directors	Mgmt	For	For	For	No
6	Approve Discharge of Auditors	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Remuneration of Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the company did not provide a compelling rationale for the proposed increase in base fee for the chairperson.						
8	Appoint PwC, Permanently Represented by Mieke Van Leeuwe BV, for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For	No
9	Approve Financial Statements, Allocation of Income, and Discharge of Directors and Auditor of Barco Solutions BV	Mgmt	For	For	For	No

Bemobi Mobile Tech SA

Meeting Date: 04/24/2025	Country: Brazil	Ticker: BMOB3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P1S72V105		

Shares Voted: 115,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Article 16 Re: Increase in Board Size	Mgmt	For	For	For	No
2	Elect Denis Maciel Maia as Alternate Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of Silje Christine Augustson is warranted given that the proposed board contains a reasonable number of independent members. A vote FOR alternate nominee Denis Maciel Maia is warranted because there are no known concerns regarding the candidate, and the election of an alternate director does not impact the board's independence level.						
3	Elect Silje Christine Augustson as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of Silje Christine Augustson is warranted given that the proposed board contains a reasonable number of independent members. A vote FOR alternate nominee Denis Maciel Maia is warranted because there are no known concerns regarding the candidate, and the election of an alternate director does not impact the board's independence level.						
4.1	Elect Denis Maciel Maia as Alternate Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of Silje Christine Augustson is warranted given that the proposed board contains a reasonable number of independent members. A vote FOR alternate nominee Denis Maciel Maia is warranted because there are no known concerns regarding the candidate, and the election of an alternate director does not impact the board's independence level.						
4.2	Elect Silje Christine Augustson as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of Silje Christine Augustson is warranted given that the proposed board contains a reasonable number of independent members. A vote FOR alternate nominee Denis Maciel Maia is warranted because there are no known concerns regarding the candidate, and the election of an alternate director does not impact the board's independence level.						

Bemobi Mobile Tech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	If Voting FOR on Item 5, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt				
5	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 6.1 and 6.2 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.						
6.1	Percentage of Votes to Be Assigned - Elect Denis Maciel Maia as Alternate Director	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 6.1 and 6.2 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.						
6.2	Percentage of Votes to Be Assigned - Elect Silje Christine Augustson as Director	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 6.1 and 6.2 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.						
7	In the Event of a Second Call, Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	Mgmt	None	For	For	No

Bemobi Mobile Tech SA

Meeting Date: 04/24/2025	Country: Brazil	Ticker: BMOB3
Record Date:	Meeting Type: Annual	
Primary Security ID: P1S72V105		

Shares Voted: 115,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No

Bemobi Mobile Tech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
3	Approve Remuneration of Company's Management	Mgmt	For	For	For	No
4	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	No

Biotage AB

Meeting Date: 04/24/2025

Record Date: 04/14/2025

Primary Security ID: W25769139

Country: Sweden

Meeting Type: Annual

Ticker: BIOT

Shares Voted: 13,622

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
2	Elect Chair of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
3	Prepare and Approve List of Shareholders	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
7	Receive CEO's Report	Mgmt				
	Voting Policy Rationale: These are routine, non-voting items.					
8	Receive Financial Statements and Statutory Reports	Mgmt				
	Voting Policy Rationale: These are routine, non-voting items.					
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
10	Approve Allocation of Income and Dividends of SEK 1.65 Per Share	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.1	Approve Discharge of Kieran Murphy	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.2	Approve Discharge of Torben Jorgensen	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.3	Approve Discharge of Asa Hedin	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.4	Approve Discharge of Peter Ehrenheim	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.5	Approve Discharge of Mark Bradley	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.6	Approve Discharge of Karen Sorensen	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.7	Approve Discharge of Kugan Sathiyandarajah	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.8	Approve Discharge of Dan Menasco	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.9	Approve Discharge of Par Lundgren	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.10	Approve Discharge of Philip Lamberstam	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.11	Approve Discharge of CEO Frederic Vanderhaegen	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.12	Approve Discharge of Former CEO Tomas Blomquist	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	For	No
13.1	Approve Remuneration of Directors in the Amount of SEK 950,000 for Chair and SEK 360,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For	No
14.1	Reelect Kieran Murphy as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Asa Hedin, Mark Bradley and Karen Lykke Sorensen (Items 14.3, 14.5 and 14.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Independence A vote AGAINST candidates Kieran Murphy, Torben Joergensen, Peter von Ehrenheim and Kugan Sathiyandarajah (Items 14.1, 14.2, 14.4 and 14.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidates Kieran Murphy and Peter von Ehrenheim (Items 14.1 and 14.4) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Peter von Ehrenheim is non-independent. Remuneration Committee A vote AGAINST candidates Kieran Murphy and Kugan Sathiyandarajah (Items 14.1 and 14.7) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Gender Diversity A vote AGAINST Kugan Sathiyandarajah (Item 14.7) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board.</i>						
14.2	Reelect Torben Jorgensen as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Asa Hedin, Mark Bradley and Karen Lykke Sorensen (Items 14.3, 14.5 and 14.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Independence A vote AGAINST candidates Kieran Murphy, Torben Joergensen, Peter von Ehrenheim and Kugan Sathiyandarajah (Items 14.1, 14.2, 14.4 and 14.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidates Kieran Murphy and Peter von Ehrenheim (Items 14.1 and 14.4) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Peter von Ehrenheim is non-independent. Remuneration Committee A vote AGAINST candidates Kieran Murphy and Kugan Sathiyandarajah (Items 14.1 and 14.7) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Gender Diversity A vote AGAINST Kugan Sathiyandarajah (Item 14.7) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board.</i>						
14.3	Reelect Asa Hedin as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Asa Hedin, Mark Bradley and Karen Lykke Sorensen (Items 14.3, 14.5 and 14.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Independence A vote AGAINST candidates Kieran Murphy, Torben Joergensen, Peter von Ehrenheim and Kugan Sathiyandarajah (Items 14.1, 14.2, 14.4 and 14.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidates Kieran Murphy and Peter von Ehrenheim (Items 14.1 and 14.4) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Peter von Ehrenheim is non-independent. Remuneration Committee A vote AGAINST candidates Kieran Murphy and Kugan Sathiyandarajah (Items 14.1 and 14.7) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Gender Diversity A vote AGAINST Kugan Sathiyandarajah (Item 14.7) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14.4	Reelect Peter Ehrenheim as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Asa Hedin, Mark Bradley and Karen Lykke Sorensen (Items 14.3, 14.5 and 14.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Independence A vote AGAINST candidates Kieran Murphy, Torben Joergensen, Peter von Ehrenheim and Kugan Sathiyandarajah (Items 14.1, 14.2, 14.4 and 14.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidates Kieran Murphy and Peter von Ehrenheim (Items 14.1 and 14.4) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Peter von Ehrenheim is non-independent. Remuneration Committee A vote AGAINST candidates Kieran Murphy and Kugan Sathiyandarajah (Items 14.1 and 14.7) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Gender Diversity A vote AGAINST Kugan Sathiyandarajah (Item 14.7) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board.</i>						
14.5	Reelect Mark Bradley as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Asa Hedin, Mark Bradley and Karen Lykke Sorensen (Items 14.3, 14.5 and 14.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Independence A vote AGAINST candidates Kieran Murphy, Torben Joergensen, Peter von Ehrenheim and Kugan Sathiyandarajah (Items 14.1, 14.2, 14.4 and 14.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidates Kieran Murphy and Peter von Ehrenheim (Items 14.1 and 14.4) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Peter von Ehrenheim is non-independent. Remuneration Committee A vote AGAINST candidates Kieran Murphy and Kugan Sathiyandarajah (Items 14.1 and 14.7) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Gender Diversity A vote AGAINST Kugan Sathiyandarajah (Item 14.7) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board.</i>						
14.6	Reelect Karen Lykke Sorensen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Asa Hedin, Mark Bradley and Karen Lykke Sorensen (Items 14.3, 14.5 and 14.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Independence A vote AGAINST candidates Kieran Murphy, Torben Joergensen, Peter von Ehrenheim and Kugan Sathiyandarajah (Items 14.1, 14.2, 14.4 and 14.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidates Kieran Murphy and Peter von Ehrenheim (Items 14.1 and 14.4) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Peter von Ehrenheim is non-independent. Remuneration Committee A vote AGAINST candidates Kieran Murphy and Kugan Sathiyandarajah (Items 14.1 and 14.7) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Gender Diversity A vote AGAINST Kugan Sathiyandarajah (Item 14.7) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board.</i>						
14.7	Reelect Kugan Sathiyandarajah as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Asa Hedin, Mark Bradley and Karen Lykke Sorensen (Items 14.3, 14.5 and 14.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Independence A vote AGAINST candidates Kieran Murphy, Torben Joergensen, Peter von Ehrenheim and Kugan Sathiyandarajah (Items 14.1, 14.2, 14.4 and 14.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidates Kieran Murphy and Peter von Ehrenheim (Items 14.1 and 14.4) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Peter von Ehrenheim is non-independent. Remuneration Committee A vote AGAINST candidates Kieran Murphy and Kugan Sathiyandarajah (Items 14.1 and 14.7) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Gender Diversity A vote AGAINST Kugan Sathiyandarajah (Item 14.7) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board.</i>						
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
16	Authorize Chair of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For	No

Biotage AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
17	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the proposed remuneration report is warranted, as the company paid the interim CEO an excessive amount in base salary without any accompanying rationale.						
18	Approve Performance Share Plan LTIP 2025 for Key Employees	Mgmt	For	For	For	No
19.a	Approve Issuance of up to 15 Percent of Issued Common Shares without Preemptive Rights (Primary Proposal)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.						
19.b	Approve Issuance of up to 10 Percent of Issued Common Shares without Preemptive Rights (Secondary Proposal)	Mgmt	For	For	For	No
20	Close Meeting	Mgmt				

Bufab AB

Meeting Date: 04/24/2025Country: SwedenTicker: BUFAB

Record Date: 04/14/2025Meeting Type: Annual

Primary Security ID: W1834V114

Shares Voted: 24,582						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Receive Consolidated Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Receive CEO's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9b	Approve Allocation of Income and Dividends of SEK 5.25 Per Share	Mgmt	For	For	For	No
9c.1	Approve Discharge of Bengt Liljedahl	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9c.2	Approve Discharge of Hans Bjorstrand	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9c.3	Approve Discharge of Per-Arne Blomquist	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9c.4	Approve Discharge of Anna Liljedahl	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9c.5	Approve Discharge of Eva Nilsagard	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9c.6	Approve Discharge of Bertil Persson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9c.7	Approve Discharge of Erik Lunden (CEO)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
10	Receive Nominating Committee's Report	Mgmt				
11	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For	No
12	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Approve Remuneration of Directors in the Amount SEK 900,000 for Chair and SEK 365,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
14	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15.a	Reelect Bengt Liljedahl as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Bengt Liljedahl, Hans Bjorstrand, Per-Arne Blomquist, Anna Liljedahl, Bertil Persson and Caroline Reuterskiold (Items 15.a-15.d, 15.f and 15.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Eva Nilsagard (Item 15.e) is warranted due to them being considered overboarded.</i>						
15.b	Reelect Hans Bjorstrand as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Bengt Liljedahl, Hans Bjorstrand, Per-Arne Blomquist, Anna Liljedahl, Bertil Persson and Caroline Reuterskiold (Items 15.a-15.d, 15.f and 15.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Eva Nilsagard (Item 15.e) is warranted due to them being considered overboarded.</i>						
15.c	Reelect Per-Arne Blomquist as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Bengt Liljedahl, Hans Bjorstrand, Per-Arne Blomquist, Anna Liljedahl, Bertil Persson and Caroline Reuterskiold (Items 15.a-15.d, 15.f and 15.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Eva Nilsagard (Item 15.e) is warranted due to them being considered overboarded.</i>						
15.d	Reelect Anna Liljedahl as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Bengt Liljedahl, Hans Bjorstrand, Per-Arne Blomquist, Anna Liljedahl, Bertil Persson and Caroline Reuterskiold (Items 15.a-15.d, 15.f and 15.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Eva Nilsagard (Item 15.e) is warranted due to them being considered overboarded.</i>						
15.e	Reelect Eva Nilsagard as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Bengt Liljedahl, Hans Bjorstrand, Per-Arne Blomquist, Anna Liljedahl, Bertil Persson and Caroline Reuterskiold (Items 15.a-15.d, 15.f and 15.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Eva Nilsagard (Item 15.e) is warranted due to them being considered overboarded.</i>						
15.f	Reelect Bertil Persson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Bengt Liljedahl, Hans Bjorstrand, Per-Arne Blomquist, Anna Liljedahl, Bertil Persson and Caroline Reuterskiold (Items 15.a-15.d, 15.f and 15.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Eva Nilsagard (Item 15.e) is warranted due to them being considered overboarded.</i>						
15.g	Elect Caroline Reuterskiold as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Bengt Liljedahl, Hans Bjorstrand, Per-Arne Blomquist, Anna Liljedahl, Bertil Persson and Caroline Reuterskiold (Items 15.a-15.d, 15.f and 15.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Eva Nilsagard (Item 15.e) is warranted due to them being considered overboarded.</i>						
15.h	Reelect Bengt Liljedahl as Board Chair	Mgmt	For	For	For	No
16	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
17	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted due to lack of disclosure regarding extraordinary payments made to the CEO and vice CEO in 2024, for which no rationale has been provided and the lack of rationale for the increase in base salary for the CEO.						
18	Approve 5:1 Stock Split; Amend Articles	Mgmt	For	For	For	No
19	Approve Long Term Incentive Program (LTI 2025/2028) for Key Employees	Mgmt	For	For	For	No
20	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
21	Close Meeting	Mgmt				

China Aviation Oil (Singapore) Corporation Ltd.

Meeting Date: 04/24/2025	Country: Singapore	Ticker: G92
Record Date:	Meeting Type: Annual	
Primary Security ID: Y13802130		

Shares Voted: 46,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve First and Final Dividend	Mgmt	For	For	For	No
3	Approve Directors' Fees	Mgmt	For	For	For	No
4	Elect Fu Xingran as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the election of Fu Xingran and Jeffrey Goh Mau Seong is warranted given that they are directors serving on the nomination committee and the company, under the leadership of a non-independent chairman, does not have independent directors representing the majority of the board. In the absence of any known issues concerning Lin Yi, a vote FOR his election is warranted.						
5	Elect Jeffrey Goh Mau Seong as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the election of Fu Xingran and Jeffrey Goh Mau Seong is warranted given that they are directors serving on the nomination committee and the company, under the leadership of a non-independent chairman, does not have independent directors representing the majority of the board. In the absence of any known issues concerning Lin Yi, a vote FOR his election is warranted.						
6	Elect Lin Yi as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the election of Fu Xingran and Jeffrey Goh Mau Seong is warranted given that they are directors serving on the nomination committee and the company, under the leadership of a non-independent chairman, does not have independent directors representing the majority of the board. In the absence of any known issues concerning Lin Yi, a vote FOR his election is warranted.						
7	Approve BDO LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

China Aviation Oil (Singapore) Corporation Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.</i>						
9	Approve Renewal of General Mandate for Interested Person Transactions	Mgmt	For	For	For	No
10	Authorize Share Repurchase Program	Mgmt	For	For	For	No

Genomma Lab Internacional SAB de CV

Meeting Date: 04/24/2025 **Country:** Mexico **Ticker:** LABB
Record Date: 04/14/2025 **Meeting Type:** Annual
Primary Security ID: P48318102

Shares Voted: 289,842

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements, Statutory Reports, Allocation of Income and Discharge Directors	Mgmt	For	For	For	No
2	Approve Dividends	Mgmt	For	For	For	No
3	Elect and/or Ratify Directors, Secretaries, and Chair of Audit and Corporate Governance Committee	Mgmt	For	For	For	No
4	Approve Remuneration of Directors, Secretaries and Members of Board Committees	Mgmt	For	For	For	No
5	Accept Report on Share Repurchase; Set Maximum Amount of Share Repurchase Reserve	Mgmt	For	For	For	No
6	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Hong Leong Finance Limited

Meeting Date: 04/24/2025 **Country:** Singapore **Ticker:** S41
Record Date: **Meeting Type:** Annual
Primary Security ID: Y36795113

Shares Voted: 283

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Directors' Fees	Mgmt	For	For	For	No
4a	Elect Kwek Leng Beng as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
4b	Elect Kwek Leng Peck as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
4c	Elect Tan Tee How as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
4d	Elect Clarence Yeo Gek Leong as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For	No
7	Approve Grant of Options and Issuance of Shares Under the Hong Leong Finance Share Option Scheme 2001	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The company could be considered a mature company, and the limit under the scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and meaningful vesting periods have not been disclosed. * The 2001 SOS permits stock options to be issued with an exercise price at a discount to the current market price. * The directors eligible to receive options under the 2001 SOS are involved in its administration.						

Iren SpA

Meeting Date: 04/24/2025Country: ItalyTicker: IRE

Record Date: 04/11/2025Meeting Type: Annual

Primary Security ID: T5551Y106

Shares Voted: 455,965

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

Iren SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns.						
2	Approve Allocation of Income	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns.						
3	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
4	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
5.1	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt				
	Slate 1 Submitted by Finanziaria Sviluppo Utilities Srl, FCT Holding SpA, Municipality of Reggio Emilia and Municipality of La Spezia	SH	None	Against	Against	No
	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	No
5.2	Shareholder Proposal Submitted by FCT Holding SpA	Mgmt				
	Approve Remuneration of Directors	SH	None	For	For	No

Kardex Holding AG

Meeting Date: 04/24/2025Country: SwitzerlandTicker: KARN

Record Date:Meeting Type: Annual

Primary Security ID: H44577189

Shares Voted: 6,943						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For	No
1.3	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of CHF 6.00 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1.1	Reelect Philipp Buhofer as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
4.1.2	Reelect Eugen Elmiger as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
4.1.3	Reelect Andreas Haeblerli as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
4.1.4	Reelect Jennifer Maag as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
4.1.5	Reelect Maria Vacalli as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
4.1.6	Reelect Felix Thoeni as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
4.2	Reelect Felix Thoeni as Board Chair	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
4.3.1	Reappoint Philipp Buhofer as Member of the Compensation and Nomination Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
4.3.2	Reappoint Eugen Elmiger as Member of the Compensation and Nomination Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
4.3.3	Reappoint Maria Vacalli as Member of the Compensation and Nomination Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
4.4	Designate Wenger Vieli AG as Independent Proxy	Mgmt	For	For	For	No
4.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For	For	For	No

Kardex Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million	Mgmt	For	For	For	No
6	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes

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

Megacable Holdings SAB de CV

Meeting Date: 04/24/2025 **Country:** Mexico **Ticker:** MEGACPO
Record Date: 04/09/2025 **Meeting Type:** Annual
Primary Security ID: P652AE117

Shares Voted: 77,367

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Only Mexican Nationals Who hold A and CPO Shares Can Vote	Mgmt				
1	Approve CEO's Report	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>					
2	Receive Directors' Opinions on CEO's Report	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>					
3	Approve Board of Directors' Report	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>					
4	Approve Reports of Corporate Practices and Audit Committees Chairs	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>					
5	Amend Corporate Purpose	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the company has not disclosed the key details of the proposal to amend its corporate purpose, preventing international institutional shareholders from making an informed voting decision.</i>					
6	Approve Allocation of Income	Mgmt	For	For	For	No

Megacable Holdings SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Repurchase Transactions of CPOs	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company's proposed share repurchase reserve appears reasonable; and * There are no known concerns over previous use of the share repurchase authority.						
8	Set Maximum Amount of Share Repurchase Reserve	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company's proposed share repurchase reserve appears reasonable; and * There are no known concerns over previous use of the share repurchase authority.						
9	Elect or Ratify Directors, Secretary and their Respective Alternates	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the election of the board (Item 9) is warranted because: * The proposed board is 17-percent independent, failing to meet the growing expectations of international institutional shareholders; and * The company has bundled the election of directors into a single voting item. A vote AGAINST the classification of independent directors (Item 10) is also warranted because two of the company's independent director nominees have served on the board for 12 or more years and have, therefore, been deemed non-independent.						
10	Classification of Principal and Alternate Board Members' Independence	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the election of the board (Item 9) is warranted because: * The proposed board is 17-percent independent, failing to meet the growing expectations of international institutional shareholders; and * The company has bundled the election of directors into a single voting item. A vote AGAINST the classification of independent directors (Item 10) is also warranted because two of the company's independent director nominees have served on the board for 12 or more years and have, therefore, been deemed non-independent.						
11	Elect or Ratify Chairs of Audit Committee and Corporate Practices Committees	Mgmt	For	For	For	No
12	Approve Remuneration of Directors, Secretary, and Members of Audit and Corporate Practices Committees	Mgmt	For	For	For	No
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Plano & Plano Desenvolvimento Imobiliario SA

Meeting Date: 04/24/2025	Country: Brazil	Ticker: PLPL3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P7S97X109		

Shares Voted: 30,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments; and * The proposed changes are administrative in nature and neutral to shareholder value.						

Plano & Plano Desenvolvimento Imobiliario SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Amend Article 17	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments; and * The proposed changes are administrative in nature and neutral to shareholder value.						
3	Consolidate Bylaws	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments; and * The proposed changes are administrative in nature and neutral to shareholder value.						

Plano & Plano Desenvolvimento Imobiliario SA

Meeting Date: 04/24/2025Country: BrazilTicker: PLPL3

Record Date:Meeting Type: Annual

Primary Security ID: P7S97X109

Shares Voted: 30,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
3	Approve Capital Budget	Mgmt	For	For	For	No
4	Approve the Payment of the Company's Management Share in the Profit for the Fiscal Year Ended December 31, 2024	Mgmt	For	For	For	No
5	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	No
6	Fix Number of Directors at Six or Seven (If a Separate Minority Election of a Member of the Board of Directors Is Requested)	Mgmt	For	For	For	No
7	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 7, 10, 11.1-11.6 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.						

Plano & Plano Desenvolvimento Imobiliario SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Elect Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed board's level of independence fails to meet the expectations of institutional investors; * At least one of the proposed nominees is considered overboarded; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.</i>						
9	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Against	No
	If Voting FOR on Item 10, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt				
10	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 7, 10, 11.1-11.6 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
11.1	Percentage of Votes to Be Assigned - Elect Efraim Schmucl Horn as Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 7, 10, 11.1-11.6 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
11.2	Percentage of Votes to Be Assigned - Elect Nelson Roseira Gomes Neto as Independent Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 7, 10, 11.1-11.6 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
11.3	Percentage of Votes to Be Assigned - Elect Miguel Maia Mickelberg as Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 7, 10, 11.1-11.6 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						

Plano & Plano Desenvolvimento Imobiliario SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.4	Percentage of Votes to Be Assigned - Elect Monica Pires da Silva as Independent Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 7, 10, 11.1-11.6 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
11.5	Percentage of Votes to Be Assigned - Elect Rodrigo Fairbanks von Uhlendorff as Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 7, 10, 11.1-11.6 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
11.6	Percentage of Votes to Be Assigned - Elect Rodrigo Uchoa Luna as Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 7, 10, 11.1-11.6 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
12	Approve Classification of Independent Directors	Mgmt	For	For	For	No
13	Approve Remuneration of Company's Management, Audit Committee, and Fiscal Council	Mgmt	For	For	For	No
14	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	For	For	No
15.1	Elect Eucherio Lerner Rodrigues as Fiscal Council Member and Agnaldo Santos Pereira as Alternate	Mgmt	For	Abstain	Abstain	Yes
<i>Voting Policy Rationale: ABSTAIN vote recommendations are warranted for management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate as further discussed under Item 16 of this meeting agenda.</i>						
15.2	Elect Joao Verner Juenemann as Fiscal Council Member and Maria Carmen Westerlund as Alternate	Mgmt	For	Abstain	Abstain	Yes
<i>Voting Policy Rationale: ABSTAIN vote recommendations are warranted for management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate as further discussed under Item 16 of this meeting agenda.</i>						
16	Elect Joao Pedro Ragghianti Bispo as Fiscal Council Member and Roberto Frota Decourt as Alternate Appointed by Minority Shareholder	SH	None	For	For	No

Pole To Win Holdings, Inc.

Meeting Date: 04/24/2025Country: JapanTicker: 3657

Record Date: 01/31/2025Meeting Type: Annual

Primary Security ID: J6388Q101

Shares Voted: 38,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 8	Mgmt	For	For	For	No
2.1	Elect Director Tachibana, Tamiyoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Tachibana, Teppei	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.3	Elect Director Tsuda, Tetsuji	Mgmt	For	For	For	No
2.4	Elect Director Yamauchi, Joji	Mgmt	For	For	For	No
2.5	Elect Director Matsumoto, Kozo	Mgmt	For	For	For	No
2.6	Elect Director Motoshige, Mitsutaka	Mgmt	For	For	For	No
2.7	Elect Director Deborah Kirkham	Mgmt	For	For	For	No
2.8	Elect Director Shimura, Kazuaki	Mgmt	For	For	For	No
2.9	Elect Director Tsutsui, Toshimitsu	Mgmt	For	For	For	No
2.10	Elect Director Kobayashi, Mutsumi	Mgmt	For	For	For	No

Rieter Holding AG

Meeting Date: 04/24/2025Country: SwitzerlandTicker: RIEN

Record Date:Meeting Type: Annual

Primary Security ID: H68745209

Shares Voted: 147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends of CHF 2.00 per Share	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Despite improvements, ex-post disclosure remains insufficient to explain variable payouts for the year. * Maximum variable compensation was increased and the company has failed to provide a compelling rationale. * The compensation framework does not include a component that measures performance over a multi-year period. * The compensation report does not directly address low shareholder support on the prior vote, though this is somewhat mitigated by additional disclosures provided.</i>						
5.2	Approve Remuneration of Directors in the Amount of CHF 2 Million	Mgmt	For	For	For	No
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 8 Million	Mgmt	For	For	For	No
6.1	Reelect Peter Spuhler as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.1 – 6.7) A vote AGAINST the incumbent nomination committee chair, Sarah Kreienbuehl, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 7) A vote AGAINST Thomas Oetterli is warranted because he serves as combined CEO and board chair, which is a breach of market best practice. Furthermore, some shareholders may be concerned that Oetterli is considered overboarded, although we note that he has a lead executive role at the company. Compensation committee elections (Items 8.1 – 8.3) A vote AGAINST Sarah Kreienbuehl is warranted because her election to the board does not warrant support. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
6.2	Reelect Roger Bailod as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.1 – 6.7) A vote AGAINST the incumbent nomination committee chair, Sarah Kreienbuehl, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 7) A vote AGAINST Thomas Oetterli is warranted because he serves as combined CEO and board chair, which is a breach of market best practice. Furthermore, some shareholders may be concerned that Oetterli is considered overboarded, although we note that he has a lead executive role at the company. Compensation committee elections (Items 8.1 – 8.3) A vote AGAINST Sarah Kreienbuehl is warranted because her election to the board does not warrant support. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
6.3	Reelect Carl Illi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.1 – 6.7) A vote AGAINST the incumbent nomination committee chair, Sarah Kreienbuehl, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 7) A vote AGAINST Thomas Oetterli is warranted because he serves as combined CEO and board chair, which is a breach of market best practice. Furthermore, some shareholders may be concerned that Oetterli is considered overboarded, although we note that he has a lead executive role at the company. Compensation committee elections (Items 8.1 – 8.3) A vote AGAINST Sarah Kreienbuehl is warranted because her election to the board does not warrant support. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
6.4	Reelect Sarah Kreienbuehl as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 6.1 – 6.7) A vote AGAINST the incumbent nomination committee chair, Sarah Kreienbuehl, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 7) A vote AGAINST Thomas Oetterli is warranted because he serves as combined CEO and board chair, which is a breach of market best practice. Furthermore, some shareholders may be concerned that Oetterli is considered overboarded, although we note that he has a lead executive role at the company. Compensation committee elections (Items 8.1 – 8.3) A vote AGAINST Sarah Kreienbuehl is warranted because her election to the board does not warrant support. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.5	Reelect Daniel Grieder as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.1 – 6.7) A vote AGAINST the incumbent nomination committee chair, Sarah Kreienbuehl, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 7) A vote AGAINST Thomas Oetterli is warranted because he serves as combined CEO and board chair, which is a breach of market best practice. Furthermore, some shareholders may be concerned that Oetterli is considered overboarded, although we note that he has a lead executive role at the company. Compensation committee elections (Items 8.1 – 8.3) A vote AGAINST Sarah Kreienbuehl is warranted because her election to the board does not warrant support. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
6.6	Reelect Thomas Oetterli as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.1 – 6.7) A vote AGAINST the incumbent nomination committee chair, Sarah Kreienbuehl, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 7) A vote AGAINST Thomas Oetterli is warranted because he serves as combined CEO and board chair, which is a breach of market best practice. Furthermore, some shareholders may be concerned that Oetterli is considered overboarded, although we note that he has a lead executive role at the company. Compensation committee elections (Items 8.1 – 8.3) A vote AGAINST Sarah Kreienbuehl is warranted because her election to the board does not warrant support. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
6.7	Reelect Jennifer Maag as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.1 – 6.7) A vote AGAINST the incumbent nomination committee chair, Sarah Kreienbuehl, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 7) A vote AGAINST Thomas Oetterli is warranted because he serves as combined CEO and board chair, which is a breach of market best practice. Furthermore, some shareholders may be concerned that Oetterli is considered overboarded, although we note that he has a lead executive role at the company. Compensation committee elections (Items 8.1 – 8.3) A vote AGAINST Sarah Kreienbuehl is warranted because her election to the board does not warrant support. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
7	Reelect Thomas Oetterli as Board Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 6.1 – 6.7) A vote AGAINST the incumbent nomination committee chair, Sarah Kreienbuehl, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 7) A vote AGAINST Thomas Oetterli is warranted because he serves as combined CEO and board chair, which is a breach of market best practice. Furthermore, some shareholders may be concerned that Oetterli is considered overboarded, although we note that he has a lead executive role at the company. Compensation committee elections (Items 8.1 – 8.3) A vote AGAINST Sarah Kreienbuehl is warranted because her election to the board does not warrant support. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
8.1	Reappoint Sarah Kreienbuehl as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 6.1 – 6.7) A vote AGAINST the incumbent nomination committee chair, Sarah Kreienbuehl, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 7) A vote AGAINST Thomas Oetterli is warranted because he serves as combined CEO and board chair, which is a breach of market best practice. Furthermore, some shareholders may be concerned that Oetterli is considered overboarded, although we note that he has a lead executive role at the company. Compensation committee elections (Items 8.1 – 8.3) A vote AGAINST Sarah Kreienbuehl is warranted because her election to the board does not warrant support. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						

Rieter Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.2	Reappoint Daniel Grieder as Member of the Compensation Committee	Mgmt	For	For	For	No
Voting Policy Rationale: Board elections (Items 6.1 – 6.7) A vote AGAINST the incumbent nomination committee chair, Sarah Kreienbuehl, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 7) A vote AGAINST Thomas Oetterli is warranted because he serves as combined CEO and board chair, which is a breach of market best practice. Furthermore, some shareholders may be concerned that Oetterli is considered overboarded, although we note that he has a lead executive role at the company. Compensation committee elections (Items 8.1 – 8.3) A vote AGAINST Sarah Kreienbuehl is warranted because her election to the board does not warrant support. Votes FOR the remaining nominees are warranted due to a lack of further concerns.						
8.3	Appoint Roger Bailod as Member of the Compensation Committee	Mgmt	For	For	For	No
Voting Policy Rationale: Board elections (Items 6.1 – 6.7) A vote AGAINST the incumbent nomination committee chair, Sarah Kreienbuehl, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 7) A vote AGAINST Thomas Oetterli is warranted because he serves as combined CEO and board chair, which is a breach of market best practice. Furthermore, some shareholders may be concerned that Oetterli is considered overboarded, although we note that he has a lead executive role at the company. Compensation committee elections (Items 8.1 – 8.3) A vote AGAINST Sarah Kreienbuehl is warranted because her election to the board does not warrant support. Votes FOR the remaining nominees are warranted due to a lack of further concerns.						
9	Designate Ulrich Mayer as Independent Proxy	Mgmt	For	For	For	No
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For	No
11	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

S P Setia Berhad

Meeting Date: 04/24/2025Country: MalaysiaTicker: 8664

Record Date: 04/15/2025Meeting Type: Annual

Primary Security ID: Y8132G101

Shares Voted: 3,639,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Anwar Jamalullail as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2	Elect Choong Kai Wai as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

S P Setia Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Elect Marina Binti Tunku Annuar as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4	Elect Grace Yeoh Cheng Geok as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
5	Elect Mohamad Abdul Halim Bin Ahmad as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
6	Elect Aida Hazrina Binti Mohd Tazaai as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
7	Approve Directors' Fees and Allowances	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						
8	Approve Directors' Other Remuneration and Benefits	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						
9	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
10	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No
11	Approve Issuance of New Ordinary Shares Under the Dividend Reinvestment Plan	Mgmt	For	For	For	No

Serco Group Plc

Meeting Date: 04/24/2025 **Country:** United Kingdom **Ticker:** SRP
Record Date: 04/22/2025 **Meeting Type:** Annual
Primary Security ID: G80400107

Shares Voted: 38,133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is considered warranted as the salary of the CEO, an internal hire, is being set above that of his predecessor. Furthermore, the increase is not supported by sufficient rationale, considering the resulting salary level's competitive positioning against the FTSE 250.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Final Dividend	Mgmt	For	For	For	No
4a	Elect Victoria Hull as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
4b	Elect Anthony Kirby as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
4c	Re-elect John Rishton as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
4d	Re-elect Nigel Crossley as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
4e	Re-elect Kirsty Bashforth as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
4f	Re-elect Kru Desai as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
4g	Re-elect Ian El-Mokadem as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
4h	Re-elect Tim Lodge as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
4i	Re-elect Dame Sue Owen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
4j	Re-elect Lynne Peacock as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
5	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						

Serco Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
11	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
13	Adopt Revised Articles of Association	Mgmt	For	For	For	No

Solid Forsakrings AB

Meeting Date: 04/24/2025

Record Date: 04/14/2025

Primary Security ID: W8607C108

Country: Sweden

Meeting Type: Annual

Ticker: SFAB

Shares Voted: 3,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
2	Elect Chair of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
7	Receive CEO's Report	Mgmt				
	Voting Policy Rationale: These are routine, non-voting items.					
8	Receive Financial Statements and Statutory Reports	Mgmt				
	Voting Policy Rationale: These are routine, non-voting items.					
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9.b	Approve Allocation of Income and Dividends of SEK 5 Per Share	Mgmt	For	For	For	No

Solid Forsakrings AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.c	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Receive Nominating Committee's Report	Mgmt				
11	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For	No
12	Approve Remuneration of Directors in the Amount of SEK 586,000 to Chair and SEK 266,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For	No
13	Reelect Lars Nordstrand (Chair), Fredrik Carlsson, Lisen Thulin, Martina Skande and Lars Benckert as Directors; Elect Henrik Eklund and as New Directors; Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
14	Approve Remuneration Report	Mgmt	For	For	For	No
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
16	Approve SEK 621,423.43 Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 621,423.43 for a Bonus Issue	Mgmt	For	For	For	No
17	Authorize Share Repurchase Program	Mgmt	For	For	For	No
18.a	Approve Performance Share Plan LTIP 2025	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the performance period is less than three years.</i>						
18.b	Approve Equity Plan Financing	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.</i>						
18.c	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.</i>						
19	Close Meeting	Mgmt				

Meeting Date: 04/24/2025

Country: Denmark

Ticker: SPG

Record Date: 04/17/2025

Meeting Type: Annual

Primary Security ID: K9235W139

Shares Voted: 5,127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting	Mgmt	For	For	For	No
2	Receive Report of Board	Mgmt				
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
4	Approve Discharge of Management and Board	Mgmt	For	For	For	No
5	Approve Allocation of Income and Dividends of DKK 4.00 Per Share	Mgmt	For	For	For	No
6.a	Approve Remuneration of Directors in the Amount of DKK 700,000 for Chair, DKK 450,000 for Vice Chair and DKK 350,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
6.b	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
6.c	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For	No
7.1	Reelect Hans Wilhelm Schur as Directors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Hans Schur, Hans-Henrik Eriksen, Erik Holm, Marie Bakholdt Lund and Bente Overgaard (Items 7.1-7.5) is warranted due to a lack of concern regarding the composition of the board or its committees.						
7.2	Reelect Erik Preben Holm as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Hans Schur, Hans-Henrik Eriksen, Erik Holm, Marie Bakholdt Lund and Bente Overgaard (Items 7.1-7.5) is warranted due to a lack of concern regarding the composition of the board or its committees.						
7.3	Reelect Hans-Henrik Horsted Eriksen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Hans Schur, Hans-Henrik Eriksen, Erik Holm, Marie Bakholdt Lund and Bente Overgaard (Items 7.1-7.5) is warranted due to a lack of concern regarding the composition of the board or its committees.						
7.4	Reelect Bente Overgaard as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Hans Schur, Hans-Henrik Eriksen, Erik Holm, Marie Bakholdt Lund and Bente Overgaard (Items 7.1-7.5) is warranted due to a lack of concern regarding the composition of the board or its committees.						
7.5	Reelect Marie Bakholdt Lund as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Hans Schur, Hans-Henrik Eriksen, Erik Holm, Marie Bakholdt Lund and Bente Overgaard (Items 7.1-7.5) is warranted due to a lack of concern regarding the composition of the board or its committees.						
8.a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No

SP Group A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.b	Ratify PricewaterhouseCoopers as Auditor for the Sustainability Reporting	Mgmt	For	For	For	No
9	Other Business	Mgmt				

TANSEISHA Co., Ltd.

Meeting Date: 04/24/2025Country: JapanTicker: 9743

Record Date: 01/31/2025Meeting Type: Annual

Primary Security ID: J81840100

Shares Voted: 19,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No
3.1	Elect Director Kobayashi, Osamu	Mgmt	For	For	For	No
3.2	Elect Director Morinaga, Tomo	Mgmt	For	For	For	No
3.3	Elect Director Fukaya, Toru	Mgmt	For	For	For	No
3.4	Elect Director Tsukui, Tetsuo	Mgmt	For	For	For	No
3.5	Elect Director Nomura, Eiji	Mgmt	For	For	For	No
3.6	Elect Director Itaya, Toshimasa	Mgmt	For	For	For	No
4	Elect Director and Audit Committee Member Sugano, Atsuo	Mgmt	For	For	For	No

Updater Services Ltd.

Meeting Date: 04/24/2025Country: IndiaTicker: 543996

Record Date: 03/21/2025Meeting Type: Special

Primary Security ID: Y9T9J0103

Shares Voted: 7,817						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Approve Increase in Limits for Loans, Guarantees, Securities and/or Investments in Other Body Corporate	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this resolution is warranted due to lack of information.

Updater Services Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Extension of Benefits of Updater Employee Stock Option Plan 2019 to Eligible Employees of Group Company(ies) Including its Holding/Subsidiary/Associate Company(ies)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The proposals include grant of units to employees of group company including its holding companies and associate companies without a compelling rationale.						
3	Approve Extension of Benefits of Updater Employee Stock Option Plan 2022 to Eligible Employees of Group Company(ies) Including its Holding/Subsidiary/Associate Company(ies)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The proposals include grant of units to employees of group company including its holding companies and associate companies without a compelling rationale.						

Valid Solucoes SA

Meeting Date: 04/24/2025	Country: Brazil	Ticker: VLID3
Record Date:	Meeting Type: Annual	
Primary Security ID: P9656C112		

Shares Voted: 124,063						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
3	Fix Number of Directors at Five	Mgmt	For	For	For	No
4	Elect Directors	Mgmt	For	For	For	No
5	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Against	No
	If Voting FOR on Item 6, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 7.1-7.5. in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
7.1	Percentage of Votes to Be Assigned - Elect Sidney Levy as Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 7.1-7.5. in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
7.2	Percentage of Votes to Be Assigned - Elect Fiamma Zarife as Independent Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 7.1-7.5. in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
7.3	Percentage of Votes to Be Assigned - Elect Henrique Bredda as Independent Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 7.1-7.5. in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
7.4	Percentage of Votes to Be Assigned - Elect Giuliano Dedini as Independent Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 7.1-7.5. in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
7.5	Percentage of Votes to Be Assigned - Elect Luiz Carlos Miyadaira Ribeiro Jr as Independent Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 7.1-7.5. in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
8	Fix Number of Fiscal Council Members at Three	Mgmt	For	For	For	No
9	Elect Fiscal Council Members	Mgmt	For	For	For	No

Valid Solucoes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	Against	No
11	Approve Remuneration of Directors	Mgmt	For	For	For	No
12	Approve Remuneration of Executive Officers	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because the figure reported by the company for the total compensation of its highest-paid executive does not appear inclusive of all elements of the executive's pay.						
13	Approve Remuneration of Fiscal Council Members	Mgmt	For	For	For	No
14	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	No

Venture Corporation Limited

Meeting Date: 04/24/2025Country: SingaporeTicker: V03

Record Date:Meeting Type: Annual

Primary Security ID: Y9361F111

Shares Voted: 14,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Wong Ngit Liong as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
4	Elect Tan Seok Hoong @Mrs Audrey Liow as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
5	Elect Chua Kee Lock as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
6	Elect Chong Siak Ching as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						

Venture Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Directors' Fees	Mgmt	For	For	For	No
8	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For	No
10	Approve Grant of Options and/or Share Awards and Issuance of Shares Pursuant to the Venture Corporation Executives' Share Option Scheme 2025 and Venture Corporation Restricted Share Plan 2021	Mgmt	For	For	For	No
11	Authorize Share Repurchase Program	Mgmt	For	For	For	No

VersaBank

Meeting Date: 04/24/2025

Record Date: 02/28/2025

Primary Security ID: 92512J106

Country: Canada

Meeting Type: Annual

Ticker: VBNK

Shares Voted: 3,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
	Election of Directors (By Cumulative Voting)	Mgmt				
2.1	Elect Director Frank J.C. Newbould	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.2	Elect Director David R. Taylor	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.3	Elect Director Gabrielle Bochynek	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.4	Elect Director Robbert-Jan Brabander	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.5	Elect Director David A. Bratton	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.6	Elect Director Richard H.L. Jankura	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.7	Elect Director Arthur Linton	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.8	Elect Director Peter M. Irwin	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.9	Elect Director Susan T. McGovern	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.10	Elect Director Paul G. Oliver	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						

Vitro SAB de CV

Meeting Date: 04/24/2025 **Country:** Mexico **Ticker:** VITROA
Record Date: 04/09/2025 **Meeting Type:** Annual
Primary Security ID: P9802B109

Shares Voted: 467						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Activity Reports of Audit and Corporate Practices Committees; Approve Report on Operations and Activities Undertaken by Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>						
2	Approve CEO's Report, External Auditor's Report, Board's Opinion on External Auditor's Report and Board's Report; Ratify Actions Carried out by CEO, Board and Key Committees	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>						
3	Present Report on Compliance with Fiscal Obligations	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>						

Vitro SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Allocation of Income; Set Maximum Amount of Share Repurchase Reserve	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The company's most recent share repurchase reserve exceeded 10 percent of market capitalization; and * The company has bundled the income allocation and share repurchase requests under a single item.</i>						
5	Elect and/or Ratify Chair and Members of Board of Directors, Verify their Independence and Approve their Remuneration; Elect or Ratify Board Secretary; Elect and/or Ratify Chairs of Audit and Corporate Practices Committees	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The names of the director candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.</i>						
6	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

361 Degrees International Limited

Meeting Date: 04/25/2025 **Country:** Cayman Islands **Ticker:** 1361
Record Date: 04/17/2025 **Meeting Type:** Annual
Primary Security ID: G88493104

Shares Voted: 297,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3.1	Elect Ding Wuhao as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3.2	Elect Ding Huirong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3.3	Elect Chen Chuang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3.4	Elect Ferheen Mahomed as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No

361 Degrees International Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Moore CPA Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Allreal Holding AG

Meeting Date: 04/25/2025 **Country:** Switzerland **Ticker:** ALLN
Record Date: **Meeting Type:** Annual
Primary Security ID: H0151D100

Shares Voted: 4,478						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2.1	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted due to a lack of concerns.</i>						
2.2	Approve Dividends of CHF 3.50 per Share from Capital Contribution Reserves	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted due to a lack of concerns.</i>						
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
4.1.a	Reelect Ralph-Thomas Honegger as Director and Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1.a – 4.2) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 4.3.a – 4.3.c) Votes AGAINST the non-independent nominees, Andrea Sieber and Peter Spuhler, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1.b	Reelect Philipp Gmuer as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1.a – 4.2) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 4.3.a – 4.3.c) Votes AGAINST the non-independent nominees, Andrea Sieber and Peter Spuhler, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
4.1.c	Reelect Andrea Sieber as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1.a – 4.2) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 4.3.a – 4.3.c) Votes AGAINST the non-independent nominees, Andrea Sieber and Peter Spuhler, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
4.1.d	Reelect Peter Spuhler as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1.a – 4.2) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 4.3.a – 4.3.c) Votes AGAINST the non-independent nominees, Andrea Sieber and Peter Spuhler, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
4.1.e	Reelect Thomas Stenz as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1.a – 4.2) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 4.3.a – 4.3.c) Votes AGAINST the non-independent nominees, Andrea Sieber and Peter Spuhler, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
4.1.f	Reelect Juerg Stoeckli as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1.a – 4.2) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 4.3.a – 4.3.c) Votes AGAINST the non-independent nominees, Andrea Sieber and Peter Spuhler, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
4.1.g	Reelect Anja Guelpa as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1.a – 4.2) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 4.3.a – 4.3.c) Votes AGAINST the non-independent nominees, Andrea Sieber and Peter Spuhler, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
4.2	Elect Sandra Kecski as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1.a – 4.2) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 4.3.a – 4.3.c) Votes AGAINST the non-independent nominees, Andrea Sieber and Peter Spuhler, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.3.a	Reappoint Philipp Gmuier as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1.a – 4.2) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 4.3.a – 4.3.c) Votes AGAINST the non-independent nominees, Andrea Sieber and Peter Spuhler, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
4.3.b	Reappoint Andrea Sieber as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 4.1.a – 4.2) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 4.3.a – 4.3.c) Votes AGAINST the non-independent nominees, Andrea Sieber and Peter Spuhler, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
4.3.c	Reappoint Peter Spuhler as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 4.1.a – 4.2) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 4.3.a – 4.3.c) Votes AGAINST the non-independent nominees, Andrea Sieber and Peter Spuhler, are warranted because of the failure to establish a sufficiently independent committee. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
4.4	Designate Andre Weber as Independent Proxy	Mgmt	For	For	For	No
4.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For	For	For	No
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.2 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i>						
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.4 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i>						
5.4	Approve Remuneration Report	Mgmt	For	For	For	No
6	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

Meeting Date: 04/25/2025	Country: Japan	Ticker: 3665
Record Date: 01/31/2025	Meeting Type: Annual	
Primary Security ID: J13589106		

Shares Voted: 455						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For	For	No
2.1	Elect Director Suda, Shokei	Mgmt	For	For	For	No
2.2	Elect Director Ando, Hideo	Mgmt	For	For	For	No
2.3	Elect Director Kaneda, Yoichi	Mgmt	For	For	For	No
2.4	Elect Director Odashima, Shinji	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Takahara, Akiko	Mgmt	For	For	For	No

Glenmark Pharmaceuticals Limited

Meeting Date: 04/25/2025	Country: India	Ticker: 532296
Record Date: 03/21/2025	Meeting Type: Special	
Primary Security ID: Y2711C144		

Shares Voted: 78,097						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot	Mgmt				
	Elect Pradeep Kumar Sinha as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 1 & 3 A vote FOR both the nominees is warranted given the absence of any known issues concerning the nominees. Item 2 A vote AGAINST the following nominee is warranted because: * The board independence norms are not met (based on ISS reclassification), and Rajesh Desai is non-independent director nominee.						
2	Reelect Rajesh Desai as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Item 1 & 3 A vote FOR both the nominees is warranted given the absence of any known issues concerning the nominees. Item 2 A vote AGAINST the following nominee is warranted because: * The board independence norms are not met (based on ISS reclassification), and Rajesh Desai is non-independent director nominee.						
3	Reelect Dipankar Bhattacharjee as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 1 & 3 A vote FOR both the nominees is warranted given the absence of any known issues concerning the nominees. Item 2 A vote AGAINST the following nominee is warranted because: * The board independence norms are not met (based on ISS reclassification), and Rajesh Desai is non-independent director nominee.						
4	Approve Payment of Commission to Non-Executive Directors	Mgmt	For	For	For	No

Meeting Date: 04/25/2025

Country: Mauritius

Ticker: ESH

Record Date:

Meeting Type: Annual

Primary Security ID: V39076134

Shares Voted: 1,124,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Directors' Fees	Mgmt	For	For	For	No
4	Elect Christian G H Gautier De Charnace as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
5	Elect Willy Shee Ping Yah as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
6	Elect Muktar Widjaja as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
7	Elect Marie Chantale Wan-Min-Kee as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
8	Elect Soh Hang Kwang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
9	Elect Marie Claire Goolam Hossen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
10	Elect Franky Oesman Widjaja as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
11	Elect Rafael Buhay Concepcion, Jr. as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
12	Approve Moore Stephens LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
13	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.</i>						
14	Authorize Share Repurchase Program	Mgmt	For	For	For	No

Golden Agri-Resources Ltd

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For	No

Great Giant Fibre Garment Co., Ltd.

Meeting Date: 04/25/2025	Country: Taiwan	Ticker: 4441
Record Date: 02/24/2025	Meeting Type: Annual	
Primary Security ID: Y2860R108		

Shares Voted: 20,663

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Application for Stock Listing	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited because no significant concerns have been identified						
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited because no significant concerns have been identified						

Grupo SBF SA

Meeting Date: 04/25/2025	Country: Brazil	Ticker: SBFG3
Record Date:	Meeting Type: Annual	
Primary Security ID: P49796116		

Shares Voted: 76,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	No
4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, 8.1-8.7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
5	Elect Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed board's level of independence fails to meet the expectations of institutional investors; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.</i>						
6	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Against	No
	If Voting FOR on Item 7, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt				
7	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, 8.1-8.7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
8.1	Percentage of Votes to Be Assigned - Elect Sebastiao Vicente Bomfim Filho as Director and Lucas Mota Bomfim as Alternate	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, 8.1-8.7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.2	Percentage of Votes to Be Assigned - Elect Larissa Furletti Bomfim as Director and Luiz Filipe Nogueira Veloso de Almeida as Alternate	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, 8.1-8.7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
8.3	Percentage of Votes to Be Assigned - Elect Luiz Alberto Quinta as Independent Director and Charles Lagana Putz as Alternate	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, 8.1-8.7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
8.4	Percentage of Votes to Be Assigned - Elect Carlos Medeiros Silva Neto as Independent Director and Fabio Hironaka Bicudo as Alternate	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, 8.1-8.7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
8.5	Percentage of Votes to Be Assigned - Elect Rizza Furletti Bomfim as Director and Luiz Augusto Pacheco e Silva as Alternate	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, 8.1-8.7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
8.6	Percentage of Votes to Be Assigned - Elect Pedro de Souza Zemel as Director and Charles Lagana Putz as Alternate	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, 8.1-8.7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.7	Percentage of Votes to Be Assigned - Elect Jose Samurai Saiani as Director and Luiz Augusto Pacheco e Silva as Alternate	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, 8.1-8.7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.						
9	Approve Remuneration of Company's Management	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Shareholders should note that the company has improved its governance practices, presenting the global compensation cap exclusively for 2025, while until the 2023 AGM, it used to propose biannual global caps. However, a vote AGAINST this item is warranted because: * The figure reported by the company for the total compensation of its highest-paid executive does not appear inclusive of all elements of the executive's pay; and * The company reported a non-executive director as its highest-paid administrator for the most recent fiscal year, indicating that a member of the board (generally the non-executive chair) received greater compensation than the remuneration paid to the company's highest-paid executive (generally the CEO). The board chair is a founder and controlling shareholder of the company, and no rationale was disclosed for this concerning pay practice.						
10	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	No

Meeting Date: 04/25/2025	Country: Brazil	Ticker: SBFG3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P49796116		

Shares Voted: 76,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Article 5 to Reflect Changes in Capital and Consolidate Bylaws	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments; and * The proposed changes are administrative in nature and neutral to shareholder value.						
2	Amend Article 17	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments; and * The proposed changes are administrative in nature and neutral to shareholder value.						
3	Amend Article 18 and Consolidate Bylaws	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments; and * The proposed changes are administrative in nature and neutral to shareholder value.						

Meeting Date: 04/25/2025

Record Date: 03/14/2025

Primary Security ID: J18271106

Country: Japan

Meeting Type: Special

Ticker: 3134

Shares Voted: 3,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Director and Audit Committee Member Nishiwaki, Toru	Mgmt	For	For	For	No

Hong Leong Asia Ltd.

Meeting Date: 04/25/2025

Record Date:

Primary Security ID: Y3645L101

Country: Singapore

Meeting Type: Annual

Ticker: H22

Shares Voted: 20

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Directors' Fees	Mgmt	For	For	For	No
4a	Elect Ng Sey Ming as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the election of Sey Ming Ng is warranted because: * he is a non-independent director, under ISS' classification of directors, serving as remuneration committee chair; and * he serves on the nominating committee and the company, under the leadership of a non-independent chairman, do not have independent non-executive directors representing the majority of the board. A vote AGAINST the election of Chian Khong Tan is warranted given that he serves on the nominating committee and the company, under the leadership of a non-independent chairman, do not have independent non-executive directors representing the majority of the board. In the absence of any known issues concerning Maimoonah Binte Mohamed Hussain and Chee Khern Ng, a vote FOR their election is warranted.						
4b	Elect Tan Chian Khong as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the election of Sey Ming Ng is warranted because: * he is a non-independent director, under ISS' classification of directors, serving as remuneration committee chair; and * he serves on the nominating committee and the company, under the leadership of a non-independent chairman, do not have independent non-executive directors representing the majority of the board. A vote AGAINST the election of Chian Khong Tan is warranted given that he serves on the nominating committee and the company, under the leadership of a non-independent chairman, do not have independent non-executive directors representing the majority of the board. In the absence of any known issues concerning Maimoonah Binte Mohamed Hussain and Chee Khern Ng, a vote FOR their election is warranted.						
4c	Elect Maimoonah Binte Mohamed Hussain as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the election of Sey Ming Ng is warranted because: * he is a non-independent director, under ISS' classification of directors, serving as remuneration committee chair; and * he serves on the nominating committee and the company, under the leadership of a non-independent chairman, do not have independent non-executive directors representing the majority of the board. A vote AGAINST the election of Chian Khong Tan is warranted given that he serves on the nominating committee and the company, under the leadership of a non-independent chairman, do not have independent non-executive directors representing the majority of the board. In the absence of any known issues concerning Maimoonah Binte Mohamed Hussain and Chee Khern Ng, a vote FOR their election is warranted.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4d	Elect Ng Chee Khern as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the election of Sey Ming Ng is warranted because: * he is a non-independent director, under ISS' classification of directors, serving as remuneration committee chair; and * he serves on the nominating committee and the company, under the leadership of a non-independent chairman, do not have independent non-executive directors representing the majority of the board. A vote AGAINST the election of Chian Khong Tan is warranted given that he serves on the nominating committee and the company, under the leadership of a non-independent chairman, do not have independent non-executive directors representing the majority of the board. In the absence of any known issues concerning Maimoonah Binte Mohamed Hussain and Chee Khern Ng, a vote FOR their election is warranted.						
5	Approve Ernst & Young LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.						
7	Approve Grant of Options and Issuance of Shares Under the Hong Leong Asia Share Option Scheme 2000	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * the company could be considered a mature company, and the limit under the SOS, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The SOS permits stock options to be issued with an exercise price at a discount to the current market price. * The SOS lacks challenging performance criteria and meaningful vesting periods; and * The directors eligible to receive options under the SOS are involved in its administration.						
8	Authorize Share Repurchase Program	Mgmt	For	For	For	No
9	Approve Renewal of IPT Mandate	Mgmt	For	For	For	No

Lectra SA

Meeting Date: 04/25/2025Country: FranceTicker: LSS

Record Date: 04/23/2025Meeting Type: Annual/Special

Primary Security ID: F56028107

Shares Voted: 3,584						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.						
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.						

Lectra SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Discharge of Directors	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends of EUR 0.40 per Share	Mgmt	For	For	For	No
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
6	Approve Compensation of Daniel Harari, Chairman and CEO	Mgmt	For	For	For	No
7	Reelect Céline Abecassis-Moedas as Director	Mgmt	For	For	For	No
8	Approve Remuneration Policy of Daniel Harari, Chairman and CEO	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
10	Appoint Ernst & Young et Autres as Auditor	Mgmt	For	For	For	No
11	Authorize Repurchase of Up to 2 Percent of Issued Share Capital	Mgmt	For	For	For	No
12	Extraordinary Business	Mgmt				
	Remove Double-Voting Rights for Long-Term Registered Shareholders and Amend Articles 6 and 21 of Bylaws Accordingly	Mgmt	For	For	For	No
13	Amend Article 14 of Bylaws Re: Written Consultation	Mgmt	For	For	For	No
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

LSI SA

Meeting Date: 04/25/2025

Record Date: 04/23/2025

Primary Security ID: F5754P105

Country: France

Meeting Type: Annual

Ticker: FII

Shares Voted: 1,049						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: * A vote FOR the approval of the annual accounts is warranted due to the unqualified auditors' opinion and lack of concerns (Item 1). * A QUALIFIED FOR the consolidated statements is warranted as the company has failed to disclose the CSRD-related fees for FY24 (Item 2).						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * A vote FOR the approval of the annual accounts is warranted due to the unqualified auditors' opinion and lack of concerns (Item 1). * A QUALIFIED FOR the consolidated statements is warranted as the company has failed to disclose the CSRD-related fees for FY24 (Item 2).</i>						
3	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
4	Approve Discharge of Directors and Auditors	Mgmt	For	For	For	No
5	Approve Allocation of Income and Dividends of EUR 0.39 per Share	Mgmt	For	For	For	No
6	Reelect Bernard Birchler as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees (Bernard Birchler and Francoise Garnier) are warranted in the absence of specific concerns (Items 6 and 7). * Votes FOR the (re)elections of these non-independent nominees (Guillaume Falguiere, Capucine Kohler, and Cyrille Viellard) are warranted given the satisfactory level of board independence (33.3 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 8, 9, and 10).</i>						
7	Reelect Françoise Garnier as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees (Bernard Birchler and Francoise Garnier) are warranted in the absence of specific concerns (Items 6 and 7). * Votes FOR the (re)elections of these non-independent nominees (Guillaume Falguiere, Capucine Kohler, and Cyrille Viellard) are warranted given the satisfactory level of board independence (33.3 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 8, 9, and 10).</i>						
8	Reelect CIKO as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees (Bernard Birchler and Francoise Garnier) are warranted in the absence of specific concerns (Items 6 and 7). * Votes FOR the (re)elections of these non-independent nominees (Guillaume Falguiere, Capucine Kohler, and Cyrille Viellard) are warranted given the satisfactory level of board independence (33.3 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 8, 9, and 10).</i>						
9	Reelect Peugeot Invest Assets as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees (Bernard Birchler and Francoise Garnier) are warranted in the absence of specific concerns (Items 6 and 7). * Votes FOR the (re)elections of these non-independent nominees (Guillaume Falguiere, Capucine Kohler, and Cyrille Viellard) are warranted given the satisfactory level of board independence (33.3 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 8, 9, and 10).</i>						
10	Reelect Viellard Migeon et Compagnie as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees (Bernard Birchler and Francoise Garnier) are warranted in the absence of specific concerns (Items 6 and 7). * Votes FOR the (re)elections of these non-independent nominees (Guillaume Falguiere, Capucine Kohler, and Cyrille Viellard) are warranted given the satisfactory level of board independence (33.3 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 8, 9, and 10).</i>						
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
12	Approve Compensation of Jean-Philippe Kohler, Chairman of the Board	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Approve Compensation of Emmanuel Viellard, CEO	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * The company fails to disclose the achievement levels of the performance conditions of the annual bonus; * The company fails to disclose the weighting of the performance conditions attached to the 2024 LTI plan; and * The company fails to disclose the weightings and achievement levels under the 2022 and 2023 LTI plans whose performance period ended respectively during FY 2023 and FY 2024.						
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
15	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * The company proposes to increase the remuneration structure of the CEO without providing any rationale; * There is an overall lack of disclosure concerning the details of the CEO's remuneration for 2024; * There is a lack of disclosure on LTIP policy; and * The company does not disclose whether and under which conditions executives could retain rights to unvested long-term compensation in case of departure from the company.						
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
17	Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	Mgmt	For	For	For	No
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.						
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

ME Group International Plc

Meeting Date: 04/25/2025
 Country: United Kingdom
 Ticker: MEGP

Record Date: 04/23/2025
 Meeting Type: Annual

Primary Security ID: G70695112

Shares Voted: 78,745						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Reappoint Forvis Mazars LLP as Auditors	Mgmt	For	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No

ME Group International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Re-elect Tania Crasnianski as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 6 & 8 A vote FOR these Directors is considered warranted. Item 7 A vote AGAINST this Director is considered warranted: * Jean-Marc Janailhac is considered to be non-independent and sits on a board that is insufficiently independent.						
7	Re-elect Jean-Marc Janailhac as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Items 6 & 8 A vote FOR these Directors is considered warranted. Item 7 A vote AGAINST this Director is considered warranted: * Jean-Marc Janailhac is considered to be non-independent and sits on a board that is insufficiently independent.						
8	Re-elect Rene Proglio as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 6 & 8 A vote FOR these Directors is considered warranted. Item 7 A vote AGAINST this Director is considered warranted: * Jean-Marc Janailhac is considered to be non-independent and sits on a board that is insufficiently independent.						
9	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
10	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

NEOJAPAN, Inc.

Meeting Date: 04/25/2025	Country: Japan	Ticker: 3921
Record Date: 01/31/2025	Meeting Type: Annual	
Primary Security ID: J4885N101		

Shares Voted: 3,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 26	Mgmt	For	For	For	No
2.1	Elect Director Saito, Akinori	Mgmt	For	For	For	No
2.2	Elect Director Okanda, Mamoru	Mgmt	For	For	For	No
2.3	Elect Director Tokiwa, Makoto	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.4	Elect Director Yano, Yuji	Mgmt	For	For	For	No
2.5	Elect Director Hayama, Ichiro	Mgmt	For	For	For	No
2.6	Elect Director Ozaki, Hirofumi	Mgmt	For	For	For	No
2.7	Elect Director Matsumoto, Shigehiko	Mgmt	For	For	For	No
2.8	Elect Director Hosokawa, Sachiko	Mgmt	For	For	For	No

Panora Gayrimenkul Yatirim Ortakligi AS

Meeting Date: 04/25/2025

Record Date:

Primary Security ID: M78105109

Country: Turkey

Meeting Type: Annual

Ticker: PAGYO.E

Shares Voted: 177,653

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Annual Meeting Agenda	Mgmt				
	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because they are routine formalities.						
2	Authorize Presiding Council to Sign Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because they are routine formalities.						
3	Accept Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						
4	Accept Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						
5	Approve Discharge of Board	Mgmt	For	For	For	No
6	Amend Article 13 Re: Board Related	Mgmt	For	For	For	No
7	Elect Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.						
8	Approve Director Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.						

Panora Gayrimenkul Yatirim Ortakligi AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For	For	No
10	Ratify External Auditors	Mgmt	For	For	For	No
11	Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles	Mgmt				
12	Receive Information on Donations Made in 2024 and Approve Upper Limit of Donations for 2025	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST due to a lack of disclosure on the resolution.						
13	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt				
14	Approve Allocation of Income	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						
15	Authorize Board to Distribute Advance Dividends	Mgmt	For	For	For	No
16	Receive Information on Director Remuneration Paid in 2024	Mgmt				
17	Wishes	Mgmt				

PC Partner Group Limited

Meeting Date: 04/25/2025

Record Date: 04/16/2025

Primary Security ID: G6956A101

Country: Cayman Islands

Meeting Type: Annual

Ticker: 1263

Shares Voted: 444,994

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No

PC Partner Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3a	Elect Leung Wah Kan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3b	Elect Man Wai Hung as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3c	Elect Chua Ser Miang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3d	Elect Jason Goh Hseng Wei as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3e	Elect Kong Chee Keong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3f	Elect Alicia Kwan Xiuying as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3g	Elect Low Teck Seng as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3h	Elect Teo Chun-Wei, Benedict as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3i	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4a	Approve BDO Limited as Auditors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was conducted.</i>						
4b	Approve BDO LLP as Auditors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was conducted.</i>						
4c	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was conducted.</i>						

PC Partner Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

PT ABM Investama Tbk

Meeting Date: 04/25/2025 **Country:** Indonesia **Ticker:** ABMM
Record Date: 03/27/2025 **Meeting Type:** Annual
Primary Security ID: Y708CH100

Shares Voted: 520,143

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors	Mgmt	For	For	For	No
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No

Raffles Medical Group Ltd.

Meeting Date: 04/25/2025 **Country:** Singapore **Ticker:** BSL
Record Date: **Meeting Type:** Annual
Primary Security ID: Y7174H118

Shares Voted: 217,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No

Raffles Medical Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Directors' Fees	Mgmt	For	For	For	No
4	Elect Png Cheong Boon as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
5	Elect Tan Wern Yuen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
6	Elect Chong Chuan Neo as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
7	Elect Sung Jao Yiu as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
8	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.</i>						
10	Approve Allotment and Issuance of Shares Under the Raffles Medical Group Share-Based Incentive Schemes	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the grant of awards and/or options under the Raffles Medical Group Share-Based Incentive Schemes is warranted because: * The company could be considered a mature company, and the limit under the Schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The Schemes lack challenging performance criteria and meaningful vesting periods. * The RMG ESOS 2020 permits share options to be issued with an exercise price at a discount to the current market price.</i>						
11	Authorize Share Repurchase Program	Mgmt	For	For	For	No
12	Approve Issuance of Shares Pursuant to the Raffles Medical Group Ltd Scrip Dividend Scheme	Mgmt	For	For	For	No

SDS Group Berhad

Meeting Date: 04/25/2025

Country: Malaysia

Ticker: 0212

Record Date: 04/18/2025

Meeting Type: Extraordinary Shareholders

Primary Security ID: Y75462104

Shares Voted: 275,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Bonus Issue of New Ordinary Shares	Mgmt	For	For	For	No

Signify NV

Meeting Date: 04/25/2025

Country: Netherlands

Ticker: LIGHT

Record Date: 03/28/2025

Meeting Type: Annual

Primary Security ID: N8063K107

Shares Voted: 93,793

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Presentation by CEO	Mgmt				
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
4	Adopt Financial Statements	Mgmt	For	For	For	No
5	Approve Dividends	Mgmt	For	For	For	No
6a	Approve Discharge of Management Board	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.						
6b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.						
7	Elect Zeljko Kosanovic to Management Board	Mgmt	For	For	For	No
8	Reelect Gerard Van De Aast to Supervisory Board	Mgmt	For	For	For	No
9	Appoint PricewaterhouseCoopers Accountants N.V. as Assurance Provider for Sustainability Reporting	Mgmt	For	For	For	No
10a	Grant Board Authority to Issue Shares	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.						
11	Authorize Repurchase of Shares	Mgmt	For	For	For	No
12	Approve Cancellation of Shares	Mgmt	For	For	For	No
13	Other Business (Non-Voting)	Mgmt				

Singapura Finance Ltd.

Meeting Date: 04/25/2025Country: SingaporeTicker: S23

Record Date:Meeting Type: Annual

Primary Security ID: Y79921139

Shares Voted: 25,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve First and Final Dividend and Special Dividend	Mgmt	For	For	For	No
3(a)	Elect Adam Tan Chin Han as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the election of Terence Khoo Chi Siang is warranted given that he has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any known issues concerning Adam Tan Chin Han, a vote FOR his election is warranted.						
3(b)	Elect Terence Khoo Chi Siang as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the election of Terence Khoo Chi Siang is warranted given that he has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any known issues concerning Adam Tan Chin Han, a vote FOR his election is warranted.						
4	Approve Directors' Fees and Directors' Ex-Gratia	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Item 5 Director fees in Singapore are usually reasonable. In the absence of known concerns over directors' remuneration at the company, a vote FOR this proposal is warranted. Item 4, 6, and 7 A vote AGAINST these resolutions is warranted given that such exceptional payments may increase the directors' financial reliance on the company.						
5	Approve Directors' Fees to Teo Chiang Long, Jamie Teo Miang Yeow, and Christopher Teo Miang Chneh	Mgmt	For	For	For	No
Voting Policy Rationale: Item 5 Director fees in Singapore are usually reasonable. In the absence of known concerns over directors' remuneration at the company, a vote FOR this proposal is warranted. Item 4, 6, and 7 A vote AGAINST these resolutions is warranted given that such exceptional payments may increase the directors' financial reliance on the company.						

Singapura Finance Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Directors' Cumulative Ex-Gratia Entitlement to Yu-Foo Yee Shoon, Adam Tan Chin Han, and Terence Khoo Chi Siang	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Item 5 Director fees in Singapore are usually reasonable. In the absence of known concerns over directors' remuneration at the company, a vote FOR this proposal is warranted. Item 4, 6, and 7 A vote AGAINST these resolutions is warranted given that such exceptional payments may increase the directors' financial reliance on the company.						
7	Approve Directors' Cumulative Ex-Gratia Entitlement to Jamie Teo Miang Yeow	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Item 5 Director fees in Singapore are usually reasonable. In the absence of known concerns over directors' remuneration at the company, a vote FOR this proposal is warranted. Item 4, 6, and 7 A vote AGAINST these resolutions is warranted given that such exceptional payments may increase the directors' financial reliance on the company.						
8	Approve KPMG LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For	No
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.						

StarHub Ltd.

Meeting Date: 04/25/2025	Country: Singapore	Ticker: CC3
Record Date:	Meeting Type: Annual	
Primary Security ID: Y8152F132		

Shares Voted: 31,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Elect Deborah Tan Yang Sock (Deborah Ong) as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3	Elect Han Kwee Juan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Olivier Lim Tse Ghow as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Elect Nayantara Bali as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

StarHub Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Directors' Remuneration	Mgmt	For	For	For	No
7	Approve Final Dividend	Mgmt	For	For	For	No
8	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.						
10	Approve Offer and Grant Awards and Allotment and Issuance of Shares Pursuant to the StarHub Performance Share Plan 2024 and/or the StarHub Restricted Stock Plan 2024	Mgmt	For	For	For	No

StarHub Ltd.

Meeting Date: 04/25/2025

Record Date:

Primary Security ID: Y8152F132

Country: Singapore

Meeting Type: Extraordinary Shareholders

Ticker: CC3

Shares Voted: 31,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Authorize Share Repurchase Program	Mgmt	For	For	For	No
2	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For	No

Turk Telekomunikasyon AS

Meeting Date: 04/25/2025

Record Date:

Primary Security ID: M9T40N131

Country: Turkey

Meeting Type: Annual

Ticker: TTKOM.E

Shares Voted: 767,186

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				

Turk Telekomunikasyon AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because they are routine formalities.</i>						
2	Authorize Presiding Council to Sign Minutes of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because they are routine formalities.</i>						
3	Accept Board Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.</i>						
4	Accept Audit Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.</i>						
5	Accept Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.</i>						
6	Approve Discharge of Board	Mgmt	For	For	For	No
7	Approve Director Remuneration	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.</i>						
8	Approve Allocation of Income	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.</i>						
9	Ratify External Auditors	Mgmt	For	For	For	No
10	Receive Information on Donations Made in Previous 2024	Mgmt				
11	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt				
12	Receive Information on Share Repurchase Program	Mgmt				
13	Receive Information in Accordance with Article 1.3.1 of Capital Market Board Corporate Governance Principles	Mgmt				
14	Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles	Mgmt				
15	Receive Information on Remuneration Policy	Mgmt				
16	Authorize Board to Acquire Businesses up to a EUR 125 Million Value	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted in the absence of any corporate governance concerns.</i>						

Turk Telekomunikasyon AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
17	Authorize Board to Establish New Companies in Relation to Business Acquired	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted in the absence of any corporate governance concerns.						
18	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For	For	No
19	Wishes	Mgmt				

VP Bank AG

Meeting Date: 04/25/2025

Country: Liechtenstein

Ticker: VPBN

Record Date:

Meeting Type: Annual

Primary Security ID: H9212C100

Shares Voted: 974

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of CHF 4.00 per Registered Share A and CHF 0.40 per Registered Share B	Mgmt	For	For	For	No
3	Approve Discharge of Directors, Management and Auditors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the discharge is warranted because: * The company maintains a dual-class capital structure with unequal voting rights. We note that current director Beat Graf is not seeking reelection to the board at this meeting, and this will be shareholders' final opportunity to directly raise concern with the dual-class capital structure of which he is a beneficiary. * The resolution has been submitted on a bundled basis, which does not allow shareholders to target specific individuals.						
4.1	Reelect Mauro Pedrazzini as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Stephan Ochsner, Barbara Ofner, and Mauro Pedrazzini, are warranted because of the failure to establish a majority-independent board. A vote AGAINST Mauro Pedrazzini is further warranted as a signal of concern to the board because the board is insufficiently gender diverse.						
4.2.1	Elect Stephan Ochsner as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Stephan Ochsner, Barbara Ofner, and Mauro Pedrazzini, are warranted because of the failure to establish a majority-independent board. A vote AGAINST Mauro Pedrazzini is further warranted as a signal of concern to the board because the board is insufficiently gender diverse.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.2.2	Elect Barbara Ofner as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Stephan Ochsner, Barbara Ofner, and Mauro Pedrazzini, are warranted because of the failure to establish a majority-independent board. A vote AGAINST Mauro Pedrazzini is further warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i>						
4.3	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For	No
5	Authorize Repurchase of Up to Ten Percent of Issued Share Capital	Mgmt	For	For	For	No
6.1	Amend Articles Re: Board of Directors Term of Office	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted due to a lack of concerns.</i>						
6.2	Amend Articles Re: Company Announcements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted due to a lack of concerns.</i>						
7	Transact Other Business (Non-Voting)	Mgmt				

VTEX

Meeting Date: 04/25/2025 **Country:** Cayman Islands **Ticker:** VTEX
Record Date: 03/12/2025 **Meeting Type:** Annual
Primary Security ID: G9470A102

Shares Voted: 72,318						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Geraldo do Carmo Thomaz Júnior	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominees Geraldo do Carmo Thomaz Junior, Mariano Gomide de Faria, and Francisco Alvarez-Demalde is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. A vote AGAINST Francisco Alvarez-Demalde is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>						
1.2	Elect Director Mariano Gomide de Faria	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominees Geraldo do Carmo Thomaz Junior, Mariano Gomide de Faria, and Francisco Alvarez-Demalde is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. A vote AGAINST Francisco Alvarez-Demalde is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>						
1.3	Elect Director Alejandro Raul Scannapieco	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominees Geraldo do Carmo Thomaz Junior, Mariano Gomide de Faria, and Francisco Alvarez-Demalde is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. A vote AGAINST Francisco Alvarez-Demalde is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.4	Elect Director Benoit Jean-Claude Marie Fouilland	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominees Geraldo do Carmo Thomaz Junior, Mariano Gomide de Faria, and Francisco Alvarez-Demalde is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. A vote AGAINST Francisco Alvarez-Demalde is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>						
1.5	Elect Director Francisco Alvarez-Demalde	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominees Geraldo do Carmo Thomaz Junior, Mariano Gomide de Faria, and Francisco Alvarez-Demalde is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. A vote AGAINST Francisco Alvarez-Demalde is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>						
2	Approve Transition of Financial Reporting from International Financial Reporting Standards to U.S. Generally Accepted Accounting Principles	Mgmt	For	For	For	No
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Xiamen Jihong Co., Ltd.

Meeting Date: 04/25/2025 **Country:** China **Ticker:** 002803
Record Date: 04/22/2025 **Meeting Type:** Annual
Primary Security ID: Y9719S104

Shares Voted: 383,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report and Summary	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for Items 1-3 because no concerns have been identified.</i>						
2	Approve Report of the Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for Items 1-3 because no concerns have been identified.</i>						
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for Items 1-3 because no concerns have been identified.</i>						
4	Approve Profit Distribution	Mgmt	For	For	For	No
5	Approve Remuneration of Directors and Senior Management Members	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>						
6	Approve Remuneration of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>						

Xiamen Jihong Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Provision of Guarantee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to one of the guaranteed entities is disproportionate to the level of ownership in the said entity. The company has failed to provide any justifications in the meeting circular.</i>						
8	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	Mgmt	For	For	For	No
9	Approve to Appoint Auditor	Mgmt	For	For	For	No

Acea SpA

Meeting Date: 04/28/2025 **Country:** Italy **Ticker:** ACE
Record Date: 04/15/2025 **Meeting Type:** Annual
Primary Security ID: T0040K106

Shares Voted: 4,765

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
2	Approve Allocation of Income	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt				
5.1	Slate 1 Submitted by Roma Capitale	SH	None	Against	Against	No
5.2	Slate 2 Submitted by Fincal SpA	SH	None	Against	Against	No
5.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For	No
	Shareholder Proposal Submitted by Roma Capitale	Mgmt				
7	Approve Internal Auditors' Remuneration	SH	None	For	For	No
	Shareholder Proposal Submitted by Suez International SAS	Mgmt				
8	Elect Ferruccio Resta as Director	SH	None	For	For	No

Agility Global Plc

Meeting Date: 04/28/2025

Record Date: 04/25/2025

Primary Security ID: M0R82C101

Country: United Arab Emirates

Meeting Type: Annual

Ticker: AGILITY

Shares Voted: 687,988						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Authorize Chairman of the Meeting to Appoint the Meeting Secretary and the Vote Collector	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
2.1	Approve Board Integrated Report on Company Operations and Financial Position for FY 2024	Mgmt	For	For	For	No
2.2	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For	No
2.3	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For	No
2.4	Approve Cash Dividends of AED 0.023 Per Share	Mgmt	For	For	For	No
2.5	Approve Remuneration of Directors for FY 2024	Mgmt	For	For	For	No
2.6	Approve Discharge of Directors for FY 2024	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of concerns that the board and the auditor are not fulfilling their fiduciary duties, votes FOR are warranted.						
2.7	Approve Discharge of Auditors for FY 2024	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of concerns that the board and the auditor are not fulfilling their fiduciary duties, votes FOR are warranted.						

Agility Global Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.8	Appoint or Reappoint Auditors and Authorize the Board to Fix Their Remuneration for FY 2025	Mgmt	For	For	For	No
2.9	Review and Approve Related Party Transactions During FY 2024 And Authorize the Board to Enter into Related Party Transactions for FY 2025 Until the Convening Date of Annual General Meeting of FY 2025	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: As the company's disclosure on the related-party transactions is not sufficient to ascertain the fairness of the transactions and their interests for shareholders, a vote AGAINST this item is warranted.

Aker Solutions ASA

Meeting Date: 04/28/2025 **Country:** Norway **Ticker:** AKSO
Record Date: 04/21/2025 **Meeting Type:** Annual
Primary Security ID: R0138P118

Shares Voted: 328,639

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
3	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
4	Receive Information About the Business	Mgmt				
5	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 3.30 Per Share	Mgmt	For	For	For	No
6	Discuss Company's Corporate Governance Statement	Mgmt				
7	Approve Remuneration Statement (Advisory Vote)	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this item is warranted because of the poor disclosures regarding the company's STIP and LTIP.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the company does not disclose the vesting or performance period for its LTIP.</i>						
9	Approve Remuneration of Directors in the Amount of NOK 796,000 for Chair, NOK 610,000 for Vice Chair and NOK 428,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted because of a lack of concern regarding the proposed fees.</i>						
10	Approve Remuneration of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted because of a lack of concern regarding the proposed fees.</i>						
11	Reelect Leif-Arne Langoy (Chair), Oyvind Eriksen (Vice Chair), Kjell Inge Rokke and Birgit Aagaard-Svendsen as Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because less than half of the members on the remuneration committee are considered independent.</i>						
12	Elect Nils H. Bastiansen as New Member of Nominating Committee; Elect Svein O. Stoknes as Deputy Member of Nominating Committee	Mgmt	For	For	For	No
13	Approve Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorize Share Repurchase Program in Connection with Acquisitions, Mergers, Demergers or Other Transactions	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these proposals to repurchase company shares is warranted because the repurchases could in theory be used to prevent takeovers.</i>						
15	Authorize Share Repurchase Program in Connection with Incentive Plans	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these proposals to repurchase company shares is warranted because the repurchases could in theory be used to prevent takeovers.</i>						
16	Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these proposals to repurchase company shares is warranted because the repurchases could in theory be used to prevent takeovers.</i>						

Meeting Date: 04/28/2025

Country: Sweden

Ticker: ALLEI

Record Date: 04/16/2025

Meeting Type: Annual

Primary Security ID: W74925103

Shares Voted: 87,527

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2.1	Elect Patrik Marcelius as Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Receive President's and CEO's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
10.1	Approve Discharge of Goran Bjorkman	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
10.2	Approve Discharge of Claes Boustedt	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
10.3	Approve Discharge of Ulf Larsson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
10.4	Approve Discharge of Andreas Nordbrandt	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.5	Approve Discharge of Susanne Pahlen Aklundh	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
10.6	Approve Discharge of Victoria Van Camp	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
10.7	Approve Discharge of Karl Aberg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
10.8	Approve Discharge of Tomas Karnstrom	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
10.9	Approve Discharge of Mikael Larsson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
10.10	Approve Discharge of Niclas Widell	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
10.11	Approve Discharge of Maria Sundqvist	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
10.12	Approve Discharge of Goran Bjorkman (CEO)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
11	Approve Allocation of Income and Dividends of SEK 2.30 Per Share	Mgmt	For	For	For	No
12	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
13	Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chair and SEK 530,000 for Other Directors; Approve Remuneration of Auditor	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14.1	Reelect Goran Bjorkman as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Goran Bjorkman, Ulf Larsson, Susanne Pahlen Aklundh, Victoria van Camp (Items 14.1, 14.3, 14.5, 14.6) is warranted due to a lack of concern regarding the suitability of these individuals. Audit Committee A vote AGAINST candidates Claes Boustedt and Karl Aberg (Items 14.2 and 14.7) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Gender Diversity A vote AGAINST Andreas Nordbrandt (Item 14.4) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board.</i>						
14.2	Reelect Claes Boustedt as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Goran Bjorkman, Ulf Larsson, Susanne Pahlen Aklundh, Victoria van Camp (Items 14.1, 14.3, 14.5, 14.6) is warranted due to a lack of concern regarding the suitability of these individuals. Audit Committee A vote AGAINST candidates Claes Boustedt and Karl Aberg (Items 14.2 and 14.7) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Gender Diversity A vote AGAINST Andreas Nordbrandt (Item 14.4) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board.</i>						
14.3	Reelect Ulf Larsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Goran Bjorkman, Ulf Larsson, Susanne Pahlen Aklundh, Victoria van Camp (Items 14.1, 14.3, 14.5, 14.6) is warranted due to a lack of concern regarding the suitability of these individuals. Audit Committee A vote AGAINST candidates Claes Boustedt and Karl Aberg (Items 14.2 and 14.7) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Gender Diversity A vote AGAINST Andreas Nordbrandt (Item 14.4) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board.</i>						
14.4	Reelect Andreas Nordbrandt as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Goran Bjorkman, Ulf Larsson, Susanne Pahlen Aklundh, Victoria van Camp (Items 14.1, 14.3, 14.5, 14.6) is warranted due to a lack of concern regarding the suitability of these individuals. Audit Committee A vote AGAINST candidates Claes Boustedt and Karl Aberg (Items 14.2 and 14.7) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Gender Diversity A vote AGAINST Andreas Nordbrandt (Item 14.4) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board.</i>						
14.5	Reelect Susanne Pahlen Aklundh as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Goran Bjorkman, Ulf Larsson, Susanne Pahlen Aklundh, Victoria van Camp (Items 14.1, 14.3, 14.5, 14.6) is warranted due to a lack of concern regarding the suitability of these individuals. Audit Committee A vote AGAINST candidates Claes Boustedt and Karl Aberg (Items 14.2 and 14.7) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Gender Diversity A vote AGAINST Andreas Nordbrandt (Item 14.4) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board.</i>						
14.6	Reelect Victoria Van Camp as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Goran Bjorkman, Ulf Larsson, Susanne Pahlen Aklundh, Victoria van Camp (Items 14.1, 14.3, 14.5, 14.6) is warranted due to a lack of concern regarding the suitability of these individuals. Audit Committee A vote AGAINST candidates Claes Boustedt and Karl Aberg (Items 14.2 and 14.7) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Gender Diversity A vote AGAINST Andreas Nordbrandt (Item 14.4) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board.</i>						
14.7	Reelect Karl Aberg as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Goran Bjorkman, Ulf Larsson, Susanne Pahlen Aklundh, Victoria van Camp (Items 14.1, 14.3, 14.5, 14.6) is warranted due to a lack of concern regarding the suitability of these individuals. Audit Committee A vote AGAINST candidates Claes Boustedt and Karl Aberg (Items 14.2 and 14.7) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Gender Diversity A vote AGAINST Andreas Nordbrandt (Item 14.4) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board.</i>						

Alleima AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15.1	Reelect Andreas Nordbrandt as Board Chair	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted as the election of this individual to the board of directors is not supported.						
16.1	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No
17	Approve Remuneration Report	Mgmt	For	For	For	No
18	Approve Performance Share Plan (LTI 2025) for Key Employees	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because the majority of performance targets are measured annually.						
19	Authorize Share Repurchase Program	Mgmt	For	For	For	No
20	Close Meeting	Mgmt				

Altri SGPS SA

Meeting Date: 04/28/2025Country: PortugalTicker: ALTR

Record Date: 04/17/2025Meeting Type: Annual

Primary Security ID: X0142R103

Shares Voted: 39,348						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Distribution of Dividends	Mgmt	For	For	For	No
3	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	SH	None	For	For	No
4	Authorize Repurchase and Reissuance of Shares	Mgmt	For	For	For	No
5	Authorize Repurchase and Reissuance of Repurchased Debt Instruments	Mgmt	For	For	For	No

Bulten AB

Meeting Date: 04/28/2025Country: SwedenTicker: BULTEN

Record Date: 04/16/2025Meeting Type: Annual

Primary Security ID: W7247H105

Shares Voted: 5,278

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive Board's Report	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
8	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
10	Approve Allocation of Income and Dividends of SEK 2.75 Per Share	Mgmt	For	For	For	No
11	Approve Discharge of Board and President	Mgmt	For	For	For	No
12.a	Determine Number of Members (7) and Deputy Members (0) of the Board of Directors	Mgmt	For	For	For	No
12.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
13.a	Approve Remuneration of Directors in the Amount of SEK 515,000 for Chair, and SEK 345,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
13.b	Approve Remuneration of Auditors	Mgmt	For	For	For	No

Bulten AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14.a	Reelect Jonas Hard, Hans Peter Havdal, Ulf Liljedahl, Christina Hallin, Karin Gunnarsson and Malin Ruijsenaars as Directors; Elect Karl Fredrik Granlund as New Director	Mgmt	For	For	For	No
14.b	Reelect Ulf Liljedahl as Board Chair	Mgmt	For	For	For	No
14.c	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because the remuneration policy permits LTIPs with insufficient performance periods.						
16.a	Authorize Share Repurchase Program	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal to repurchase and reissue company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.						
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal to repurchase and reissue company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.						
17	Approve Issuance of up to 2.1 Million Shares without Preemptive Rights	Mgmt	For	For	For	No
18	Close Meeting	Mgmt				

Bumitama Agri Ltd.

Meeting Date: 04/28/2025

Country: Singapore

Ticker: P8Z

Record Date:

Meeting Type: Annual

Primary Security ID: Y0926Z106

Shares Voted: 117,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Lim Gunawan Hariyanto as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

Bumitama Agri Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Elect Lawrence Lua Gek Pong as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Elect Ng Yi Wayn as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
6	Approve Directors' Fees	Mgmt	For	For	For	No
7	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Renewal of Shareholders' Mandate for Interested Person Transactions with IOI Corporation Berhad and its Associates	Mgmt	For	For	For	No
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.						
10	Authorize Share Repurchase Program	Mgmt	For	For	For	No

Cementir Holding NV

Meeting Date: 04/28/2025

Record Date: 03/31/2025

Primary Security ID: N19582100

Country: Netherlands

Meeting Type: Annual

Ticker: CEM

Shares Voted: 40,998						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2.a	Receive Report of Management Board (Non-Voting)	Mgmt				
2.b	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * There is no cap on bonuses under the CEO's STIP; * Pay without performance under the CEO's STIP as the only metric used is two percent operation cash flow, which is merely a business result, de facto guaranteeing a bonus; * There is a lack of disclosure of targets for short-term and long-term variable remuneration on an ex-post basis to understand the pay for performance alignment.						
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2.d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				

Cementir Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.e	Approve Dividends	Mgmt	For	For	For	No
2.f	Approve Discharge of Directors	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The remuneration policy does not provide caps for the other executive's short-term incentives. * The short-term variable remuneration does not contain clear award levels. * The new ESG metrics under the CEO's STIP don't have an independent impact on the actual payout, whereas the STI bonus is still depending on the operational cash flow level of the company. * The company does not provide sufficient information on the performance targets of long-term incentive plan. * There is no disclosure on contractual terms such as severance agreements, termination arrangements or notice periods. However, the company has made improvements regarding the CEO's STIP maximum bonus disclosure and the implementation of new modifier metrics for the STIP.</i>						
4	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
5	Close Meeting	Mgmt				

Centurion Corporation Limited

Meeting Date: 04/28/2025 **Country:** Singapore **Ticker:** OU8
Record Date: **Meeting Type:** Annual
Primary Security ID: Y8068A128

Shares Voted: 126,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Loh Kim Kang David as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning them.</i>						
4	Elect Teo Peng Kwang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning them.</i>						
5	Elect Tan Poh Hong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning them.</i>						
6	Approve Directors' Fees	Mgmt	For	For	For	No
7	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Centurion Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.</i>						
9	Authorize Share Repurchase Program	Mgmt	For	For	For	No

CIR SpA - Cie Industriali Riunite

Meeting Date: 04/28/2025 **Country:** Italy **Ticker:** CIR
Record Date: 04/15/2025 **Meeting Type:** Annual/Special
Primary Security ID: T2R765103

Shares Voted: 410,182

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
1b	Approve Allocation of Income	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
2.1	Approve EY SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because the company has provided full disclosure on these proposals, and no concerns have been identified.</i>						
2.2	Approve PricewaterhouseCoopers SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because the company has provided full disclosure on these proposals, and no concerns have been identified.</i>						
3.1	Appoint EY SpA as Auditor for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals because no concerns were identified.</i>						

CIR SpA - Cie Industriali Riunite

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.2	Appoint PricewaterhouseCoopers SpA as Auditor for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals because no concerns were identified.						
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST because: * The maximum volume of the share repurchase program exceeds 10 percent of the issued share capital. * The holding limit of up to 10 percent of share capital in treasury may be exceeded.						
5a	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST because: * The company fails to provide adequate disclosure on the pay opportunity of executive directors. * The board maintains excessively broad derogation powers. * The company can grant uncapped discretionary bonuses in case of extraordinary circumstances or remarkable performance.						
5b	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST because: * The company provides insufficient ex-post information on the performance criteria attached to variable remuneration and on the level of achievement of performance targets. * Part of the awards under the stock grant plans vested after less than three years. * A significant extraordinary bonus was paid to the CEO/GM. * The fixed pay of the executive chair is relatively high compared to market practice and peers.						
6	Approve 2025 Stock Grant Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Awards start vesting in less than three years. * A relevant part of the awards is time-based only, and performance conditions are deemed unchallenging for the remaining portion of the awards. * The plan allows for the accelerated vesting of part of the awards in the case of launch of a public tender/exchange offer.						
Extraordinary Business		Mgmt				
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 4	Mgmt	For	For	For	No
2	Approve Capital Increase and Convertible Bond Issuance with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST because the proposed capital increases are above best market practice for issuances without preemptive rights.						

Cogna Educacao SA

Meeting Date: 04/28/2025	Country: Brazil	Ticker: COGN3
Record Date:	Meeting Type: Annual	
Primary Security ID: P6S43Y203		

Shares Voted: 775,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Management Statements for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
<i>Voting Policy Rationale: A vote FOR this routine proposal is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>						
2	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this routine proposal is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>						
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
4	Approve Remuneration of Company's Management	Mgmt	For	For	For	No
5	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	For	For	No
6	Fix Number of Fiscal Council Members at Three	Mgmt	For	For	For	No
7	Elect Fiscal Council Members	Mgmt	For	For	For	No
8	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	Against	No
9	In the Event of a Second Call, Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	Mgmt	None	For	For	No

Companhia de Saneamento do Parana

Meeting Date: 04/28/2025	Country: Brazil	Ticker: SAPR4
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P3058Y103		

Shares Voted: 357,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The company asks shareholders to transfer the approval of the Indemnity Policy as well as key responsibilities related to indemnification contracts and payments from shareholders to the board of directors; * The company has not provided a compelling rationale for the request; and * The company's statutory indemnity provision does not specify a decision-making process that would mitigate concerns with potential conflict of interests.</i>						

Companhia de Saneamento do Parana

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Elect Carlos Eduardo Chagas Precoma as Eligibility Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has provided the name and biographical information of the proposed nominees; and * There are no known concerns regarding the proposed nominees and the company's Eligibility Committee.						
3	Elect Claudio Nogas as Eligibility Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has provided the name and biographical information of the proposed nominees; and * There are no known concerns regarding the proposed nominees and the company's Eligibility Committee.						
4	Elect Giselle Cancine Pupio as Eligibility Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has provided the name and biographical information of the proposed nominees; and * There are no known concerns regarding the proposed nominees and the company's Eligibility Committee.						
5	Elect Joao Paulo de Castro as Eligibility Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has provided the name and biographical information of the proposed nominees; and * There are no known concerns regarding the proposed nominees and the company's Eligibility Committee.						
6	Elect Jose Eduardo Bekin as Eligibility Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has provided the name and biographical information of the proposed nominees; and * There are no known concerns regarding the proposed nominees and the company's Eligibility Committee.						
7	Elect Tiago Henrique Nochi as Eligibility Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has provided the name and biographical information of the proposed nominees; and * There are no known concerns regarding the proposed nominees and the company's Eligibility Committee.						

Companhia de Saneamento do Parana

Meeting Date: 04/28/2025	Country: Brazil	Ticker: SAPR4
Record Date:	Meeting Type: Annual	
Primary Security ID: P3058Y103		

Shares Voted: 357,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No

Companhia de Saneamento do Parana

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Remuneration of Company's Management, Fiscal Council, and Statutory Committees	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company's disclosure lacks transparency regarding key remuneration figures.</i>						
4.1	Elect Eduardo Nordskog Duarte as Fiscal Council Member and Gustavo Bueno Norberto as Alternate Appointed by Preferred Shareholder	SH	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Minority shareholders have presented two sets of competing nominees disputing the single fiscal council seat (and alternate) reserved for a minority preferred shareholders' representative to be elected in a separate election, without the participation of the controlling shareholder. While both nominees, and respective alternates, appear to be well-qualified, a vote FOR the candidate Andre Luis Renno Guimaraes and alternate Fabio Davidovici (Item 4.2) is recommended given that there are no known concerns with the incumbent nominees, who would likely bring greater experience to the fiscal council. As minority shareholders can elect only one nominee (and alternate) to the seat reserved for the preferred minority shareholders' representative, an ABSTAIN vote is warranted to Item 4.1. This recommendation should not be interpreted as a negative assessment of the proposed fiscal council nominees' experience or qualifications. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.</i>						
4.2	Elect Andre Luis Renno Guimaraes as Fiscal Council Member and Fabio Davidovici as Alternate Appointed by Preferred Shareholder	SH	None	For	For	No
<i>Voting Policy Rationale: Minority shareholders have presented two sets of competing nominees disputing the single fiscal council seat (and alternate) reserved for a minority preferred shareholders' representative to be elected in a separate election, without the participation of the controlling shareholder. While both nominees, and respective alternates, appear to be well-qualified, a vote FOR the candidate Andre Luis Renno Guimaraes and alternate Fabio Davidovici (Item 4.2) is recommended given that there are no known concerns with the incumbent nominees, who would likely bring greater experience to the fiscal council. As minority shareholders can elect only one nominee (and alternate) to the seat reserved for the preferred minority shareholders' representative, an ABSTAIN vote is warranted to Item 4.1. This recommendation should not be interpreted as a negative assessment of the proposed fiscal council nominees' experience or qualifications. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.</i>						
5.1	Elect Alexandre Pedercini Issa as Fiscal Council Member and Genival Francisco da Silva as Alternate Appointed by Minority Shareholder	SH	None	For	For	No
<i>Voting Policy Rationale: Minority shareholders have presented two sets of competing nominees disputing the single fiscal council seat (and alternate) reserved for an ordinary shareholders' representative to be elected under a separate election, without the participation of the controlling shareholder. While both nominees, and respective alternates, appear to be well-qualified, a vote FOR minority shareholder nominee Alexandre Pedercini Issa and alternate Genival Francisco da Silva (Item 5.1) is recommended given that they would likely bring greater experience to the fiscal council. As minority shareholders can elect only one nominee (and alternate) to the seat reserved for the ordinary minority shareholders' representative, an ABSTAIN vote is warranted to Item 5.2. This recommendation should not be interpreted as a negative assessment of the proposed fiscal council nominees' experience or qualifications. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.</i>						

Companhia de Saneamento do Parana

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.2	Elect Alessandro da Costa Prado as Fiscal Council Member and Paulo Roberto Batista Machado as Alternate Appointed by Minority Shareholder	SH	None	Abstain	Abstain	No
Voting Policy Rationale: Minority shareholders have presented two sets of competing nominees disputing the single fiscal council seat (and alternate) reserved for an ordinary shareholders' representative to be elected under a separate election, without the participation of the controlling shareholder. While both nominees, and respective alternates, appear to be well-qualified, a vote FOR minority shareholder nominee Alexandre Pedercini Issa and alternate Genival Francisco da Silva (Item 5.1) is recommended given that they would likely bring greater experience to the fiscal council. As minority shareholders can elect only one nominee (and alternate) to the seat reserved for the ordinary minority shareholders' representative, an ABSTAIN vote is warranted to Item 5.2. This recommendation should not be interpreted as a negative assessment of the proposed fiscal council nominees' experience or qualifications. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.						
6.1	Elect Denize Aparecida Cabulon Graca as Fiscal Council Member and Kaio Gustavo Weihermann as Alternate	Mgmt	For	Abstain	Abstain	Yes
Voting Policy Rationale: An ABSTAIN vote recommendation is warranted for management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate as further discussed under Item 5 of this meeting agenda.						
6.2	Elect Helena Maria Boschini Lemucch as Fiscal Council Member and Cesar Antonio Gaioto Soares as Alternate	Mgmt	For	Abstain	Abstain	Yes
Voting Policy Rationale: An ABSTAIN vote recommendation is warranted for management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate as further discussed under Item 5 of this meeting agenda.						
6.3	Elect Roberval Vieira as Fiscal Council Member and Maycon Vieira da Silva as Alternate	Mgmt	For	Abstain	Abstain	Yes
Voting Policy Rationale: An ABSTAIN vote recommendation is warranted for management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate as further discussed under Item 5 of this meeting agenda.						

Dexxos Participacoes SA

Meeting Date: 04/28/2025	Country: Brazil	Ticker: DEXP3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P3R895118		

Shares Voted: 7,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Change Location of Company Headquarters	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the address of its new headquarters; and * The proposed amendment is administrative in nature and does not impact shareholder value.						

Dexxos Participacoes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Amend Article 3 Re: Company Headquarters	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the address of its new headquarters; and * The proposed amendment is administrative in nature and does not impact shareholder value.						
3	Consolidate Bylaws	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the address of its new headquarters; and * The proposed amendment is administrative in nature and does not impact shareholder value.						
4	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Dexxos Participacoes SA

Meeting Date: 04/28/2025Country: BrazilTicker: DEXP3

Record Date:Meeting Type: Extraordinary Shareholders

Primary Security ID: P3R895118

Shares Voted: 2,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Remuneration of Company's Management	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because the figure reported by the company for the total compensation of its highest-paid executive does not appear inclusive of all elements of the executive's pay. Moreover, the company reported a non-executive director as its highest-paid administrator for the most recent fiscal year, indicating that a member of the board (generally the non-executive chair) received greater compensation than the remuneration paid to the company's highest-paid executive (generally the CEO). No rationale was disclosed for this concerning pay practice.						

Dexxos Participacoes SA

Meeting Date: 04/28/2025Country: BrazilTicker: DEXP3

Record Date:Meeting Type: Annual

Primary Security ID: P3R895118

Shares Voted: 2,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
3	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	No

Meeting Date: 04/28/2025

Country: Sweden

Ticker: FAG

Record Date: 04/16/2025

Meeting Type: Annual

Primary Security ID: W0R63Z102

Shares Voted: 15,203

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive Financial Statements and Statutory Reports	Mgmt				
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9	Approve Allocation of Income and Dividends of SEK 1.40 Per Share	Mgmt	For	For	For	No
10	Approve Discharge of Board and President	Mgmt	For	For	For	No
11	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For	No
12	Approve Remuneration of Directors in the Amount of SEK 11.16 Million for Chair and SEK 450,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For	No
13	Reelect Jan Svensson (Chair), Eric Douglas (Deputy Chair), Cecilia Fasth, Magnus Meyer and Annica Bresky as Directors; Elect Helene Mellquist as New Director	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because chairman Jan Svensson holds three or more chairmanships in aggregate and subsequently, is considered overboarded.</i>					

Fagerhult Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Ratify KPMG AB as Auditor	Mgmt	For	For	For	No
15	Authorize Chair of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For	No
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
17	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because of generally poor ex post disclosure of variable pay plans.						
18	Approve 2025 Performance-Based Share-Savings Plan for Key Employees	Mgmt	For	For	For	No
19.a	Authorize Share Repurchase Program	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.						
19.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.						
19.c	Approve Transfer of Shares to Participants of the 2025 Performance-Based Share-Savings Plan	Mgmt	For	For	For	No
20	Close Meeting	Mgmt				

First Resources Limited

Meeting Date: 04/28/2025

Record Date:

Primary Security ID: Y2560F107

Country: Singapore

Meeting Type: Annual

Ticker: EB5

Shares Voted: 223,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Directors' Statement, Audited Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No

First Resources Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Elect Ciliandra Fangiono as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
4	Elect Chang See Hiang as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
5	Elect Wong Su Yen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
6	Approve Directors' Fees	Mgmt	For	For	For	No
7	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.						
9	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For	No
10	Authorize Share Repurchase Program	Mgmt	For	For	For	No

GR Sarantis SA

Meeting Date: 04/28/2025Country: GreeceTicker: SAR

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

Primary Security ID: X7583P132

Shares Voted: 23,297						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Annual Meeting Agenda	Mgmt				
	Approve Financial Statements, Statutory Reports and Income Allocation	Mgmt	For	For	For	No
	Receive Audit Committee's Report	Mgmt				
2	Approve Management of Company	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted due to the absence of concerns.						
4	Approve Discharge of Auditors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted due to the absence of concerns.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Auditors and Fix Their Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the ratification of KPMG as the company's audit firm is warranted due to the non-disclosure of auditor remuneration in FY under review.						
6	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
7	Receive Report of Independent Non-Executive Directors	Mgmt				
8	Amend Remuneration Policy	Mgmt	For	For	For	No
9	Amend Suitability Policy for Directors	Mgmt	For	For	For	No
10	Approve Evaluation Policy for Directors	Mgmt	For	For	For	No
11	Approve Succession Policy for Directors	Mgmt	For	For	For	No
12	Various Announcements	Mgmt				

iFAST Corporation Ltd.

Meeting Date: 04/28/2025

Country: Singapore

Ticker: AIY

Record Date:

Meeting Type: Annual

Primary Security ID: Y385EU106

Shares Voted: 139,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Elect Lim Chung Chun as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3	Elect Toh Teng Peow David as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
4	Elect Chu Wing Tak Caecilia as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
5	Approve Final Dividend	Mgmt	For	For	For	No
6	Approve Directors' Fees	Mgmt	For	For	For	No
7	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

iFAST Corporation Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.						
9	Approve Grant of Options to Lim Chung Chun Under the 2024 iFAST Employee Share Option Scheme	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The company could be considered a mature company, and the limit under the 2024 ESOS, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The 2024 ESOS lacks challenging performance criteria and meaningful vesting periods. * The scheme permits stock options to be issued with an exercise price at a discount to the market price. * The directors eligible to receive options under the 2024 ESOS are involved in its administration.						
10	Authorize Share Repurchase Program	Mgmt	For	For	For	No

Metrovacesa S.A.

Meeting Date: 04/28/2025	Country: Spain	Ticker: MVC
Record Date: 04/23/2025	Meeting Type: Annual	
Primary Security ID: E7409N346		

Shares Voted: 1,309						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Discharge of Board	Mgmt	For	For	For	No
3	Approve Allocation of Income	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted due to a lack of controversy surrounding the proposed income allocation and the dividend distribution.						
4	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted due to a lack of controversy surrounding the proposed income allocation and the dividend distribution.						
5	Ratify Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No
6	Appoint PricewaterhouseCoopers Auditores as Verifiers for Sustainability Reporting	Mgmt	For	For	For	No
7.1	Reelect Enrique Migoya Pelaez as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these items is warranted as the nominees are not considered independent and the resulting board is less than one third independent.						

Metrovacesa S.A.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.2	Ratify Appointment of and Elect Jaime Ybarra Loring as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these items is warranted as the nominees are not considered independent and the resulting board is less than one third independent.						
8	Authorize Share Repurchase Program	Mgmt	For	For	For	No
9	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For	No
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No
11	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No

Nordnet AB

Meeting Date: 04/28/2025Country: SwedenTicker: SAVE

Record Date: 04/16/2025Meeting Type: Annual

Primary Security ID: W6S819112

Shares Voted: 67,349						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Prepare and Approve List of Shareholders	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
4	Designate Inspector(s) of Minutes of Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
6	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
7	Receive Chair's Report	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
8	Receive CEO's Report	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
11	Approve Allocation of Income and Dividends of SEK 8.10 Per Share	Mgmt	For	For	For	No
12.a	Approve Discharge of Anna Back	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.b	Approve Discharge of Charlotta Nilsson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.c	Approve Discharge of Tom Dinkelspiel	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.d	Approve Discharge of Karitha Ericson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.e	Approve Discharge of Therese Hillman	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.f	Approve Discharge of Fredrik Bergstrom	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.g	Approve Discharge of Henrik Rattzen	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.h	Approve Discharge of Johan Akerblom	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.i	Approve Discharge of Gustaf Unger	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.j	Approve Discharge of Lars-Ake Norling (CEO)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13.a	Determine Number of Members (8) and Deputy Members of Board (0)	Mgmt	For	For	For	No
13.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
14.a1	Approve Remuneration of Chair of Board in the Amount of SEK 1.03 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i>						
14.a2	Approve Remuneration for Each Other Director in the Amount of SEK 515,000	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i>						
14.a3	Approve Remuneration for the Risk and Compliance Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i>						
14.a4	Approve Remuneration for the Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i>						
14.a5	Approve Remuneration for the IT committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i>						
14.a6	Approve Remuneration for the Remuneration Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i>						
14.b	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15.a1	Reelect Tom Dinkelspiel as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 15.a1-15.a8) is warranted due to a lack of concern regarding the board or its committees.</i>						
15.a2	Reelect Fredrik Bergstrom as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 15.a1-15.a8) is warranted due to a lack of concern regarding the board or its committees.</i>						
15.a3	Reelect Anna Back as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 15.a1-15.a8) is warranted due to a lack of concern regarding the board or its committees.</i>						
15.a4	Reelect Karitha Ericson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 15.a1-15.a8) is warranted due to a lack of concern regarding the board or its committees.</i>						

Nordnet AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15.a5	Reelect Charlotta Nilsson as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all candidates (Items 15.a1-15.a8) is warranted due to a lack of concern regarding the board or its committees.						
15.a6	Reelect Henrik Rattzen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all candidates (Items 15.a1-15.a8) is warranted due to a lack of concern regarding the board or its committees.						
15.a7	Reelect Therese Hillman as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all candidates (Items 15.a1-15.a8) is warranted due to a lack of concern regarding the board or its committees.						
15.a8	Reelect Johan Akerblom as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all candidates (Items 15.a1-15.a8) is warranted due to a lack of concern regarding the board or its committees.						
15.b	Reelect Tom Dinkelspiel as Board Chair	Mgmt	For	For	For	No
15.c	Ratify Deloitte AB as Auditors	Mgmt	For	For	For	No
16	Approve Remuneration Report	Mgmt	For	For	For	No
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST item is warranted because the updated language, in the proposed remuneration policy, would allow the board to decide on severance payments to executives without any maximum cap for such payments.						
18	Authorize Share Repurchase Program	Mgmt	For	For	For	No
19	Approve SEK 12,578.015 Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 12,578.015 for a Bonus Issue	Mgmt	For	For	For	No
20	Approve Repurchase of Warrants; Approve Issuance of Shares	Mgmt	For	For	For	No
21	Approve Warrant Plan for Key Employees	Mgmt	For	For	For	No
22	Close Meeting	Mgmt				

PT Puradelta Lestari Tbk

Meeting Date: 04/28/2025	Country: Indonesia	Ticker: DMAS
Record Date: 03/27/2025	Meeting Type: Annual	
Primary Security ID: Y713A0109		

PT Puradelta Lestari Tbk

Shares Voted: 2,860,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Appointment and Reappointment of Directors and Commissioners	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
5	Approve Auditors	Mgmt	For	For	For	No

PT Triputra Agro Persada Tbk

Meeting Date: 04/28/2025Country: IndonesiaTicker: TAPG

Record Date: 03/27/2025Meeting Type: Annual

Primary Security ID: Y897CD100

Shares Voted: 2,843,118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
5	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Amend Article 19 Paragraph 9 of the Articles of Association	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						

Meeting Date: 04/28/2025

Country: Norway

Ticker: SATS

Record Date: 04/16/2025

Meeting Type: Annual

Primary Security ID: R74679102

Shares Voted: 26,649

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
5	Approve Remuneration of Auditors	Mgmt	For	For	For	No
6	Receive Company's Corporate Governance Statement	Mgmt				
7.1	Reelect Hugo Lund Maurstad (Chair) as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR candidates Hugo Lund Maurstad, Lisa Birgitta Charlott Aberg, Andreas Hoegdall Holm, Maria Tallaksen and Martin Tiveus (Items 7.1, 7.2, 7.3, 7.4 and 7.5) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
7.2	Reelect Maria Tallaksen as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR candidates Hugo Lund Maurstad, Lisa Birgitta Charlott Aberg, Andreas Hoegdall Holm, Maria Tallaksen and Martin Tiveus (Items 7.1, 7.2, 7.3, 7.4 and 7.5) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
7.3	Reelect Andreas Holm as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR candidates Hugo Lund Maurstad, Lisa Birgitta Charlott Aberg, Andreas Hoegdall Holm, Maria Tallaksen and Martin Tiveus (Items 7.1, 7.2, 7.3, 7.4 and 7.5) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
7.4	Reelect Lisa Aberg as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR candidates Hugo Lund Maurstad, Lisa Birgitta Charlott Aberg, Andreas Hoegdall Holm, Maria Tallaksen and Martin Tiveus (Items 7.1, 7.2, 7.3, 7.4 and 7.5) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
7.5	Reelect Martin Folke Tiveus as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR candidates Hugo Lund Maurstad, Lisa Birgitta Charlott Aberg, Andreas Hoegdall Holm, Maria Tallaksen and Martin Tiveus (Items 7.1, 7.2, 7.3, 7.4 and 7.5) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
8.1	Elect Erik Thorsen as Members of Nominating Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.2	Elect Ulrik Andersson as Members of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>						
8.3	Elect Bjorn Maaseide as Members of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>						
9.2.1	Approve Remuneration of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to because of a lack of concern regarding the proposed fees.</i>						
9.2.2	Approve Participation of Board Members in the 2025 Share Program	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as shares are granted to non-employee directors at a discount.</i>						
9.3	Approve Remuneration for Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to because of a lack of concern regarding the proposed fees.</i>						
9.4	Approve Remuneration of Members of the Remuneration Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to because of a lack of concern regarding the proposed fees.</i>						
9.5	Approve Remuneration of Nomination Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to because of a lack of concern regarding the proposed fees.</i>						
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
11	Approve Remuneration Statement	Mgmt	For	For	For	No
12	Approve Loan Program to Key Employees	Mgmt	For	For	For	No
13.1	Approve Creation of NOK 8.7 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
13.2	Approve Creation of NOK 43.5 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
14	Authorize Share Repurchase Program	Mgmt	For	For	For	No
15	Authorize Board to Distribute Dividends	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16	Approve NOK 2.1 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For	No

Sword Group SE

Meeting Date: 04/28/2025

Country: Luxembourg

Ticker: SWP

Record Date: 04/15/2025

Meeting Type: Annual

Primary Security ID: F91829105

Shares Voted: 18						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Receive and Approve Board's Reports	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR this proposal is warranted as submission of this report is routine.					
2	Receive and Approve Auditor's Reports	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR this proposal is warranted as submission of this report is routine.					
3	Approve Financial Statements	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR this item is warranted due to the lack of concerns over the accounts presented and the audit procedures used.					
4	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR this item is warranted due to the lack of concerns over the accounts presented and the audit procedures used.					
5	Approve Allocation of Income	Mgmt	For	For	For	No
6	Approve Discharge of Directors	Mgmt	For	For	For	No
7	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
	Voting Policy Rationale: A vote AGAINST is warranted, because: * Sword Group did not address significant shareholder dissent on remuneration-related proposals, whereas only 68.2 percent voted in favor of the 2023 remuneration report; * the company does not operate any performance-based remuneration plan; * there is no disclosure on the composition of the CEO's pay package which has increased by 75.9 percent without any compelling explanation; and * the CEO/executive chairman received his yearly director fees and received an extra compensation of EUR 650,000 via its controlled company Financiere Semaphore.					
8	Approve Remuneration and Nomination Policy	Mgmt	For	Against	Against	Yes
	Voting Policy Rationale: A vote AGAINST is warranted because the existing pay arrangement with the CEO leads to an opaque remuneration structure without transparency and accountability on remuneration in deviation of reporting requirements. While we recognize the proposed remuneration policy itself is broadly in line with market practice, regarding both actual content and disclosure, the CEO's remuneration is solely based on an external compensation via Financiere Semaphore, a company controlled by the CEO and that provides services to the company. Furthermore, no responsiveness is provided by the company regarding last year's dissent on the remuneration policy, while only 88.4 percent voted in favor.					
9	Elect Philippe Blanche as Director	Mgmt	For	Against	Against	Yes
	Voting Policy Rationale: A vote AGAINST Philippe Blanche is warranted, because the nominee is non-independent whereas the board lacks sufficient independence among its members and the board is insufficiently diverse.					

Sword Group SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Approve Remuneration of Directors	Mgmt	For	For	For	No
11	Approve Discharge of Auditors	Mgmt	For	For	For	No
12	Renew Appointment of Mazars Luxembourg S.A. as Auditor	Mgmt	For	For	For	No
13	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No
14	Approve Cancellation of the Share Buyback Program and Authorize to Buy Back its Own Shares under New Buyback Program	Mgmt	For	For	For	No
15	Approve Reduction in Share Capital	Mgmt	For	For	For	No
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

UOL Group Limited

Meeting Date: 04/28/2025

Country: Singapore

Ticker: U14

Record Date:

Meeting Type: Annual

Primary Security ID: Y9299W103

Shares Voted: 56,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve First and Final Dividend	Mgmt	For	For	For	No
3	Approve Directors' Fees	Mgmt	For	For	For	No
4	Elect Wee Ee Lim as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the election of Wee Ee Lim is warranted given that he serves on the nominating committee and the company, under the leadership of a non-independent chairman, has not appointed a lead/senior independent director. In the absence of any known issues concerning other nominees, a vote FOR their election is warranted.						
5	Elect Sim Hwee Cher as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the election of Wee Ee Lim is warranted given that he serves on the nominating committee and the company, under the leadership of a non-independent chairman, has not appointed a lead/senior independent director. In the absence of any known issues concerning other nominees, a vote FOR their election is warranted.						
6	Elect Yip Wai Ping Annabelle as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the election of Wee Ee Lim is warranted given that he serves on the nominating committee and the company, under the leadership of a non-independent chairman, has not appointed a lead/senior independent director. In the absence of any known issues concerning other nominees, a vote FOR their election is warranted.						

UOL Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.						
9	Authorize Share Repurchase Program	Mgmt	For	For	For	No

Volati AB

Meeting Date: 04/28/2025Country: SwedenTicker: VOLO

Record Date: 04/16/2025Meeting Type: Annual

Primary Security ID: W98220143

Shares Voted: 1,652

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
5	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
6	Receive Financial Statements and Statutory Reports	Mgmt				
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
7.b	Approve Allocation of Income and Dividends of SEK 2.00 Per Ordinary Share	Mgmt	For	For	For	No
7.c1	Approve Discharge of Karl Perlhagen	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.c2	Approve Discharge of Patrik Wahlen	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
7.c3	Approve Discharge of Bjorn Garat	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
7.c4	Approve Discharge of Christina Tillman	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
7.c5	Approve Discharge of Anna-Karin Celsing	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
7.c6	Approve Discharge of Magnus Sundstrom	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
7.c7	Approve Discharge of Maria Edsman	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
7.c8	Approve Discharge of Andreas Stenback	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8	Approve Remuneration of Directors in the Amount of SEK 530,000 for Chair and SEK 265,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
9	Approve Remuneration of Auditors	Mgmt	For	For	For	No
10	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For	No
11.a	Reelect Karl Perlhagen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates: Patrik Wahlen, Anna-Karin Eliasson Celsing, Maria Edsman, Bjorn Garat, Karl Perlhagen, Magnus Sundstrom and Christina Tillman (Items 11.a, 11.b, 11.c, 11.d, 11.e, 11.f and 11.g) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
11.b	Reelect Patrik Wahlen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates: Patrik Wahlen, Anna-Karin Eliasson Celsing, Maria Edsman, Bjorn Garat, Karl Perlhagen, Magnus Sundstrom and Christina Tillman (Items 11.a, 11.b, 11.c, 11.d, 11.e, 11.f and 11.g) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.c	Reelect Bjorn Garat as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all candidates: Patrik Wahlen, Anna-Karin Eliasson Celsing, Maria Edsman, Bjorn Garat, Karl Perlhagen, Magnus Sundstrom and Christina Tillman (Items 11.a, 11.b, 11.c, 11.d, 11.e, 11.f and 11.g) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
11.d	Reelect Christina Tillman as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all candidates: Patrik Wahlen, Anna-Karin Eliasson Celsing, Maria Edsman, Bjorn Garat, Karl Perlhagen, Magnus Sundstrom and Christina Tillman (Items 11.a, 11.b, 11.c, 11.d, 11.e, 11.f and 11.g) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
11.e	Reelect Anna-Karin Celsing as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all candidates: Patrik Wahlen, Anna-Karin Eliasson Celsing, Maria Edsman, Bjorn Garat, Karl Perlhagen, Magnus Sundstrom and Christina Tillman (Items 11.a, 11.b, 11.c, 11.d, 11.e, 11.f and 11.g) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
11.f	Reelect Magnus Sundstrom as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all candidates: Patrik Wahlen, Anna-Karin Eliasson Celsing, Maria Edsman, Bjorn Garat, Karl Perlhagen, Magnus Sundstrom and Christina Tillman (Items 11.a, 11.b, 11.c, 11.d, 11.e, 11.f and 11.g) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
11.g	Reelect Maria Edsman as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all candidates: Patrik Wahlen, Anna-Karin Eliasson Celsing, Maria Edsman, Bjorn Garat, Karl Perlhagen, Magnus Sundstrom and Christina Tillman (Items 11.a, 11.b, 11.c, 11.d, 11.e, 11.f and 11.g) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
11.h	Reelect Patrik Wahlen as Board Chair	Mgmt	For	For	For	No
12	Ratify KPMG AB as Auditor	Mgmt	For	For	For	No
13	Approve Nomination Committee Procedures	Mgmt	For	For	For	No
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
15	Approve Remuneration Report	Mgmt	For	For	For	No
16	Authorize Share Repurchase Program	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this proposal to repurchase and reissue company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities</i>					
17	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this proposal to repurchase and reissue company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities</i>					
18	Approve Issuance of up to 320,754 Preference Shares without Preemptive Rights	Mgmt	For	For	For	No
19	Approve Warrant Plan for Certain Key Employees	Mgmt	For	For	For	No
20	Close Meeting	Mgmt				

Xtep International Holdings Limited

Meeting Date: 04/28/2025

Country: Cayman Islands

Ticker: 1368

Record Date: 04/22/2025

Meeting Type: Annual

Primary Security ID: G98277109

Shares Voted: 1,149,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Ding Shui Po as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
4	Elect Ding Mei Qing as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
5	Elect Ding Ming Zhong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
6	Elect Yeung Lo Bun as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
7	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
8	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
10	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
11	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
12	Adopt Share Option Scheme with the Scheme Mandate Limit	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the proposed 2025 Share Schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and meaningful vesting periods have not been disclosed. * The directors eligible to receive options and awards under the 2025 Share Schemes are involved in their administrations.</i>						

Xtep International Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Adopt Service Provider Sublimit under the Share Option Scheme	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the proposed 2025 Share Schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and meaningful vesting periods have not been disclosed. * The directors eligible to receive options and awards under the 2025 Share Schemes are involved in their administrations.</i>						
14	Adopt Share Award Scheme with the Scheme Mandate Limit	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the proposed 2025 Share Schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and meaningful vesting periods have not been disclosed. * The directors eligible to receive options and awards under the 2025 Share Schemes are involved in their administrations.</i>						
15	Adopt Service Provider Sublimit under the Share Award Scheme	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the proposed 2025 Share Schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and meaningful vesting periods have not been disclosed. * The directors eligible to receive options and awards under the 2025 Share Schemes are involved in their administrations.</i>						

YDUQS Participacoes SA

Meeting Date: 04/28/2025 **Country:** Brazil **Ticker:** YDUQ3
Record Date: **Meeting Type:** Annual
Primary Security ID: P3784E132

Shares Voted: 64,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this routine proposal is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>						
2	Accept Management Statements for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this routine proposal is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>						
3	Approve Capital Budget	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
5	Install Fiscal Council	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these routine requests is warranted.</i>						

YDUQS Participacoes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Fix Number of Fiscal Council Members at Three	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these routine requests is warranted.						
7	Elect Fiscal Council Members	Mgmt	For	For	For	No
8	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	Against	No
9	Approve Remuneration of Company's Management and Fiscal Council	Mgmt	For	For	For	No

YDUQS Participacoes SA

Meeting Date: 04/28/2025	Country: Brazil	Ticker: YDUQ3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P3784E132		

Shares Voted: 64,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Restricted Stock Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this request is warranted because the proposed plan does not appear to adequately align the interests of its beneficiaries and those of the shareholders.						
2	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full details of the proposed change; and * The change in share capital is the result of cancellation of shares, which was previously approved by the board.						
3	Consolidate Bylaws	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full details of the proposed change; and * The change in share capital is the result of cancellation of shares, which was previously approved by the board.						

A2A SpA

Meeting Date: 04/29/2025	Country: Italy	Ticker: A2A
Record Date: 04/16/2025	Meeting Type: Annual	
Primary Security ID: T0579B105		

Shares Voted: 2,501,936

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns.</i>						
2	Approve Allocation of Income and Dividend Distribution	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns.</i>						
3	Approve 2025-2027 Employee Share Ownership Plan	Mgmt	For	For	For	No
4	Approve Remuneration Policy	Mgmt	For	For	For	No
5	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No

Americanas SA

Meeting Date: 04/29/2025

Country: Brazil

Ticker: AMER3

Record Date:

Meeting Type: Annual

Primary Security ID: P0R80F129

Shares Voted: 43,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Management Statements for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these items is recommended because, although the external auditor provided an unqualified opinion for the company's 2024 financial statements, it highlighted risks such as "significant deficiencies in the company's internal controls" and ongoing investigations related to the previously-disclosed accounting fraud, which "could impact the company's individual and consolidated financial statements."</i>						
2	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these items is recommended because, although the external auditor provided an unqualified opinion for the company's 2024 financial statements, it highlighted risks such as "significant deficiencies in the company's internal controls" and ongoing investigations related to the previously-disclosed accounting fraud, which "could impact the company's individual and consolidated financial statements."</i>						
3	Approve Remuneration of Company's Management	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company's disclosure lacks transparency regarding key remuneration figures.</i>						

Americanas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	For	For	For	No
5	Elect Fiscal Council Members	Mgmt	For	For	For	No
6	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	Against	No
7	As an Ordinary Shareholder, Would You Like to Request a Separate Election of a Member of the Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	No
8	Approve Remuneration of Fiscal Council Members	Mgmt	For	For	For	No

Americanas SA

Meeting Date: 04/29/2025

Record Date:

Primary Security ID: P0R80F129

Country: Brazil

Meeting Type: Extraordinary Shareholders

Ticker: AMER3

Shares Voted: 43,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	For	No
2	Amend Articles	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments; and * The proposed changes are administrative in nature and neutral-to-positive to shareholders.						
3	Consolidate Bylaws	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments; and * The proposed changes are administrative in nature and neutral-to-positive to shareholders.						
4	Approve Agreement to Absorb B2W Rental S.A., Digital Finance Promotora Ltda., and Americanas Local S.A.	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The company effectively owns 100 percent of its subsidiaries; * The absorptions will not result in any transfer of cash or shares away from the company; * The company has presented reasonable rationale for the transactions; and * The proposed transactions are neutral to shareholders.						

Americanas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Ratify Meden Consultoria Empresarial Ltda. as Independent Firm to Appraise Proposed Transaction	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company effectively owns 100 percent of its subsidiaries; * The absorptions will not result in any transfer of cash or shares away from the company; * The company has presented reasonable rationale for the transactions; and * The proposed transactions are neutral to shareholders.</i>						
6	Approve Independent Firm's Appraisals	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company effectively owns 100 percent of its subsidiaries; * The absorptions will not result in any transfer of cash or shares away from the company; * The company has presented reasonable rationale for the transactions; and * The proposed transactions are neutral to shareholders.</i>						
7	Approve Absorption of B2W Rental S.A., Digital Finance Promotora Ltda., and Americanas Local S.A.	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company effectively owns 100 percent of its subsidiaries; * The absorptions will not result in any transfer of cash or shares away from the company; * The company has presented reasonable rationale for the transactions; and * The proposed transactions are neutral to shareholders.</i>						
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Arjo AB

Meeting Date: 04/29/2025 **Country:** Sweden **Ticker:** ARJO.B
Record Date: 04/17/2025 **Meeting Type:** Annual
Primary Security ID: W0634J115

Shares Voted: 209,845

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.a	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
7.b	Receive Financial Statements and Statutory Reports on Consolidated Accounts	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
7.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
7.d	Receive Board's Dividend Proposal	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Receive Board's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9	Receive CEO's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
11	Approve Allocation of Income and Dividends of SEK 0.95 Per Share	Mgmt	For	For	For	No
12.1	Approve Discharge of Johan Malmquist	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.2	Approve Discharge of Carl Bennet	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.3	Approve Discharge of Ulrika Dellby	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.4	Approve Discharge of Eva Elmstedt	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.5	Approve Discharge of Dan Frohm	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
12.6	Approve Discharge of Ulf Grunander	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12.7	Approve Discharge of Carola Lemne	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
12.8	Approve Discharge of CEO Joacim Lindoff	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
12.9	Approve Discharge of Sten Borjesson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
12.10	Approve Discharge of Madelene Carlsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
12.11	Approve Discharge of Kajsa Haraldsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
12.12	Approve Discharge of Jimmy Linde	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
12.13	Approve Discharge of Eva Sandling Gralen	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
13.1	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For	No
13.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
14.1	Approve Remuneration of Directors in the Amount of SEK 1.7 Million for Chair and SEK 731,100 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
14.2	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15.1a	Reelect Johan Malmquist as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Eva Elmstedt and Carola Lemne (Items 15.1d and 15.1g) is warranted due to a lack of concern regarding the suitability of these individuals. Independence A vote AGAINST candidates Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander (Items 15.1a, 15.1b, 15.1e and 15.1f) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee Chairman A vote AGAINST candidate Ulf Grunander (Item 15.1f) is warranted due to his position as a non-independent chairman of the audit committee. Remuneration Committee A vote AGAINST candidates Johan Malmquist, Carl Bennet and Dan Frohm (Items 15.1a, 15.1b and 15.1e) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Overboarding A vote AGAINST candidates Carl Bennet and Ulrika Dellby (Items 15.1b and 15.1c) is warranted due to them being considered overboarded.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15.1b	Reelect Carl Bennet as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Eva Elmstedt and Carola Lemne (Items 15.1d and 15.1g) is warranted due to a lack of concern regarding the suitability of these individuals. Independence A vote AGAINST candidates Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander (Items 15.1a, 15.1b, 15.1e and 15.1f) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee Chairman A vote AGAINST candidate Ulf Grunander (Item 15.1f) is warranted due to his position as a non-independent chairman of the audit committee. Remuneration Committee A vote AGAINST candidates Johan Malmquist, Carl Bennet and Dan Frohm (Items 15.1a, 15.1b and 15.1e) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Overboarding A vote AGAINST candidates Carl Bennet and Ulrika Dellby (Items 15.1b and 15.1c) is warranted due to them being considered overboarded.</i>						
15.1c	Reelect Ulrika Dellby as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Eva Elmstedt and Carola Lemne (Items 15.1d and 15.1g) is warranted due to a lack of concern regarding the suitability of these individuals. Independence A vote AGAINST candidates Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander (Items 15.1a, 15.1b, 15.1e and 15.1f) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee Chairman A vote AGAINST candidate Ulf Grunander (Item 15.1f) is warranted due to his position as a non-independent chairman of the audit committee. Remuneration Committee A vote AGAINST candidates Johan Malmquist, Carl Bennet and Dan Frohm (Items 15.1a, 15.1b and 15.1e) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Overboarding A vote AGAINST candidates Carl Bennet and Ulrika Dellby (Items 15.1b and 15.1c) is warranted due to them being considered overboarded.</i>						
15.1d	Reelect Eva Elmstedt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Eva Elmstedt and Carola Lemne (Items 15.1d and 15.1g) is warranted due to a lack of concern regarding the suitability of these individuals. Independence A vote AGAINST candidates Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander (Items 15.1a, 15.1b, 15.1e and 15.1f) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee Chairman A vote AGAINST candidate Ulf Grunander (Item 15.1f) is warranted due to his position as a non-independent chairman of the audit committee. Remuneration Committee A vote AGAINST candidates Johan Malmquist, Carl Bennet and Dan Frohm (Items 15.1a, 15.1b and 15.1e) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Overboarding A vote AGAINST candidates Carl Bennet and Ulrika Dellby (Items 15.1b and 15.1c) is warranted due to them being considered overboarded.</i>						
15.1e	Reelect Dan Frohm as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Eva Elmstedt and Carola Lemne (Items 15.1d and 15.1g) is warranted due to a lack of concern regarding the suitability of these individuals. Independence A vote AGAINST candidates Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander (Items 15.1a, 15.1b, 15.1e and 15.1f) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee Chairman A vote AGAINST candidate Ulf Grunander (Item 15.1f) is warranted due to his position as a non-independent chairman of the audit committee. Remuneration Committee A vote AGAINST candidates Johan Malmquist, Carl Bennet and Dan Frohm (Items 15.1a, 15.1b and 15.1e) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Overboarding A vote AGAINST candidates Carl Bennet and Ulrika Dellby (Items 15.1b and 15.1c) is warranted due to them being considered overboarded.</i>						
15.1f	Reelect Ulf Grunander as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Eva Elmstedt and Carola Lemne (Items 15.1d and 15.1g) is warranted due to a lack of concern regarding the suitability of these individuals. Independence A vote AGAINST candidates Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander (Items 15.1a, 15.1b, 15.1e and 15.1f) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee Chairman A vote AGAINST candidate Ulf Grunander (Item 15.1f) is warranted due to his position as a non-independent chairman of the audit committee. Remuneration Committee A vote AGAINST candidates Johan Malmquist, Carl Bennet and Dan Frohm (Items 15.1a, 15.1b and 15.1e) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Overboarding A vote AGAINST candidates Carl Bennet and Ulrika Dellby (Items 15.1b and 15.1c) is warranted due to them being considered overboarded.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15.1g	Reelect Carola Lemne as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Eva Elmstedt and Carola Lemne (Items 15.1d and 15.1g) is warranted due to a lack of concern regarding the suitability of these individuals. Independence A vote AGAINST candidates Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander (Items 15.1a, 15.1b, 15.1e and 15.1f) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee Chairman A vote AGAINST candidate Ulf Grunander (Item 15.1f) is warranted due to his position as a non-independent chairman of the audit committee. Remuneration Committee A vote AGAINST candidates Johan Malmquist, Carl Bennet and Dan Frohm (Items 15.1a, 15.1b and 15.1e) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Overboarding A vote AGAINST candidates Carl Bennet and Ulrika Dellby (Items 15.1b and 15.1c) is warranted due to them being considered overboarded.						
15.2	Reelect Johan Malmquist as Board Chair	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported and because Johan Malmquist would be considered overboarded as chair of the board.						
16	Ratify Ernst & Young AB as Auditor	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because the auditor is being replaced without explanation.						
17	Authorize Share Repurchase Program	Mgmt	For	For	For	No
18	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because the targets under the cash-based long-term incentive plan are measured annually.						
19	Close Meeting	Mgmt				

Atea ASA

Meeting Date: 04/29/2025Country: NorwayTicker: ATEA

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

Primary Security ID: R0728G106

Shares Voted: 18,802						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Receive President's Report	Mgmt				
5	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
6	Approve Dividends of NOK 7 Per Share	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Remuneration of Auditors	Mgmt	For	For	For	No
8.1	Approve Remuneration of Chair of the Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i>						
8.2	Approve Remuneration of Members Elected by the Shareholders	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i>						
8.3	Approve Remuneration of Members Elected by the Employees	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i>						
8.4	Approve Remuneration of Head of Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i>						
8.5	Approve Remuneration of Other Members of the Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i>						
9	Approve Remuneration of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i>						
10.1	Elect Karl Martin Stang as Member of the Nomination Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted because of a lack of controversy regarding the nominating committee.</i>						
10.2	Elect Kristin Omreng as Member of the Nomination Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted because of a lack of controversy regarding the nominating committee.</i>						
11	Approve Remuneration Statement (Advisory Vote)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards in various regards, including lack of disclosures of performance criteria attached to STIP 2024.</i>						
12	Approve Company's Corporate Governance Statement	Mgmt	For	For	For	No
13	Approve Creation of NOK 11 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No

ATRESMEDIA Corporacion de Medios de Comunicacion SA

Meeting Date: 04/29/2025

Country: Spain

Ticker: A3M

Record Date: 04/24/2025

Meeting Type: Annual

Primary Security ID: E0728T102

Shares Voted: 54,973

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
1.4	Approve Discharge of Board	Mgmt	For	For	For	No
2	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For	No
3.1	Reelect Rosa Maria Lleal Tost as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Items 3.1, 3.2, 3.5, and 3.6 is warranted due to a lack of concerns about the independent director nominees. A vote FOR the reelection of NI-NEDs under Items 3.3 and 3.4 is warranted as the board meets the one third independence guideline applicable to Spain-incorporated, controlled companies.						
3.2	Reelect Beatriz Roger Torres as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Items 3.1, 3.2, 3.5, and 3.6 is warranted due to a lack of concerns about the independent director nominees. A vote FOR the reelection of NI-NEDs under Items 3.3 and 3.4 is warranted as the board meets the one third independence guideline applicable to Spain-incorporated, controlled companies.						
3.3	Ratify Appointment of and Elect Nicola Drago as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Items 3.1, 3.2, 3.5, and 3.6 is warranted due to a lack of concerns about the independent director nominees. A vote FOR the reelection of NI-NEDs under Items 3.3 and 3.4 is warranted as the board meets the one third independence guideline applicable to Spain-incorporated, controlled companies.						
3.4	Ratify Appointment of and Elect David Larramendy as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Items 3.1, 3.2, 3.5, and 3.6 is warranted due to a lack of concerns about the independent director nominees. A vote FOR the reelection of NI-NEDs under Items 3.3 and 3.4 is warranted as the board meets the one third independence guideline applicable to Spain-incorporated, controlled companies.						
3.5	Elect Estefania Knuth Marten as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Items 3.1, 3.2, 3.5, and 3.6 is warranted due to a lack of concerns about the independent director nominees. A vote FOR the reelection of NI-NEDs under Items 3.3 and 3.4 is warranted as the board meets the one third independence guideline applicable to Spain-incorporated, controlled companies.						
3.6	Elect Almudena Martorell Cafranga as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Items 3.1, 3.2, 3.5, and 3.6 is warranted due to a lack of concerns about the independent director nominees. A vote FOR the reelection of NI-NEDs under Items 3.3 and 3.4 is warranted as the board meets the one third independence guideline applicable to Spain-incorporated, controlled companies.						
3.7	Fix Number of Directors at 14	Mgmt	For	For	For	No

ATRESMEDIA Corporacion de Medios de Comunicacion SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1	Amend Articles Re: Board Composition and Board Committees	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST Item 4.1 is warranted, because the company has not provided a compelling rationale for the increase in the maximum board size to 16 directors that exceeds local best practice. A vote FOR the legal formality under Item 4.2 is warranted.</i>						
4.2	Approve Restated Articles of Association	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Item 4.1 is warranted, because the company has not provided a compelling rationale for the increase in the maximum board size to 16 directors that exceeds local best practice. A vote FOR the legal formality under Item 4.2 is warranted.</i>						
5	Authorize Share Repurchase Program	Mgmt	For	For	For	No
6	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 300 Million	Mgmt	For	For	For	No
7	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 300 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the potential dilution exceeds the 10 percent limit for issuances without pre-emptive rights.</i>						
8	Amend Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted, because the board has not sufficiently substantiated the significant increase in executive directors' base salary.</i>						
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No
11	Receive Amendments to Board of Directors Regulations	Mgmt				

Bravida Holding AB

Meeting Date: 04/29/2025 **Country:** Sweden **Ticker:** BRAV
Record Date: 04/17/2025 **Meeting Type:** Annual
Primary Security ID: W2R16Z106

Shares Voted: 61,099

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Prepare and Approve List of Shareholders	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive CEO's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
10	Approve Allocation of Income and Dividends of SEK 3.75 Per Ordinary Share	Mgmt	For	For	For	No
11.1	Approve Discharge of Fredrik Arp	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.2	Approve Discharge of Cecilia Daun Wennborg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.3	Approve Discharge of Jan Johansson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.4	Approve Discharge of Marie Nygren	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.5	Approve Discharge of Staffan Pahlsson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.6	Approve Discharge of Karin Stahlhandske	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.7	Approve Discharge of Tero Kiviniemi	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.8	Approve Discharge of Jan Ericson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.9	Approve Discharge of Geir Gjestad	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.10	Approve Discharge of Christoffer Lindahl Strand	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.11	Approve Discharge of Ornulf Thorsen	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.12	Approve Discharge of Kaj Levisen	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.13	Approve Discharge of CEO Mattias Johansson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
12a	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For	No
12b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
13a	Approve Remuneration of Directors in the Amount of SEK 1.46 Million to Chair and SEK 575,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
13b	Approve Remuneration of Auditors	Mgmt	For	For	For	No
14a	Reelect Fredrik Arp as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Jan Johansson, Tero Kiviniemi, Marie Nygren, Karin Stahlhandske and Cecilia Daun Wennborg (Items 14b-14f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR candidate Fredrik Arp is warranted as he has declined reelection at Nolato AB and subsequently, he will no longer be considered overboarded.</i>						
14b	Reelect Cecilia Daun Wennborg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Jan Johansson, Tero Kiviniemi, Marie Nygren, Karin Stahlhandske and Cecilia Daun Wennborg (Items 14b-14f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR candidate Fredrik Arp is warranted as he has declined reelection at Nolato AB and subsequently, he will no longer be considered overboarded.</i>						

Bravida Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14c	Reelect Jan Johansson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Jan Johansson, Tero Kiviniemi, Marie Nygren, Karin Stahlhandske and Cecilia Daun Wennborg (Items 14b-14f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR candidate Fredrik Arp is warranted as he has declined reelection at Nolato AB and subsequently, he will no longer be considered overboarded.</i>						
14d	Reelect Marie Nygren as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Jan Johansson, Tero Kiviniemi, Marie Nygren, Karin Stahlhandske and Cecilia Daun Wennborg (Items 14b-14f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR candidate Fredrik Arp is warranted as he has declined reelection at Nolato AB and subsequently, he will no longer be considered overboarded.</i>						
14e	Reelect Karin Stahlhandske as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Jan Johansson, Tero Kiviniemi, Marie Nygren, Karin Stahlhandske and Cecilia Daun Wennborg (Items 14b-14f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR candidate Fredrik Arp is warranted as he has declined reelection at Nolato AB and subsequently, he will no longer be considered overboarded.</i>						
14f	Reelect Tero Kiviniemi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Jan Johansson, Tero Kiviniemi, Marie Nygren, Karin Stahlhandske and Cecilia Daun Wennborg (Items 14b-14f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR candidate Fredrik Arp is warranted as he has declined reelection at Nolato AB and subsequently, he will no longer be considered overboarded.</i>						
15	Reelect Fredrik Arp as Board Chair	Mgmt	For	For	For	No
16	Ratify KPMG as Auditors	Mgmt	For	For	For	No
17	Approve Remuneration Report	Mgmt	For	For	For	No
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
19	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For	No
20a	Approve Performance Share Matching Plan LTIP 2025 for Key Employees	Mgmt	For	For	For	No
20b.1	Approve Equity Plan Financing Through Issuance of Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted as the proposed decisions would fund an equity remuneration plan that does not raise concerns.</i>						
20b.2	Approve Equity Plan Financing Through Repurchase of Own Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted as the proposed decisions would fund an equity remuneration plan that does not raise concerns.</i>						
20b.3	Approve Equity Plan Financing Through Transfer of Own Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted as the proposed decisions would fund an equity remuneration plan that does not raise concerns.</i>						

Bravida Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
20c	Approve Alternative Equity Plan Financing	Mgmt	For	For	For	No
21	Amend Performance Conditions for LTIP 2022, LTIP 2023 and LTIP 2024	Mgmt	For	For	For	No
22	Close Meeting	Mgmt				

Breedon Group Plc

Meeting Date: 04/29/2025Country: United KingdomTicker: BREE

Record Date: 04/25/2025Meeting Type: Annual

Primary Security ID: G131AN104

Shares Voted: 128,114						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
4	Approve Remuneration Report	Mgmt	For	For	For	No
5	Approve Employee Stock Purchase Plan	Mgmt	For	For	For	No
6	Approve Final Dividend	Mgmt	For	For	For	No
7	Re-elect Amit Bhatia as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 7 A vote FOR the re-election of Amit Bhatia is considered warranted, although it is not without concerns for shareholders: * His tenure exceeds nine years in August 2025. * The composition of the Board does not currently meet one of the three primary targets in accordance with the reporting requirements outlined in the FCA Listing Rules in respect of board diversity. As Chair of the Nomination Committee, he is considered ultimately responsible for the Board's diversity issues. The main reasons for support are: * The Company's explanation is acknowledged, as well as that the extension to the Board Chair's tenure is not intended for only up to three years. * The Company commits to meet the diversity reporting target, and it is recognised that a key committee chair position is currently held by a woman. Item 8-13 A vote FOR these Directors is warranted as no significant concerns have been identified.						
8	Re-elect James Brotherton as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 7 A vote FOR the re-election of Amit Bhatia is considered warranted, although it is not without concerns for shareholders: * His tenure exceeds nine years in August 2025. * The composition of the Board does not currently meet one of the three primary targets in accordance with the reporting requirements outlined in the FCA Listing Rules in respect of board diversity. As Chair of the Nomination Committee, he is considered ultimately responsible for the Board's diversity issues. The main reasons for support are: * The Company's explanation is acknowledged, as well as that the extension to the Board Chair's tenure is not intended for only up to three years. * The Company commits to meet the diversity reporting target, and it is recognised that a key committee chair position is currently held by a woman. Item 8-13 A vote FOR these Directors is warranted as no significant concerns have been identified.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Carol Hui as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 7 A vote FOR the re-election of Amit Bhatia is considered warranted, although it is not without concerns for shareholders: * His tenure exceeds nine years in August 2025. * The composition of the Board does not currently meet one of the three primary targets in accordance with the reporting requirements outlined in the FCA Listing Rules in respect of board diversity. As Chair of the Nomination Committee, he is considered ultimately responsible for the Board's diversity issues. The main reasons for support are: * The Company's explanation is acknowledged, as well as that the extension to the Board Chair's tenure is not intended for only up to three years. * The Company commits to meet the diversity reporting target, and it is recognised that a key committee chair position is currently held by a woman. Item 8-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
10	Re-elect Pauline Lafferty as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 7 A vote FOR the re-election of Amit Bhatia is considered warranted, although it is not without concerns for shareholders: * His tenure exceeds nine years in August 2025. * The composition of the Board does not currently meet one of the three primary targets in accordance with the reporting requirements outlined in the FCA Listing Rules in respect of board diversity. As Chair of the Nomination Committee, he is considered ultimately responsible for the Board's diversity issues. The main reasons for support are: * The Company's explanation is acknowledged, as well as that the extension to the Board Chair's tenure is not intended for only up to three years. * The Company commits to meet the diversity reporting target, and it is recognised that a key committee chair position is currently held by a woman. Item 8-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
11	Re-elect Helen Miles as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 7 A vote FOR the re-election of Amit Bhatia is considered warranted, although it is not without concerns for shareholders: * His tenure exceeds nine years in August 2025. * The composition of the Board does not currently meet one of the three primary targets in accordance with the reporting requirements outlined in the FCA Listing Rules in respect of board diversity. As Chair of the Nomination Committee, he is considered ultimately responsible for the Board's diversity issues. The main reasons for support are: * The Company's explanation is acknowledged, as well as that the extension to the Board Chair's tenure is not intended for only up to three years. * The Company commits to meet the diversity reporting target, and it is recognised that a key committee chair position is currently held by a woman. Item 8-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
12	Re-elect Clive Watson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 7 A vote FOR the re-election of Amit Bhatia is considered warranted, although it is not without concerns for shareholders: * His tenure exceeds nine years in August 2025. * The composition of the Board does not currently meet one of the three primary targets in accordance with the reporting requirements outlined in the FCA Listing Rules in respect of board diversity. As Chair of the Nomination Committee, he is considered ultimately responsible for the Board's diversity issues. The main reasons for support are: * The Company's explanation is acknowledged, as well as that the extension to the Board Chair's tenure is not intended for only up to three years. * The Company commits to meet the diversity reporting target, and it is recognised that a key committee chair position is currently held by a woman. Item 8-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
13	Re-elect Rob Wood as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 7 A vote FOR the re-election of Amit Bhatia is considered warranted, although it is not without concerns for shareholders: * His tenure exceeds nine years in August 2025. * The composition of the Board does not currently meet one of the three primary targets in accordance with the reporting requirements outlined in the FCA Listing Rules in respect of board diversity. As Chair of the Nomination Committee, he is considered ultimately responsible for the Board's diversity issues. The main reasons for support are: * The Company's explanation is acknowledged, as well as that the extension to the Board Chair's tenure is not intended for only up to three years. * The Company commits to meet the diversity reporting target, and it is recognised that a key committee chair position is currently held by a woman. Item 8-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						

Breedon Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

D'Amico International Shipping SA

Meeting Date: 04/29/2025 **Country:** Luxembourg **Ticker:** DIS
Record Date: 04/15/2025 **Meeting Type:** Annual
Primary Security ID: L2287R172

Shares Voted: 21,034

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1.	Receive Board's and Auditor's Reports	Mgmt				
2.	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted due to the lack of concerns over the accounts presented and the audit procedures used.</i>						
3.	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted due to the lack of concerns over the accounts presented and the audit procedures used.</i>						
4.	Approve Allocation of Income	Mgmt	For	For	For	No
5.	Approve Discharge of Directors	Mgmt	For	For	For	No
6.	Approve Remuneration of Directors	Mgmt	For	For	For	No
7.	Approve DIS 2025-2027 Medium-Long Term Variable Incentive Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because of the absence of information on the volume or award levels under the proposed plan. Moreover, concerns are raised with regard to performance only being measured over a two-year period. However, we recognize the clear disclosure on the various performance metrics, including on how ESG performance is defined.</i>						

D'Amico International Shipping SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted, because the proposed remuneration is below par in relation to market standards, particularly with regard to disclosure of ex-post the targets on the STI and LTI criteria, nor the achievements level per criteria individually. Furthermore, the LTI plan is only based on a 2-year performance period with 70 percent of the bonus being paid out at the beginning of the third year in cash with the remaining 30 percent paid out in shares over two years and there is no disclosure on performance assessment of vested awards.						

Eastnine AB

Meeting Date: 04/29/2025Country: SwedenTicker: EAST

Record Date: 04/17/2025Meeting Type: Annual

Primary Security ID: W2660A109

Shares Voted: 3,616						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
6	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
7.a	Receive Board's Report	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
7.b	Receive CEO's Report	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
7.c	Receive Auditor's Report	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8.b	Approve Allocation of Income and Dividends of SEK 1.20 Per Share	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.c	Approve Discharge of Board and President	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.</i>					
8.c1	Approve Discharge of Liselotte Hjorth	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.</i>					
8.c2	Approve Discharge of Peter Elam Hakansson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.</i>					
8.c3	Approve Discharge of Christian Hermelin	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.</i>					
8.c4	Approve Discharge of Ylva Sarby Westman	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.</i>					
8.c5	Approve Discharge of Hanna Loikkanen	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.</i>					
8.c6	Approve Discharge of Louise Richnau	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.</i>					
8.c7	Approve Discharge of CEO Kestutis Sasnauskas	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.</i>					
9	Approve Remuneration Report	Mgmt	For	For	For	No
10	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of SEK 840,000 to Chair and SEK 420,000 to Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For	No
12	Reelect Louise Richnau (Chair), Peter Elam Hakansson, Christian Hermelin, Ylva Sarby Westman and Hanna Loikkanen as Directors	Mgmt	For	For	For	No
13	Ratify KPMG as Auditor	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
15	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.						
16	Authorize Share Repurchase Program	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.						
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For	No
18	Close Meeting	Mgmt				

El.En. SpA

Meeting Date: 04/29/2025Country: ItalyTicker: ELN

Record Date: 04/16/2025Meeting Type: Annual/Special

Primary Security ID: T3598E126

Shares Voted: 44,231						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.						
1.2	Approve Allocation of Income	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.						
2.1	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST because: * The company provides insufficient information on the caps for the short-term variable remuneration. * The proposed significant increase in the GM's pay is not explained by a detailed and compelling disclosure. * The remuneration committee mainly consists of non-independent directors (according to ISS' classification), including the chair.						
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST due to the insufficient retrospective information on variable pay.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt				
3.1.1	Slate 1 Submitted by Andrea Cangioli	SH	None	Against	Against	No
3.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	No
3.2	Approve Internal Auditors' Remuneration	Mgmt	For	For	For	No
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
5	Approve Stock Grant Plan 2025-2028 for Employees and Collaborators	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Performance conditions have not been disclosed. * The vesting period is shorter than three years. * The board maintains significant discretionary powers.						
6	Approve Stock Grant Plan 2025-2028 for the General Manager	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The vesting period is shorter than three years. * The board maintain broad discretionary powers.						
	Extraordinary Business	Mgmt				
1	Amend Articles Re: Article 20	Mgmt	For	For	For	No

Entra ASA

Meeting Date: 04/29/2025Country: NorwayTicker: ENTRA

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

Primary Security ID: R2R8A2105

Shares Voted: 9,254						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
5	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
6	Authorize Board to Distribute Dividends	Mgmt	For	For	For	No
7	Discuss Company's Corporate Governance Statement	Mgmt				
8	Approve Remuneration Statement	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the remuneration report is below par in relation to market standards, especially with regards to the discretionary component for half of the STIP, in addition to the LTIP structure, including backward looking performance criteria as well as a pay-for-failure mechanism.</i>						
9	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For	No
10	Approve Equity Plan Financing Through Repurchase of Shares	Mgmt	For	Against	Against	Yes
11	Approve Creation of NOK 18.2 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
12	Approve Remuneration of Auditor	Mgmt	For	For	For	No
13.1	Approve Remuneration of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i>						
13.2	Approve Remuneration of Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i>						
13.3	Approve Remuneration of Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i>						
14.1	Reelect Ingebret Hisdal (Chair) as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy regarding the nominating committee.</i>						
14.2	Reelect Per Berggren as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy regarding the nominating committee.</i>						
14.3	Reelect Gisele Marchand as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy regarding the nominating committee.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14.4	Reelect Erik Selin as Member of Nominating Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy regarding the nominating committee.						
15	Approve Remuneration of Nominating Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.						
16.1	Reelect Ottar Ertzeid (Chair) as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all six candidates (Items 16.1-16.6) is warranted due to a lack of concern regarding the composition of the board and its committees.						
16.2	Reelect Hege Beate Toft-Karlsen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all six candidates (Items 16.1-16.6) is warranted due to a lack of concern regarding the composition of the board and its committees.						
16.3	Reelect Widar Salbuvik as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all six candidates (Items 16.1-16.6) is warranted due to a lack of concern regarding the composition of the board and its committees.						
16.4	Reelect Joacim Dan Anders Sjoberg as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all six candidates (Items 16.1-16.6) is warranted due to a lack of concern regarding the composition of the board and its committees.						
16.5	Reelect Camilla Aldona Cakste Tepfers as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all six candidates (Items 16.1-16.6) is warranted due to a lack of concern regarding the composition of the board and its committees.						
16.6	Reelect Ewa Wassberg as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all six candidates (Items 16.1-16.6) is warranted due to a lack of concern regarding the composition of the board and its committees.						

Fibra Mty

Meeting Date: 04/29/2025	Country: Mexico	Ticker: FMTY14
Record Date: 04/21/2025	Meeting Type: Annual	
Primary Security ID: P13549129		

Shares Voted: 86,903						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Meeting for Holders of REITs - ISIN MXCFM010000	Mgmt				
	Approve Financial Statements	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Elect and/or Ratify Federico Garza Santos as Member of Technical Committee (Proposed by Nominations Committee)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>						
3	Elect and/or Ratify Guillermo Enrique Babatz Torres as Member of Technical Committee (Proposed by Nominations Committee)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>						
4	Elect and/or Ratify Juan Carlos Calderon Guzman as Member of Technical Committee (Proposed by Nominations Committee)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>						
5	Elect and/or Ratify Andres Ochoa Bunsow as Member of Technical Committee (Proposed by Nominations Committee)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>						
6	Elect and/or Ratify Luz Adriana Ramirez Chavez as Member of Technical Committee (Proposed by Nominations Committee)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>						
7	Elect and/or Ratify Jorge Silberstein Tenenbaum as Member of Technical Committee (Proposed by Shareholder)	SH	None	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>						
8	Elect and/or Ratify Jaime Martinez Merla as Member of Technical Committee (Proposed by Nominations Committee)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Elect and/or Ratify Juan Jose Copeland Escriba as Member of Technical Committee (Proposed by Nominations Committee)	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.						
10	Elect and/or Ratify Veronica Elizondo Ortiz as Member of Technical Committee (Proposed by Nominations Committee)	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.						
11	Elect and/or Ratify Nancy Sanchez Moya as Member of Technical Committee (Proposed by Nominations Committee)	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.						
12	Elect and/or Ratify Chair and Secretary of Technical Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.						
13	Approve Confirmation of Leverage Guidelines	Mgmt	For	For	For	No
14	Set Maximum Amount for Real Estate Trust Certificate Repurchase	Mgmt	For	For	For	No
15	Approve Remuneration of Members of Technical Committee	Mgmt	For	For	For	No
16	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

FILA - Fabbrica Italiana Lapis ed Affini SpA

Meeting Date: 04/29/2025	Country: Italy	Ticker: FILA
Record Date: 04/16/2025	Meeting Type: Annual	
Primary Security ID: T4R96P184		

Shares Voted: 13,374

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

FILA - Fabbrica Italiana Lapis ed Affini SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
1.2	Approve Allocation of Income	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
2.1	Approve Remuneration Policy	Mgmt	For	For	For	No
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This item warrants a vote AGAINST because: * The CEO was awarded a significant extraordinary bonus. * The increased CEO pay is well above the median of the identified peer group. * The company provides insufficient ex-post information on variable remuneration.</i>						
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
4	Approve Performance Shares Plan 2025-2029	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The performance targets are not disclosed, and the company ex-post disclosure does not mitigate concern. * The plan allows for full accelerated vesting in case of launch of a takeover bid.</i>						

First Real Estate Investment Trust

Meeting Date: 04/29/2025

Country: Singapore

Ticker: AW9U

Record Date:

Meeting Type: Annual

Primary Security ID: Y2560E100

Shares Voted: 145,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Report of the Trustee, Statement by the Manager, Audited Financial Statements and Auditors' Reports	Mgmt	For	For	For	No
2	Approve KPMG LLP as Independent Auditors and Authorize the Manager to Fix Their Remuneration	Mgmt	For	For	For	No
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For	No
4	Approve Proposed Amendment to the Trust Deed in Relation to Repurchase And Redemption of Units	Mgmt	For	For	For	No

First Real Estate Investment Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Authorize Unit Repurchase Program	Mgmt	For	For	For	No

Grupo Televisa SAB

Meeting Date: 04/29/2025	Country: Mexico	Ticker: TLEVISACPO
Record Date: 03/21/2025	Meeting Type: Annual/Special	
Primary Security ID: P4987V137		

Shares Voted: 41,621						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Meeting for ADR Holders	Mgmt				
	Special Shareholders' Meeting for Series D	Mgmt				
	Elect and/or Ratify Directors Representing Series D Shareholders	Mgmt	For	For	For	No
2	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No
1	Special Shareholders' Meeting for Series L	Mgmt				
	Elect and/or Ratify Directors Representing Series L Shareholders	Mgmt	For	For	For	No
	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No
1	General Ordinary Shareholders' Meeting for Series A and B	Mgmt				
	Present Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					
2	Present Board's Report on Principal Policies and Accounting Criteria Followed in Preparation of Financial Information	Mgmt	For	For	For	No
3	Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					
	Present Report on Activities and Operations Undertaken by Board	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Present Report of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.						
5	Present Report of Corporate Practices Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.						
6	Present Report on Compliance with Fiscal Obligations	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.						
7	Approve Allocation of Income and Cash Dividends of MXN 0.35 per Share	Mgmt	For	For	For	No
8	Set Aggregate Nominal Amount of Share Repurchase Reserve; Receive Report on Policies and Board's Decisions on Share Repurchase and Sale of Treasury Shares	Mgmt	For	For	For	No
9	Elect and/or Ratify Directors, Secretary and Officers; Discharge them	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the election of directors (Item 9) is warranted because: * The proposed board contains one overboarded nominee; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on the proposed nominees. Cautionary votes FOR the committee elections (Items 10-12) is warranted given that the committees contain directors appointed prior to 2019, and the company has disclosed mitigating factors in the context of corruption allegations related to the period between 2017-2018.						
10	Elect and/or Ratify Members of Executive Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the election of directors (Item 9) is warranted because: * The proposed board contains one overboarded nominee; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on the proposed nominees. Cautionary votes FOR the committee elections (Items 10-12) is warranted given that the committees contain directors appointed prior to 2019, and the company has disclosed mitigating factors in the context of corruption allegations related to the period between 2017-2018.						
11	Elect and/or Ratify Chair of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the election of directors (Item 9) is warranted because: * The proposed board contains one overboarded nominee; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on the proposed nominees. Cautionary votes FOR the committee elections (Items 10-12) is warranted given that the committees contain directors appointed prior to 2019, and the company has disclosed mitigating factors in the context of corruption allegations related to the period between 2017-2018.						
12	Elect and/or Ratify Chair of Corporate Practices Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the election of directors (Item 9) is warranted because: * The proposed board contains one overboarded nominee; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on the proposed nominees. Cautionary votes FOR the committee elections (Items 10-12) is warranted given that the committees contain directors appointed prior to 2019, and the company has disclosed mitigating factors in the context of corruption allegations related to the period between 2017-2018.						

Grupo Televisa SAB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Approve Remuneration of Board Members, Executive, Audit and Corporate Practices Committees, and Secretaries	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The company has included an equity compensation option, where directors could acquire CPOs at a discount with a one-year vesting period; and * The company has not disclosed the full terms of the compensation plan.						
14	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No
	General Extraordinary Shareholders' Meeting for Series A, B and D	Mgmt				
1	Approve Absorption of Company's Subsidiaries	Mgmt	For	For	For	No
2	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Husqvarna AB

Meeting Date: 04/29/2025Country: SwedenTicker: HUSQ.B

Record Date: 04/17/2025Meeting Type: Annual

Primary Security ID: W4235G116

Shares Voted: 481,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Prepare and Approve List of Shareholders	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
7	Receive Financial Statements and Statutory Reports	Mgmt				
8a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8b	Approve Allocation of Income and Dividends of SEK 1.00 Per Share	Mgmt	For	For	For	No
8c.1	Approve Discharge of Tom Johnstone	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
8c.2	Approve Discharge of Ingrid Bonde	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
8c.3	Approve Discharge of Torbjorn Loof	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
8c.4	Approve Discharge of Katarina Martinson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
8c.5	Approve Discharge of Bertrand Neuschwander	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
8c.6	Approve Discharge of Daniel Nodhall	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
8c.7	Approve Discharge of Lars Pettersson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
8c.8	Approve Discharge of Christine Robins	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
8c.9	Approve Discharge of CEO Pavel Hajman	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
9a	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For	No
9b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
10	Approve Remuneration of Directors in the Amount of SEK 2.4 Million to Chair and SEK 695,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11a.1	Elect Claes Boustedt as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Pavel Hajman, Ingrid Bonde, Claes Boustedt, Marlies Gebetsberger, Magnus Jarlegren and Christine Robins (Items 11a.1, 11a.2, 11a.3, 11a.4, 11a.5 and 11a.9) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Audit Committee A vote AGAINST candidates Katarina Martinson and Daniel Nodhall (Items 11a.7 and 11a.8) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Overboarding A vote AGAINST candidate Katarina Martinson (Items 11a.7) is warranted due to overboarding. A vote FOR candidate Torbjorn Loof (Item 11a.6) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chair under a separate proposal (see Item 11b).</i>						
11a.2	Elect Marlies Gebetsberger as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Pavel Hajman, Ingrid Bonde, Claes Boustedt, Marlies Gebetsberger, Magnus Jarlegren and Christine Robins (Items 11a.1, 11a.2, 11a.3, 11a.4, 11a.5 and 11a.9) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Audit Committee A vote AGAINST candidates Katarina Martinson and Daniel Nodhall (Items 11a.7 and 11a.8) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Overboarding A vote AGAINST candidate Katarina Martinson (Items 11a.7) is warranted due to overboarding. A vote FOR candidate Torbjorn Loof (Item 11a.6) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chair under a separate proposal (see Item 11b).</i>						
11a.3	Elect Magnus Jarlegren as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Pavel Hajman, Ingrid Bonde, Claes Boustedt, Marlies Gebetsberger, Magnus Jarlegren and Christine Robins (Items 11a.1, 11a.2, 11a.3, 11a.4, 11a.5 and 11a.9) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Audit Committee A vote AGAINST candidates Katarina Martinson and Daniel Nodhall (Items 11a.7 and 11a.8) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Overboarding A vote AGAINST candidate Katarina Martinson (Items 11a.7) is warranted due to overboarding. A vote FOR candidate Torbjorn Loof (Item 11a.6) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chair under a separate proposal (see Item 11b).</i>						
11a.4	Reelect Ingrid Bonde as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Pavel Hajman, Ingrid Bonde, Claes Boustedt, Marlies Gebetsberger, Magnus Jarlegren and Christine Robins (Items 11a.1, 11a.2, 11a.3, 11a.4, 11a.5 and 11a.9) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Audit Committee A vote AGAINST candidates Katarina Martinson and Daniel Nodhall (Items 11a.7 and 11a.8) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Overboarding A vote AGAINST candidate Katarina Martinson (Items 11a.7) is warranted due to overboarding. A vote FOR candidate Torbjorn Loof (Item 11a.6) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chair under a separate proposal (see Item 11b).</i>						
11a.5	Reelect Pavel Hajman as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Pavel Hajman, Ingrid Bonde, Claes Boustedt, Marlies Gebetsberger, Magnus Jarlegren and Christine Robins (Items 11a.1, 11a.2, 11a.3, 11a.4, 11a.5 and 11a.9) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Audit Committee A vote AGAINST candidates Katarina Martinson and Daniel Nodhall (Items 11a.7 and 11a.8) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Overboarding A vote AGAINST candidate Katarina Martinson (Items 11a.7) is warranted due to overboarding. A vote FOR candidate Torbjorn Loof (Item 11a.6) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chair under a separate proposal (see Item 11b).</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11a.6	Reelect Torbjorn Loof as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Pavel Hajman, Ingrid Bonde, Claes Boustedt, Marlies Gebetsberger, Magnus Jarlegren and Christine Robins (Items 11a.1, 11a.2, 11a.3, 11a.4, 11a.5 and 11a.9) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Audit Committee A vote AGAINST candidates Katarina Martinson and Daniel Nodhall (Items 11a.7 and 11a.8) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Overboarding A vote AGAINST candidate Katarina Martinson (Items 11a.7) is warranted due to overboarding. A vote FOR candidate Torbjorn Loof (Item 11a.6) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chair under a separate proposal (see Item 11b).</i>						
11a.7	Reelect Katarina Martinson as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Pavel Hajman, Ingrid Bonde, Claes Boustedt, Marlies Gebetsberger, Magnus Jarlegren and Christine Robins (Items 11a.1, 11a.2, 11a.3, 11a.4, 11a.5 and 11a.9) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Audit Committee A vote AGAINST candidates Katarina Martinson and Daniel Nodhall (Items 11a.7 and 11a.8) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Overboarding A vote AGAINST candidate Katarina Martinson (Items 11a.7) is warranted due to overboarding. A vote FOR candidate Torbjorn Loof (Item 11a.6) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chair under a separate proposal (see Item 11b).</i>						
11a.8	Reelect Daniel Nodhall as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Pavel Hajman, Ingrid Bonde, Claes Boustedt, Marlies Gebetsberger, Magnus Jarlegren and Christine Robins (Items 11a.1, 11a.2, 11a.3, 11a.4, 11a.5 and 11a.9) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Audit Committee A vote AGAINST candidates Katarina Martinson and Daniel Nodhall (Items 11a.7 and 11a.8) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Overboarding A vote AGAINST candidate Katarina Martinson (Items 11a.7) is warranted due to overboarding. A vote FOR candidate Torbjorn Loof (Item 11a.6) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chair under a separate proposal (see Item 11b).</i>						
11a.9	Reelect Christine Robins as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Pavel Hajman, Ingrid Bonde, Claes Boustedt, Marlies Gebetsberger, Magnus Jarlegren and Christine Robins (Items 11a.1, 11a.2, 11a.3, 11a.4, 11a.5 and 11a.9) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Audit Committee A vote AGAINST candidates Katarina Martinson and Daniel Nodhall (Items 11a.7 and 11a.8) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Overboarding A vote AGAINST candidate Katarina Martinson (Items 11a.7) is warranted due to overboarding. A vote FOR candidate Torbjorn Loof (Item 11a.6) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chair under a separate proposal (see Item 11b).</i>						
11b	Elect Torbjorn Loof as Board Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because Torbjorn Loof would be considered overboarded as chair of the board.</i>						
12a	Ratify KPMG as Auditors	Mgmt	For	For	For	No
12b	Approve Remuneration of Auditors	Mgmt	For	For	For	No
13	Approve Remuneration Report	Mgmt	For	For	For	No
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
15	Approve Performance Share Incentive Program LTI 2025	Mgmt	For	For	For	No

Husqvarna AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16	Approve Equity Plan Financing	Mgmt	For	For	For	No
17	Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights	Mgmt	For	For	For	No
18	Close Meeting	Mgmt				

Investment AB Oresund

Meeting Date: 04/29/2025

Record Date: 04/17/2025

Primary Security ID: W5R066154

Country: Sweden

Meeting Type: Annual

Ticker: ORES

Shares Voted: 10,672

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
7	Receive President's Report	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
8	Receive Financial Statements and Statutory Reports	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
9.a	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9.b	Approve Allocation of Income and Dividends of SEK 7.20 Per Share	Mgmt	For	For	For	No
9.c	Approve Discharge of Board and President	Mgmt	For	For	For	No

Investment AB Oresund

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Determine Number of Members (6) and Deputy Members of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of SEK 360,000 for Chair and Vice Chair and SEK 260,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For	No
12	Reelect Magnus Dybeck, Anna Engebretsen, Mats Qviberg, Douglas Roos and Par Roosvall Directors; Elect Petra von Rohr as New Director	Mgmt	For	For	For	No
13	Reelect Mats Qviberg as Board Chair; Reelect Magnus Dybeck as Vice Chair	Mgmt	For	For	For	No
14	Ratify KPMG as Auditors	Mgmt	For	For	For	No
15	Approve Remuneration Report	Mgmt	For	For	For	No
16	Approve Performance Share Matching Plan for Key Employees	Mgmt	For	For	For	No
17	Authorize Syntehtic Share Repurchase Program	Mgmt	For	For	For	No
18	Close Meeting	Mgmt				

Klcc Property Holdings Bhd.

Meeting Date: 04/29/2025

Record Date: 04/21/2025

Primary Security ID: Y4804V112

Country: Malaysia

Meeting Type: Annual

Ticker: 5235SS

Shares Voted: 6,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	AGM for KLCC Real Estate Investment Trust	Mgmt				
1	Receive Financial Statements and Statutory Reports	Mgmt				
	AGM for KLCC Property Holdings Berhad	Mgmt				
1	Elect Mazuki bin A Aziz as Director	Mgmt	For	For	For	No

Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.

Klcc Property Holdings Bhd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Elect Noor Lily Zuriati binti Abdullah as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3	Elect Annies bin Md Ariff as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Mohd Salem bin Kailany as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Elect Freida binti Amat as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
6	Approve Directors' Fees and Benefits	Mgmt	For	For	For	No
7	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

LPI Capital Bhd

Meeting Date: 04/29/2025

Record Date: 04/22/2025

Primary Security ID: Y5344R115

Country: Malaysia

Meeting Type: Extraordinary Shareholders

Ticker: 8621

Shares Voted: 22,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Proposed Disposal	Mgmt	For	For	For	No

LPI Capital Bhd.

Meeting Date: 04/29/2025

Record Date: 04/22/2025

Primary Security ID: Y5344R115

Country: Malaysia

Meeting Type: Annual

Ticker: 8621

Shares Voted: 22,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Tan Kok Guan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

LPI Capital Bhd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Elect Soo Chow Lai as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3	Approve Directors' Fees and Board Committee Chairman Fee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
4	Approve Directors' Benefit on Allowances	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
5	Approve Directors' Benefit on Insurance Coverage	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
6	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Malakoff Corporation Berhad

Meeting Date: 04/29/2025

Record Date: 04/21/2025

Primary Security ID: Y5401R107

Country: Malaysia

Meeting Type: Annual

Ticker: 5264

Shares Voted: 684,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Norida Abdul Rahman as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2	Elect Prakash Chandran Madhu Sudanan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3	Elect Lim Tau Kien as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Mohamad Razif Haji Abd Mubin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Approve Directors' Fees	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
6	Approve Directors' Benefits to all Non-Executive Directors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						

Malakoff Corporation Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Directors' Benefits by the Subsidiaries	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
8	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
9	Approve Implementation of New Shareholders' Mandate and Renewal of Existing Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No

Melnick Desenvolvimento Imobiliario SA

Meeting Date: 04/29/2025Country: BrazilTicker: MELK3

Record Date:Meeting Type: Annual

Primary Security ID: P6S4DL101

Shares Voted: 47,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
3	Approve Revision of Capital Budget Approved at the April 29, 2024 AGM	Mgmt	For	For	For	No
4	Approve Remuneration of Company's Management	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because the figure reported by the company for the total compensation of its highest-paid executive does not appear inclusive of all elements of the executive's pay.						
5	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	No

Melnick Desenvolvimento Imobiliario SA

Meeting Date: 04/29/2025Country: BrazilTicker: MELK3

Record Date:Meeting Type: Extraordinary Shareholders

Primary Security ID: P6S4DL101

Shares Voted: 47,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Directors at Six	Mgmt	For	For	For	No
2	Elect Rodrigo Seara Cassol as Independent Director	Mgmt	For	For	For	No

Mercialys SA

Meeting Date: 04/29/2025Country: FranceTicker: MERY
Record Date: 04/25/2025Meeting Type: Annual/Special
Primary Security ID: F61573105

Shares Voted: 34,355

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.						
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.						
3	Approve Allocation of Income and Dividends of EUR 1 per Share	Mgmt	For	For	For	No
4	Reelect Éric Le Gentil as Director	Mgmt	For	For	For	No
Voting Policy Rationale: * Votes FOR the (re)elections of the independent nominees (Stephanie Bensimon, Pascale Roque and Arnaud Le Mintier de la Motte-Basse) are warranted in the absence of specific concerns (Items 5, 7 and 8). * Votes FOR the reelections of these non-independent nominees (Eric Le Gentil and Elisabeth Cunin) are warranted given the satisfactory level of board independence (including all board members: 70.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 70.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 6).						
5	Reelect Stéphanie Bensimon as Director	Mgmt	For	For	For	No
Voting Policy Rationale: * Votes FOR the (re)elections of the independent nominees (Stephanie Bensimon, Pascale Roque and Arnaud Le Mintier de la Motte-Basse) are warranted in the absence of specific concerns (Items 5, 7 and 8). * Votes FOR the reelections of these non-independent nominees (Eric Le Gentil and Elisabeth Cunin) are warranted given the satisfactory level of board independence (including all board members: 70.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 70.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 6).						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Reelect Élisabeth Cunin as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of the independent nominees (Stephanie Bensimon, Pascale Roque and Arnaud Le Mintier de la Motte-Basse) are warranted in the absence of specific concerns (Items 5, 7 and 8). * Votes FOR the reelections of these non-independent nominees (Eric Le Gentil and Elisabeth Cunin) are warranted given the satisfactory level of board independence (including all board members: 70.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 70.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 6).</i>						
7	Reelect Pascale Roque as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of the independent nominees (Stephanie Bensimon, Pascale Roque and Arnaud Le Mintier de la Motte-Basse) are warranted in the absence of specific concerns (Items 5, 7 and 8). * Votes FOR the reelections of these non-independent nominees (Eric Le Gentil and Elisabeth Cunin) are warranted given the satisfactory level of board independence (including all board members: 70.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 70.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 6).</i>						
8	Elect Arnaud Le Mintier de la Motte-Basse as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of the independent nominees (Stephanie Bensimon, Pascale Roque and Arnaud Le Mintier de la Motte-Basse) are warranted in the absence of specific concerns (Items 5, 7 and 8). * Votes FOR the reelections of these non-independent nominees (Eric Le Gentil and Elisabeth Cunin) are warranted given the satisfactory level of board independence (including all board members: 70.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 70.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 6).</i>						
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
10	Approve Compensation of Eric Le Gentil, Chairman of the Board	Mgmt	For	For	For	No
11	Approve Compensation of Vincent Ravat, CEO	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted but not without concern as: * The outperformance of some criteria attached to the granted LTIP can be compensated by the non-achievement of others. The main reason for support is: * The absence of other concerns.</i>						
12	Approve Compensation of Elizabeth Blaise, Vice-CEO	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted but not without concern as: * The outperformance of some criteria attached to the granted LTIP can be compensated by the non-achievement of others. The main reason for support is: * The absence of other concerns.</i>						
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
14	Approve Remuneration Policy of Éric Le Gentil, Chairman of the Board	Mgmt	For	For	For	No
15	Approve Remuneration Policy of Vincent Ravat, CEO	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i>						
16	Approve Remuneration Policy of Elizabeth Blaise, Vice-CEO	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
17	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
18	Appoint Ernst & Young et Autres as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>						
19	Appoint KPMG S.A. as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>						
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 46.5 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 22-25 & 27-28 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 29 is warranted as it limits shareholder dilution under all authorizations together.</i>						
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9.3 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 22-25 & 27-28 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 29 is warranted as it limits shareholder dilution under all authorizations together.</i>						
24	Approve Issuance of Equity or Equity-Linked Securities Reserved for Private Placement, up to Aggregate Nominal Amount of EUR 9.3 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 22-25 & 27-28 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 29 is warranted as it limits shareholder dilution under all authorizations together.</i>						
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 22-24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 22-25 & 27-28 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 29 is warranted as it limits shareholder dilution under all authorizations together.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
26	Authorize Capitalization of Reserves of Up to EUR 46.5 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
27	Authorize Capital Increase of Up to EUR 9.3 Million for Future Exchange Offers	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 22-25 & 27-28 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 29 is warranted as it limits shareholder dilution under all authorizations together.</i>						
28	Authorize Capital Increase for Contributions in Kind, up to Aggregate Nominal Amount of EUR 9.3 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 22-25 & 27-28 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 29 is warranted as it limits shareholder dilution under all authorizations together.</i>						
29	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 46.5 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 22-25 & 27-28 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 29 is warranted as it limits shareholder dilution under all authorizations together.</i>						
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
31	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For	No
32	Amend Article 18 of Bylaws Re: Board Deliberation	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 32 and 33 are warranted as the proposed amendment are not considered contentious.</i>						
33	Remove Article 35 of Bylaws Re: Decline in Shareholder Equity to Below Half the Nominal Value of Company's Issued Capital	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 32 and 33 are warranted as the proposed amendment are not considered contentious.</i>						
	Ordinary Business	Mgmt				
34	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Meeting Date: 04/29/2025

Country: Greece

Ticker: OPTIMA

Record Date: 04/23/2025

Meeting Type: Annual

Primary Security ID: X59463103

Shares Voted: 1,794

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Management of Company and Grant Discharge to Auditors	Mgmt	For	For	For	No
3	Approve Auditors and Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
5.1	Receive Information on Director Appointment	Mgmt				
5.2	Appoint Independent Director	Mgmt	For	For	For	No
6	Receive Audit Committee's Activity Report	Mgmt				
7	Receive Report of Independent Non-Executive Directors	Mgmt				
8	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted due to significant concerns with the bank's remuneration practices (no disclosure of the calculation of the share-based payments and bonuses; problematic pay practices towards the company classified NED Tsanikidis).						
9	Approve Director Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: In line with Item 8, a vote AGAINST this item is warranted.						
10	Approve Share Capital Reduction via Decrease in Par Value	Mgmt	For	For	For	No
11	Approve Profit Sharing to Directors and Employees	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted due to a lack of disclosure around targets and individual award.						
12	Authorize Share Repurchase Program	Mgmt	For	For	For	No
13	Amend Suitability Policy of Directors	Mgmt	For	For	For	No
14	Amend Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The chairman, a non-executive director, would participate in variable remuneration schemes, * The company does not provide sufficient information on the performance criteria for the short-term incentives, * There isn't sufficient disclosure regarding the pension schemes.						
15	Various Announcements	Mgmt				

Meeting Date: 04/29/2025	Country: Austria	Ticker: POS
Record Date: 04/19/2025	Meeting Type: Annual	
Primary Security ID: A63700115		

Shares Voted: 3,504						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
5	Ratify Ernst & Young as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. * The level of disclosure provided in the remuneration report does not allow for an independent assessment of remuneration practices. * Several executives, including the CEO, received significant base salary increases in the year under review without a detailed explanation. * Special bonus awards were granted to several executives. * Free float shareholder dissent on previous remuneration reports has not been addressed.						
7	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The proposed policy contains significant scope for the award of a special bonus, which represents a serious breach of market practice. * Free-float dissent on the previous remuneration policy proposal has not been addressed.						
8.1	Elect Iris Ortner as Supervisory Board Member	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Iris Ortner, Henrietta Egerth-Stadlhuber, Alexander Melchior, Karl Pistotnik, Bernhard Vanas, Susanne Weiss and Thomas Winischhofer, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Iris Ortner, Karl Pistotnik, Bernhard Vanas, and Thomas Winischhofer, are warranted because the company has failed to establish a sufficiently independent audit committee. A vote AGAINST Bernhard Vanas is further warranted because he is non-independent and is currently the chair of the audit committee. Votes AGAINST the non-independent remuneration committee members, Iris Ortner, Karl Pistotnik and Susanne Weiss, are warranted because the company has failed to establish a sufficiently independent remuneration committee. A vote FOR the independent director Robert Grueneis is considered warranted.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.2	Elect Henrietta Egerth-Stadlhuber as Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Iris Ortner, Henrietta Egerth-Stadlhuber, Alexander Melchior, Karl Pistotnik, Bernhard Vanas, Susanne Weiss and Thomas Winischhofer, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Iris Ortner, Karl Pistotnik, Bernhard Vanas, and Thomas Winischhofer, are warranted because the company has failed to establish a sufficiently independent audit committee. A vote AGAINST Bernhard Vanas is further warranted because he is non-independent and is currently the chair of the audit committee. Votes AGAINST the non-independent remuneration committee members, Iris Ortner, Karl Pistotnik and Susanne Weiss, are warranted because the company has failed to establish a sufficiently independent remuneration committee. A vote FOR the independent director Robert Grueneis is considered warranted.</i>						
8.3	Elect Susanne Weiss as Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Iris Ortner, Henrietta Egerth-Stadlhuber, Alexander Melchior, Karl Pistotnik, Bernhard Vanas, Susanne Weiss and Thomas Winischhofer, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Iris Ortner, Karl Pistotnik, Bernhard Vanas, and Thomas Winischhofer, are warranted because the company has failed to establish a sufficiently independent audit committee. A vote AGAINST Bernhard Vanas is further warranted because he is non-independent and is currently the chair of the audit committee. Votes AGAINST the non-independent remuneration committee members, Iris Ortner, Karl Pistotnik and Susanne Weiss, are warranted because the company has failed to establish a sufficiently independent remuneration committee. A vote FOR the independent director Robert Grueneis is considered warranted.</i>						
8.4	Elect Karl Pistotnik as Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Iris Ortner, Henrietta Egerth-Stadlhuber, Alexander Melchior, Karl Pistotnik, Bernhard Vanas, Susanne Weiss and Thomas Winischhofer, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Iris Ortner, Karl Pistotnik, Bernhard Vanas, and Thomas Winischhofer, are warranted because the company has failed to establish a sufficiently independent audit committee. A vote AGAINST Bernhard Vanas is further warranted because he is non-independent and is currently the chair of the audit committee. Votes AGAINST the non-independent remuneration committee members, Iris Ortner, Karl Pistotnik and Susanne Weiss, are warranted because the company has failed to establish a sufficiently independent remuneration committee. A vote FOR the independent director Robert Grueneis is considered warranted.</i>						
8.5	Elect Alexander Melchior as Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Iris Ortner, Henrietta Egerth-Stadlhuber, Alexander Melchior, Karl Pistotnik, Bernhard Vanas, Susanne Weiss and Thomas Winischhofer, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Iris Ortner, Karl Pistotnik, Bernhard Vanas, and Thomas Winischhofer, are warranted because the company has failed to establish a sufficiently independent audit committee. A vote AGAINST Bernhard Vanas is further warranted because he is non-independent and is currently the chair of the audit committee. Votes AGAINST the non-independent remuneration committee members, Iris Ortner, Karl Pistotnik and Susanne Weiss, are warranted because the company has failed to establish a sufficiently independent remuneration committee. A vote FOR the independent director Robert Grueneis is considered warranted.</i>						
8.6	Elect Robert Grueneis as Supervisory Board Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Iris Ortner, Henrietta Egerth-Stadlhuber, Alexander Melchior, Karl Pistotnik, Bernhard Vanas, Susanne Weiss and Thomas Winischhofer, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Iris Ortner, Karl Pistotnik, Bernhard Vanas, and Thomas Winischhofer, are warranted because the company has failed to establish a sufficiently independent audit committee. A vote AGAINST Bernhard Vanas is further warranted because he is non-independent and is currently the chair of the audit committee. Votes AGAINST the non-independent remuneration committee members, Iris Ortner, Karl Pistotnik and Susanne Weiss, are warranted because the company has failed to establish a sufficiently independent remuneration committee. A vote FOR the independent director Robert Grueneis is considered warranted.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.7	Elect Bernhard Vanas as Supervisory Board Member	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Iris Ortner, Henrietta Egerth-Stadlhuber, Alexander Melchior, Karl Pistotnik, Bernhard Vanas, Susanne Weiss and Thomas Winischhofer, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Iris Ortner, Karl Pistotnik, Bernhard Vanas, and Thomas Winischhofer, are warranted because the company has failed to establish a sufficiently independent audit committee. A vote AGAINST Bernhard Vanas is further warranted because he is non-independent and is currently the chair of the audit committee. Votes AGAINST the non-independent remuneration committee members, Iris Ortner, Karl Pistotnik and Susanne Weiss, are warranted because the company has failed to establish a sufficiently independent remuneration committee. A vote FOR the independent director Robert Grueneis is considered warranted.						
8.8	Elect Thomas Winischhofer as Supervisory Board Member	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Iris Ortner, Henrietta Egerth-Stadlhuber, Alexander Melchior, Karl Pistotnik, Bernhard Vanas, Susanne Weiss and Thomas Winischhofer, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Iris Ortner, Karl Pistotnik, Bernhard Vanas, and Thomas Winischhofer, are warranted because the company has failed to establish a sufficiently independent audit committee. A vote AGAINST Bernhard Vanas is further warranted because he is non-independent and is currently the chair of the audit committee. Votes AGAINST the non-independent remuneration committee members, Iris Ortner, Karl Pistotnik and Susanne Weiss, are warranted because the company has failed to establish a sufficiently independent remuneration committee. A vote FOR the independent director Robert Grueneis is considered warranted.						

Profarma Distribuidora de Produtos Farmaceuticos SA

Meeting Date: 04/29/2025	Country: Brazil	Ticker: PFRM3
Record Date:	Meeting Type: Annual	
Primary Security ID: P7913E103		

Shares Voted: 25,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
3	Install Fiscal Council and Fix Number of Fiscal Council Members at Three	Mgmt	For	For	For	No
4	Elect Fiscal Council Members	Mgmt	For	For	For	No
5	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	Against	No
6	Approve Remuneration of Company's Management	Mgmt	For	For	For	No
7	Approve Remuneration of Fiscal Council Members	Mgmt	For	For	For	No

PT Asuransi Tugu Pratama Indonesia Tbk

Meeting Date: 04/29/2025Country: IndonesiaTicker: TUGU

Record Date: 03/26/2025Meeting Type: Annual

Primary Security ID: Y0R8VN102

Shares Voted: 1,722,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors	Mgmt	For	For	For	No
4	Approve Remuneration and Tantiem of Directors, Commissioners and Sharia Supervisory Board	Mgmt	For	For	For	No
5	Approve Report on the Use of Proceeds	Mgmt	For	For	For	No
6	Approve Changes in the Use of Proceeds from the Initial Public Offering	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						
7	Approve Ratification of Establishment Process of Sharia Insurance Subsidiary	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						
8	Amend Articles of Association	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						
9	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						

Royal Unibrew A/S

Meeting Date: 04/29/2025Country: DenmarkTicker: RBREW

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

Primary Security ID: K8390X122

Shares Voted: 13,773

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Discharge of Management and Board	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends of DKK 15.00 Per Share	Mgmt	For	For	For	No
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
6	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
7.1	Approve Creation of DKK 20.08 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 20.08 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted as the potential share capital increase is excessive.</i>						
7.2	Authorize Share Repurchase Program	Mgmt	For	For	For	No
8.a	Reelect Peter Ruzicka as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all six candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
8.b	Reelect Jais Valeur as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all six candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
8.c	Reelect Torben Carlsen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all six candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
8.d	Reelect Catharina Stackelberg-Hammaren as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all six candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
8.e	Reelect Lise Mortensen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all six candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
8.f	Elect Inge Plochaet as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all six candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
9.a	Ratify Deloitte as Auditors	Mgmt	For	For	For	No
10	Other Business	Mgmt				

Meeting Date: 04/29/2025

Country: Singapore

Ticker: S56

Record Date:

Meeting Type: Annual

Primary Security ID: Y7491Z106

Shares Voted: 382,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve Special Dividend	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because these are routine dividend proposals.</i>						
3	Approve Final Dividend	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because these are routine dividend proposals.</i>						
4	Elect Bani Maulana Mulia as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the election of Max Loh Khum Whai, Goh Teik Poh, and Tay Beng Chai is warranted given that they serve on the nominating committee and the company, under the leadership of a non-independent chairman, does not have independent directors representing the majority of the board under ISS' classification of directors. In the absence of any known issues concerning Bani Maulana Mulia and Ridwan Hamid, a vote FOR their election is warranted.</i>						
5	Elect Ridwan Hamid as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the election of Max Loh Khum Whai, Goh Teik Poh, and Tay Beng Chai is warranted given that they serve on the nominating committee and the company, under the leadership of a non-independent chairman, does not have independent directors representing the majority of the board under ISS' classification of directors. In the absence of any known issues concerning Bani Maulana Mulia and Ridwan Hamid, a vote FOR their election is warranted.</i>						
6	Elect Max Loh Khum Whai as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the election of Max Loh Khum Whai, Goh Teik Poh, and Tay Beng Chai is warranted given that they serve on the nominating committee and the company, under the leadership of a non-independent chairman, does not have independent directors representing the majority of the board under ISS' classification of directors. In the absence of any known issues concerning Bani Maulana Mulia and Ridwan Hamid, a vote FOR their election is warranted.</i>						
7	Elect Goh Teik Poh as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the election of Max Loh Khum Whai, Goh Teik Poh, and Tay Beng Chai is warranted given that they serve on the nominating committee and the company, under the leadership of a non-independent chairman, does not have independent directors representing the majority of the board under ISS' classification of directors. In the absence of any known issues concerning Bani Maulana Mulia and Ridwan Hamid, a vote FOR their election is warranted.</i>						
8	Elect Tay Beng Chai as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the election of Max Loh Khum Whai, Goh Teik Poh, and Tay Beng Chai is warranted given that they serve on the nominating committee and the company, under the leadership of a non-independent chairman, does not have independent directors representing the majority of the board under ISS' classification of directors. In the absence of any known issues concerning Bani Maulana Mulia and Ridwan Hamid, a vote FOR their election is warranted.</i>						
9	Approve Directors' Fees	Mgmt	For	For	For	No
10	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
11	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.</i>						

Samudera Shipping Line Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For	No

Samudera Shipping Line Ltd.

Meeting Date: 04/29/2025	Country: Singapore	Ticker: S56
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y7491Z106		

Shares Voted: 382,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Authorize Share Repurchase Program	Mgmt	For	For	For	No

Sanoma Oyj

Meeting Date: 04/29/2025	Country: Finland	Ticker: SANOMA
Record Date: 04/15/2025	Meeting Type: Annual	
Primary Security ID: X75713119		

Shares Voted: 3,132

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
2	Call the Meeting to Order	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
3	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
4	Acknowledge Proper Convening of Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
5	Prepare and Approve List of Shareholders	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Approve Allocation of Income and Dividends of EUR 0.39 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
11	Approve Monthly Remuneration of Directors in the Amount of EUR 12,000 for Chair, EUR 7,000 for Deputy Chair, and EUR 6,000 for Other Directors; Approve Meeting Fees and Remuneration of Committee Work	Mgmt	For	For	For	No
12	Fix Number of Directors at Nine	Mgmt	For	For	For	No
13	Reelect Pekka Ala-Pietila (Chair), Klaus Cawen (Vice Chair), Julian Drinkall, Rolf Grisebach, Anna Herlin, Sebastian Langenskiold, Eugenie van Wiechen and Jannica Fagerholm as Directors; Elect Timo Lappalainen as New Director	Mgmt	For	For	For	No
14	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For	No
15	Ratify PricewaterhouseCoopers as Auditor; Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
16	Authorize Share Repurchase Program	Mgmt	For	For	For	No
17	Approve Issuance of up to 16 Million New Shares and 21 Million Treasury Shares without Preemptive Rights	Mgmt	For	For	For	No
18	Close Meeting	Mgmt				

Security Bank Corp. (Philippines)

Meeting Date: 04/29/2025 **Country:** Philippines **Ticker:** SECB
Record Date: 03/25/2025 **Meeting Type:** Annual
Primary Security ID: Y7571C100

Shares Voted: 69,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve the Minutes of the Annual Stockholders' Meeting	Mgmt	For	For	For	No
2	Approve the Annual Report	Mgmt	For	For	For	No
3	Ratify Acts, Resolutions and Proceedings of the Board of Directors, the Board Committees, the Management Committees, the Officers and Agents of the Corporation as Reflected in the Minutes	Mgmt	For	For	For	No
	Elect 15 Directors by Cumulative Voting	Mgmt				
4.1	Elect Diana P. Aguilar as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
4.2	Elect Gerard H. Brimo as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
4.3	Elect Enrico S. Cruz as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
4.4	Elect Daniel S. Dy as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
4.5	Elect Frederick Y. Dy as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
4.6	Elect Esther Wileen S. Go as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
4.7	Elect Jikyeong Kang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						

Security Bank Corp. (Philippines)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.8	Elect Nobuya Kawasaki as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>					
4.9	Elect Jose Perpetuo M. Lotilla as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>					
4.10	Elect Napoleon L. Nazareno as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>					
4.11	Elect Cirilo P. Noel as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>					
4.12	Elect Stephen G. Tan as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>					
4.13	Elect Maria Cristina A. Tingson as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>					
4.14	Elect Hirofumi Umeno as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>					
4.15	Elect Sanjiv Vohra as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>					
5	Approve the Changes in the Per Diem Policy of the Board of Directors	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because of insufficient disclosure regarding the proposed transaction.</i>					
6	Ratify Selection by the Audit Committee and the Board of Directors of SyCip Gorres Velayo & Co. as External Auditor	Mgmt	For	For	For	No

SkyWorld Development Bhd.

Meeting Date: 04/29/2025

Record Date: 04/22/2025

Primary Security ID: Y8343C105

Country: Malaysia

Meeting Type: Extraordinary Shareholders

Ticker: 5315

Shares Voted: 271,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Proposed Joint Development	Mgmt	For	For	For	No
2	Approve Diversification of Business	Mgmt	For	For	For	No

SSAB AB

Meeting Date: 04/29/2025

Record Date: 04/17/2025

Primary Security ID: W8615U108

Country: Sweden

Meeting Type: Annual

Ticker: SSAB.B

Shares Voted: 484,523

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
4	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
6	Receive Financial Statements and Statutory Reports; Receive Chair's Report; Receive CEO's Report; Receive Auditors Report	Mgmt				
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
7.b	Approve Allocation of Income and Dividends of SEK 2.6 Per Share	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.c1	Approve Discharge of Petra Einarsson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
7.c2	Approve Discharge of Kerstin Enochsson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
7.c3	Approve Discharge of Lennart Evrell	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
7.c4	Approve Discharge of Bernard Fontana	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
7.c5	Approve Discharge of Marie Gronborg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
7.c6	Approve Discharge of Pierre Heeroma	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
7.c7	Approve Discharge of Martin Lindqvist	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
7.c8	Approve Discharge of Mikael Makinen	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
7.c9	Approve Discharge of Maija Strandberg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
7.c10	Approve Discharge of Mikael Henriksson (Employee Representative)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
7.c11	Approve Discharge of Tomas Jansson (Employee Representative)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
7.c12	Approve Discharge of Tomas Karlsson (Employee Representative)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.c13	Approve Discharge of Robert Holmstrom (Employee Representative)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
7.c14	Approve Discharge of Sven-Erik Rosen (Employee Representative)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
7.c15	Approve Discharge of Patrick Sjöholm (Employee Representative)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
7.c16	Approve Discharge of Martin Lindqvist as CEO	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
7.c17	Approve Discharge of Johnny Sjöström as CEO	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
8	Determine Number of Directors (8) and Deputy Directors (0) of Board	Mgmt	For	For	For	No
9.1	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chair and SEK 711,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
9.2	Approve Remuneration of Auditors	Mgmt	For	For	For	No
10.a	Reelect Petra Einarsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 10.a-10.h) is warranted due to a lack of concern regarding the board or its committees.</i>						
10.b	Reelect Kerstin Enochsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 10.a-10.h) is warranted due to a lack of concern regarding the board or its committees.</i>						
10.c	Reelect Lennart Evrell as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 10.a-10.h) is warranted due to a lack of concern regarding the board or its committees.</i>						
10.d	Reelect Bernard Fontana as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 10.a-10.h) is warranted due to a lack of concern regarding the board or its committees.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.e	Reelect Marie Gronborg as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all candidates (Items 10.a-10.h) is warranted due to a lack of concern regarding the board or its committees.						
10.f	Reelect Pierre Heeroma as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all candidates (Items 10.a-10.h) is warranted due to a lack of concern regarding the board or its committees.						
10.g	Reelect Mikael Makinen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all candidates (Items 10.a-10.h) is warranted due to a lack of concern regarding the board or its committees.						
10.h	Reelect Maija Strandberg as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all candidates (Items 10.a-10.h) is warranted due to a lack of concern regarding the board or its committees.						
11	Reelect Lennart Evrell as Board Chair	Mgmt	For	For	For	No
12.1	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
12.2	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
13	Approve Remuneration Report	Mgmt	For	For	For	No
14	Approve Long Term Incentive Program 2025	Mgmt	For	For	For	No
15	Authorize Share Repurchase Program	Mgmt	For	For	For	No
16	Close Meeting	Mgmt				

SThree Plc

Meeting Date: 04/29/2025	Country: United Kingdom	Ticker: STEM
Record Date: 04/25/2025	Meeting Type: Annual	
Primary Security ID: G8499E103		

Shares Voted: 28,830						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect James Bilefield as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Re-elect Timo Lehne as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
6	Re-elect Andrew Beach as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
7	Re-elect Denise Collis as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
8	Re-elect Elaine O'Donnell as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
9	Re-elect Imogen Joss as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
10	Elect Sanjeevan Bala as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
15	Adopt New Articles of Association	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Meeting Date: 04/29/2025

Country: Sweden

Ticker: THULE

Record Date: 04/17/2025

Meeting Type: Annual

Primary Security ID: W9T18N112

Shares Voted: 50,494

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Prepare and Approve List of Shareholders	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive CEO's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Receive Board's and Board Committee's Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9.a	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9.b	Receive Consolidated Accounts and Group Auditor's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9.d	Receive Board's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9.e	Receive Remuneration Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
10.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.b	Approve Allocation of Income and Dividends of SEK 8.30 Per Share	Mgmt	For	For	For	No
10c.1	Approve Discharge of Hans Eckerstrom	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c.2	Approve Discharge of CEO Mattias Ankarberg	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c.3	Approve Discharge of Anders Jensen	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c.4	Approve Discharge of Sarah McPhee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c.5	Approve Discharge of Johan Westman	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c.6	Approve Discharge of Helene Willberg	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c.7	Approve Discharge of Sandra Finer	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c.8	Approve Discharge of Paul Gustavsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.d	Approve Remuneration Report	Mgmt	For	For	For	No
11	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For	No
12	Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chair and SEK 475,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
13.1	Reelect Hans Eckerstrom as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Hans Eckerstrom, Sandra Finer, Paul Gustavsson, Anders Jensen, Sarah McPhee and Helene Willberg (Items 13.1, 13.2, 13.3, 13.5, 13.6 and 13.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Johan Westman (Item 13.4) is warranted due to him being considered overboarded.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13.2	Reelect Anders Jensen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Hans Eckerstrom, Sandra Finer, Paul Gustavsson, Anders Jensen, Sarah McPhee and Helene Willberg (Items 13.1, 13.2, 13.3, 13.5, 13.6 and 13.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Johan Westman (Item 13.4) is warranted due to him being considered overboarded.</i>						
13.3	Reelect Sarah McPhee as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Hans Eckerstrom, Sandra Finer, Paul Gustavsson, Anders Jensen, Sarah McPhee and Helene Willberg (Items 13.1, 13.2, 13.3, 13.5, 13.6 and 13.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Johan Westman (Item 13.4) is warranted due to him being considered overboarded.</i>						
13.4	Reelect Johan Westman as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Hans Eckerstrom, Sandra Finer, Paul Gustavsson, Anders Jensen, Sarah McPhee and Helene Willberg (Items 13.1, 13.2, 13.3, 13.5, 13.6 and 13.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Johan Westman (Item 13.4) is warranted due to him being considered overboarded.</i>						
13.5	Reelect Helene Willberg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Hans Eckerstrom, Sandra Finer, Paul Gustavsson, Anders Jensen, Sarah McPhee and Helene Willberg (Items 13.1, 13.2, 13.3, 13.5, 13.6 and 13.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Johan Westman (Item 13.4) is warranted due to him being considered overboarded.</i>						
13.6	Reelect Sandra Finer as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Hans Eckerstrom, Sandra Finer, Paul Gustavsson, Anders Jensen, Sarah McPhee and Helene Willberg (Items 13.1, 13.2, 13.3, 13.5, 13.6 and 13.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Johan Westman (Item 13.4) is warranted due to him being considered overboarded.</i>						
13.7	Reelect Paul Gustavsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Hans Eckerstrom, Sandra Finer, Paul Gustavsson, Anders Jensen, Sarah McPhee and Helene Willberg (Items 13.1, 13.2, 13.3, 13.5, 13.6 and 13.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Johan Westman (Item 13.4) is warranted due to him being considered overboarded.</i>						
13.8	Reelect Hans Eckerstrom as Board Chair	Mgmt	For	For	For	No
14	Approve Remuneration of Auditor	Mgmt	For	For	For	No
15	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
17	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For	No
18	Authorize Share Repurchase Program	Mgmt	For	For	For	No
19	Close Meeting	Mgmt				

Tsit Wing International Holdings Limited

Meeting Date: 04/29/2025

Country: Bermuda

Ticker: 2119

Record Date: 04/23/2025

Meeting Type: Annual

Primary Security ID: G9113W107

Shares Voted: 138,164

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3A	Elect Wong Tat Tong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3B	Elect Fan Yee Man as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3C	Elect Tang Kwai Chang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
5	Approve Ernst & Young, Certified Public Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

WALLENIUS WILHELMSSEN ASA

Meeting Date: 04/29/2025

Country: Norway

Ticker: WAWI

Record Date: 04/22/2025

Meeting Type: Annual

Primary Security ID: R9820L103

Shares Voted: 72,846

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
5	Approve Dividends	Mgmt	For	For	For	No
6	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the proposed remuneration policy does not specify a maximum limit for termination arrangements in the updated policy.</i>					
7	Approve Remuneration Statement	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, as it provides poor ex-post disclosure on the achieved performance under the variable remuneration plans.</i>					
8	Discuss Company's Corporate Governance Statement	Mgmt	For	For	For	No
9	Approve Remuneration of Auditors	Mgmt	For	For	For	No
10	Elect Directors	Mgmt	For	For	For	No
11	Elect Members of Nominating Committee	Mgmt	For	For	For	No
12	Approve Remuneration of Directors	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to because of a lack of concern regarding the proposed fees.</i>					
13	Approve Remuneration of Nominating Committee Members	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to because of a lack of concern regarding the proposed fees.</i>					
14	Approve Remuneration of Audit Committee Members	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to because of a lack of concern regarding the proposed fees.</i>					

WALLENIUS WILHELMSSEN ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15	Approve Remuneration of Members of the People, Culture and Remuneration Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to because of a lack of concern regarding the proposed fees.						
16	Authorize Share Repurchase Program	Mgmt	For	For	For	No
17	Approve Creation of NOK 22 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No

Zuari Agro Chemicals Limited

Meeting Date: 04/29/2025Country: IndiaTicker: 534742

Record Date: 03/21/2025Meeting Type: Special

Primary Security ID: Y9887J100

Shares Voted: 10,383

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Elect Amandeep as Director	Mgmt	For	For	For	No

Alfa Financial Software Holdings Plc

Meeting Date: 04/30/2025Country: United KingdomTicker: ALFA

Record Date: 04/28/2025Meeting Type: Annual

Primary Security ID: G01682106

Shares Voted: 41,166

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Reena Raichura as Director	Mgmt	For	For	For	No

Voting Policy Rationale: Items 4 to 7 and 9 to 12 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 8 A vote FOR Chris Sullivan is considered warranted, although it is not without concern because: * As Nomination Committee Chair, Chris Sullivan is considered responsible for incorporating sufficient diversity on the Board. As at the reference date (and FYE), the Company met one of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * The percentage of women on the Board has improved since the last AGM from 12% to 22%. * The Company acknowledges the Listing Rules' targets, and notes diversity is considered as part of succession planning.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Re-elect Steve Breach as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4 to 7 and 9 to 12 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 8 A vote FOR Chris Sullivan is considered warranted, although it is not without concern because: * As Nomination Committee Chair, Chris Sullivan is considered responsible for incorporating sufficient diversity on the Board. As at the reference date (and FYE), the Company met one of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * The percentage of women on the Board has improved since the last AGM from 12% to 22%. * The Company acknowledges the Listing Rules' targets, and notes diversity is considered as part of succession planning.</i>						
6	Re-elect Adrian Chamberlain as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4 to 7 and 9 to 12 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 8 A vote FOR Chris Sullivan is considered warranted, although it is not without concern because: * As Nomination Committee Chair, Chris Sullivan is considered responsible for incorporating sufficient diversity on the Board. As at the reference date (and FYE), the Company met one of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * The percentage of women on the Board has improved since the last AGM from 12% to 22%. * The Company acknowledges the Listing Rules' targets, and notes diversity is considered as part of succession planning.</i>						
7	Re-elect Charlotte de Metz as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4 to 7 and 9 to 12 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 8 A vote FOR Chris Sullivan is considered warranted, although it is not without concern because: * As Nomination Committee Chair, Chris Sullivan is considered responsible for incorporating sufficient diversity on the Board. As at the reference date (and FYE), the Company met one of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * The percentage of women on the Board has improved since the last AGM from 12% to 22%. * The Company acknowledges the Listing Rules' targets, and notes diversity is considered as part of succession planning.</i>						
8	Re-elect Chris Sullivan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4 to 7 and 9 to 12 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 8 A vote FOR Chris Sullivan is considered warranted, although it is not without concern because: * As Nomination Committee Chair, Chris Sullivan is considered responsible for incorporating sufficient diversity on the Board. As at the reference date (and FYE), the Company met one of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * The percentage of women on the Board has improved since the last AGM from 12% to 22%. * The Company acknowledges the Listing Rules' targets, and notes diversity is considered as part of succession planning.</i>						
9	Re-elect Andrew Denton as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4 to 7 and 9 to 12 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 8 A vote FOR Chris Sullivan is considered warranted, although it is not without concern because: * As Nomination Committee Chair, Chris Sullivan is considered responsible for incorporating sufficient diversity on the Board. As at the reference date (and FYE), the Company met one of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * The percentage of women on the Board has improved since the last AGM from 12% to 22%. * The Company acknowledges the Listing Rules' targets, and notes diversity is considered as part of succession planning.</i>						
10	Re-elect Duncan Magrath as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4 to 7 and 9 to 12 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 8 A vote FOR Chris Sullivan is considered warranted, although it is not without concern because: * As Nomination Committee Chair, Chris Sullivan is considered responsible for incorporating sufficient diversity on the Board. As at the reference date (and FYE), the Company met one of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * The percentage of women on the Board has improved since the last AGM from 12% to 22%. * The Company acknowledges the Listing Rules' targets, and notes diversity is considered as part of succession planning.</i>						
11	Re-elect Andrew Page as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4 to 7 and 9 to 12 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 8 A vote FOR Chris Sullivan is considered warranted, although it is not without concern because: * As Nomination Committee Chair, Chris Sullivan is considered responsible for incorporating sufficient diversity on the Board. As at the reference date (and FYE), the Company met one of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * The percentage of women on the Board has improved since the last AGM from 12% to 22%. * The Company acknowledges the Listing Rules' targets, and notes diversity is considered as part of succession planning.</i>						

Alfa Financial Software Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12	Re-elect Matthew White as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4 to 7 and 9 to 12 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 8 A vote FOR Chris Sullivan is considered warranted, although it is not without concern because: * As Nomination Committee Chair, Chris Sullivan is considered responsible for incorporating sufficient diversity on the Board. As at the reference date (and FYE), the Company met one of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * The percentage of women on the Board has improved since the last AGM from 12% to 22%. * The Company acknowledges the Listing Rules' targets, and notes diversity is considered as part of succession planning.</i>						
13	Reappoint RSM UK Audit LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Alimak Group AB

Meeting Date: 04/30/2025 **Country:** Sweden **Ticker:** ALIG
Record Date: 04/22/2025 **Meeting Type:** Annual
Primary Security ID: W1R155105

Shares Voted: 19,928						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive President's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9.b	Approve Allocation of Income and Dividends of SEK 3 Per Share	Mgmt	For	For	For	No
9.c	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Determine Number of Members (8) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of SEK 1.04 Million for Chair and SEK 414,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For	No
12	Reelect Johan Hjertonsson (Chair), Helena Nordman-Knutson, Tomas Carlsson, Helene Mellquist, Sven Tornkvist, Petra Einarsson and Ole Kristian Jodahl as Directors; Elect Annette Rinck as New Director	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the proposed chairman Johan Hjertonsson is considered overboarded due to holding three chairmanships in aggregate and holding an outside executive position.</i>					
13	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
14	Approve Remuneration Report	Mgmt	For	For	For	No
15	Approve Call Option Program 2025 for Key Employees	Mgmt	For	For	For	No

Alimak Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16.a	Authorize Share Repurchase Program	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.</i>						
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.</i>						
16.c	Approve Transfer of Shares to Participants of Call Option Program 2025	Mgmt	For	For	For	No
17	Close Meeting	Mgmt				

Aryzta AG

Meeting Date: 04/30/2025 **Country:** Switzerland **Ticker:** ARYN
Record Date: **Meeting Type:** Annual
Primary Security ID: H0336C126

Shares Voted: 81,264

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Sustainability Report	Mgmt	For	For	For	No
1.3	Approve Remuneration Report	Mgmt	For	For	For	No
2	Approve Treatment of Net Loss	Mgmt	For	For	For	No
3	Approve Discharge of Board of Directors	Mgmt	For	For	For	No
4.1.1	Reelect Urs Jordi as Director and Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.1.2	Reelect Cornelia Gehrig as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.1.3	Reelect Heiner Kamps as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.1.4	Reelect Alejandro Zaragueeta as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1.5	Reelect Helene Weber-Dubi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.2.1	Reappoint Cornelia Gehrig as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.2.2	Reappoint Heiner Kamps as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.2.3	Reappoint Helene Weber-Dubi as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
4.3	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No
4.4	Designate Patrick O'Neill as Independent Proxy	Mgmt	For	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For	For	For	No
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 12 Million	Mgmt	For	For	For	No
6.1	Approve CHF 0.66 Ordinary Share Capital Increase without Preemptive Rights, if Item 6.2 is Approved	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted because: * The share consolidation would affect all shareholders equally without any negative impact on shareholders' relative ownership interests. * The board has provided a compelling rationale for the reverse stock split.</i>						
6.2	Approve 40:1 Reverse Stock Split	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted because: * The share consolidation would affect all shareholders equally without any negative impact on shareholders' relative ownership interests. * The board has provided a compelling rationale for the reverse stock split.</i>						
6.3	Approve Creation of Capital Band within the Upper Limit of CHF 21.8 Million and the Lower Limit of CHF 17.9 Million with or without Exclusion of Preemptive Rights, if Items 6.1 and 6.2 are Approved	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

ATOSS Software SE

Meeting Date: 04/30/2025	Country: Germany	Ticker: AOF
Record Date: 04/08/2025	Meeting Type: Annual	
Primary Security ID: D0426N101		

Shares Voted: 3,349						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 2.13 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For	No
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The reporting is complex and difficult to understand from an external perspective. * The CEO received a significant base salary increase during the year without a detailed explanation. * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. * There are concerns regarding equity compensation practices considering awards that partially vest in less than three years and do not require the achievement of performance conditions. * Discretionary payments were awarded in the last year without detailed and compelling explanations. * The largest shareholder, AOB Invest GmbH, financed awards for two executives, which raises concern regarding the potential for asymmetric accountability towards shareholders. * The report does not directly address significant shareholder dissent on the prior vote.						
7	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Approve Remuneration of the First Supervisory Board of ATOSS Software SE	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these resolutions are warranted because the proposed supervisory board remuneration is in line with market practice and no significant concerns are noted.						
9	Confirm April 30, 2021 AGM Resolution Re: Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these resolutions are warranted because the proposed supervisory board remuneration is in line with market practice and no significant concerns are noted.						
10.1	Elect Moritz Zimmermann to the Supervisory Board	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Rolf Baron Vielhauer von Hohenhau and Klaus Bauer, are warranted because of the failure to establish a sufficiently independent board and audit committee. A vote AGAINST Klaus Bauer is further warranted because he is non-independent and currently the chair of the audit committee. Because the company does not have a standalone nomination committee, a vote AGAINST the current board chair, Moritz Zimmermann, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.						
10.2	Elect Rolf Vielhauer von Hohenhau to the Supervisory Board	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Rolf Baron Vielhauer von Hohenhau and Klaus Bauer, are warranted because of the failure to establish a sufficiently independent board and audit committee. A vote AGAINST Klaus Bauer is further warranted because he is non-independent and currently the chair of the audit committee. Because the company does not have a standalone nomination committee, a vote AGAINST the current board chair, Moritz Zimmermann, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.						
10.3	Elect Klaus Bauer to the Supervisory Board	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Rolf Baron Vielhauer von Hohenhau and Klaus Bauer, are warranted because of the failure to establish a sufficiently independent board and audit committee. A vote AGAINST Klaus Bauer is further warranted because he is non-independent and currently the chair of the audit committee. Because the company does not have a standalone nomination committee, a vote AGAINST the current board chair, Moritz Zimmermann, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.						
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No

Avio S.p.A.

Meeting Date: 04/30/2025	Country: Italy	Ticker: AVIO
Record Date: 04/17/2025	Meeting Type: Annual	
Primary Security ID: T0R27R125		

Shares Voted: 13,536

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because they are routine requests in Italy, and there are no specific concerns with the company's accounts and the proposed income allocation.</i>						
1.2	Approve Allocation of Income	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because they are routine requests in Italy, and there are no specific concerns with the company's accounts and the proposed income allocation.</i>						
2.1	Approve Remuneration Policy	Mgmt	For	For	For	No
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No

Banca Popolare di Sondrio SpA

Meeting Date: 04/30/2025 **Country:** Italy **Ticker:** BPSO
Record Date: 04/17/2025 **Meeting Type:** Annual/Special
Primary Security ID: T1549L116

Shares Voted: 486,384

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Ordinary Business Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
1b	Approve Allocation of Income	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
2a1	Approve Remuneration Policy	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice.</i>						
2a2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
2b	Approve Compensation Plan	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice.</i>						
2c	Approve Long-Term Compensation Plan	Mgmt	For	For	For	No
2d	Authorize Reissuance of Repurchased Shares to Service the Compensation Plans	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice.</i>						

Banca Popolare di Sondrio SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt				
3.1	Slate 1 Submitted by Institutional Investors	SH	None	For	For	No
3.2	Slate 2 Submitted by 8 Shareholders	SH	None	Against	Against	No
4	Approve Remuneration of Directors	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
1	Amend Company Bylaws Re: Article 49	Mgmt	For	For	For	No

Banco del Bajio SA, Institucion de Banca Multiple

Meeting Date: 04/30/2025Country: MexicoTicker: BBAJIOO

Record Date: 04/15/2025Meeting Type: Annual

Primary Security ID: P1R2ZN117

Shares Voted: 125,229

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Approve Report of Audit and Corporate Practices Committee	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					
1.2	Approve Board's Opinion on CEO's Report	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					
1.3	Approve Auditor's Report	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					
1.4	Approve Commissioner's Report	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					
1.5	Approve Board's Report on Policies and Accounting Criteria Followed in Preparation of Financial Information	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					

Banco del Bajío SA, Institucion de Banca Multiple

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.6	Approve Report on Operations and Activities Undertaken by Board	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>					
2	Approve Report on Adherence to Fiscal Obligations	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2024, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>					
3	Approve Allocation of Income	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.</i>					
4	Approve Cash Dividends	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.</i>					
5	Set Maximum Amount of Share Repurchase for FY 2025; Approve Board's Report on Share Repurchase for FY 2024	Mgmt	For	For	For	No
6.1a	Elect and/or Ratify Salvador Onate Ascencio as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>					
6.1b	Elect and/or Ratify Gerardo Plascencia Reyes as Alternate Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>					
6.1c	Elect and/or Ratify Salvador Onate Barron as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>					
6.1d	Elect and/or Ratify Javier Marina Tanda as Alternate Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>					
6.1e	Elect and/or Ratify Alejandro Martinez Martinez as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>					

Banco del Bajio SA, Institucion de Banca Multiple

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.1f	Elect and/or Ratify Hector Martinez Martinez as Alternate Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
6.1g	Elect and/or Ratify Jose Harari Uziel as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
6.1h	Elect and/or Ratify Carlos de la Cerda Serrano as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
6.1i	Elect and/or Ratify Fabian Federico Uribe Fernandez as Alternate Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
6.1j	Elect and/or Ratify Edgardo del Rincon Gutierrez as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
6.1k	Elect and/or Ratify Joaquin David Dominguez Cuenca as Alternate Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
6.1l	Elect and/or Ratify Blanca Veronica Casillas Placencia as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
6.1m	Elect and/or Ratify Alexis Milo Caraza as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						

Banco del Bajio SA, Institucion de Banca Multiple

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.1n	Elect and/or Ratify Alfredo Emilio Colin Babio as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
6.1o	Elect and/or Ratify Barbara Jean Mair Rowberry as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
6.1p	Elect and/or Ratify Dan Ostrosky Shejet as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
6.1q	Elect and/or Ratify Elizabeth Marvan Fragoso as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
6.1r	Elect and/or Ratify Francisco Javier de la Calle Pardo as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
6.1s	Elect and/or Ratify Ramon Santoyo Vazquez as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
6.1t	Elect and/or Ratify Benjamin Zermeno Padilla as Honorary Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
6.1u	Elect and/or Ratify Eduardo Gomez Navarro as Honorary Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						

Banco del Bajío SA, Institucion de Banca Multiple

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.1v	Elect and/or Ratify Genaro Carlos Leal Martinez as Honorary Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
6.1w	Elect and/or Ratify Rolando Uziel Candiotti as Honorary Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
6.2	Approve Directors Liability	Mgmt	For	For	For	No
6.3	Approve Remuneration of Directors	Mgmt	For	For	For	No
7.1a	Elect and/or Ratify Salvador Onate Barron as Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
7.1b	Elect and/or Ratify Blanca Veronica Casillas Placencia as Secretary of Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
7.1c	Elect and/or Ratify Arturo Rabago Fonseca as Commissioner	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
7.1d	Elect and/or Ratify Carlos German Alvarez Cisneros as Alternate Commissioner	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						
8	Elect and/or Ratify Francisco Javier de la Calle Pardo as Chair of Audit and Corporate Practices Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Cautionary support FOR the honorary director nominees (Items 6.1t-6.1w) is recommended given the lack of rationale for the inclusion of honorary members.</i>						

Banco del Bajio SA, Institucion de Banca Multiple

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Authorize Joaquin David Dominguez Cuenca and/or Blanca Veronica Casillas Placencia to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

C&A Modas SA

Meeting Date: 04/30/2025	Country: Brazil	Ticker: CEAB3
Record Date:	Meeting Type: Annual	
Primary Security ID: P1S6UB100		

Shares Voted: 524,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.						
2	Accept Management Statements for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.						
3	Approve Capital Budget	Mgmt	For	For	For	No
4	Fix Number of Directors at Five	Mgmt	For	For	For	No
5	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 9, 10.1-10.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.						
6	Elect Directors	Mgmt	For	For	For	No
7	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Against	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	If Voting FOR on Item 8, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt				
8	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 9, 10.1-10.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
9.1	Percentage of Votes to Be Assigned - Elect Marcos Guimaraes Grasso as Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 9, 10.1-10.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
9.2	Percentage of Votes to Be Assigned - Elect Cristina Presz Palmaka de Luca as Independent Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 9, 10.1-10.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
9.3	Percentage of Votes to Be Assigned - Elect Peter Takaharu Furukawa as Independent Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 9, 10.1-10.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						
9.4	Percentage of Votes to Be Assigned - Elect Jamil Sud Marques as Independent Director	Mgmt	None	Abstain	Abstain	No
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 9, 10.1-10.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.5	Percentage of Votes to Be Assigned - Elect Isabella de Oliveira Vianna Cavalcanti Wanderley as Independent Director	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 9, 10.1-10.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.						
10	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	No
11	Elect Marcos Guimaraes Grasso as Board Chair	Mgmt	For	For	For	No
12	Approve Classification of Cristina Presz Palmaka de Luca, Peter Takaharu Furukawa, Jamil Sud Marques, and Isabella de Oliveira Vianna Cavalcanti Wanderley as Independent Directors	Mgmt	For	For	For	No
13	Approve Remuneration of Company's Management	Mgmt	For	For	For	No
14	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	For	For	No
15	Elect Rafael de Souza Morsch as Fiscal Council Member and Thiago Wolf Pereira as Alternate Appointed by Minority Shareholder	SH	None	For	For	No
16	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No

Meeting Date: 04/30/2025	Country: Brazil	Ticker: CEAB3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P1S6UB100		

Shares Voted: 524,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles and Consolidate Bylaws	Mgmt	For	For	For	No

Centrais Eletricas Santa Catarina SA

Meeting Date: 04/30/2025Country: BrazilTicker: CLSC4

Record Date:Meeting Type: Annual

Primary Security ID: P2R350199

Shares Voted: 7,206

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Meeting for Preferred Shareholders	Mgmt				
	Elect Thiago Costa Jacinto as Fiscal Council Member and Angela Goncalves da Silva as Alternate Appointed by Preferred Shareholder	SH	None	For	For	No

Cie d'Entreprises CFE SA

Meeting Date: 04/30/2025Country: BelgiumTicker: CFEB

Record Date: 04/16/2025Meeting Type: Annual

Primary Security ID: B27818135

Shares Voted: 839

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Annual Meeting Agenda	Mgmt				
	Receive Directors' Management Reports (Non-Voting)	Mgmt				
Voting Policy Rationale: This is a routine non-voting item.						
1.2	Receive Auditors' Reports (Non-Voting)	Mgmt				
Voting Policy Rationale: This is a routine non-voting item.						
1.3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
1.4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.40 per Share	Mgmt	For	For	For	No
2.1	Receive Remuneration Report (Non-Voting)	Mgmt				
2.2	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration is below par in relation to market standards, particularly with regard to disclosure of the performance metrics and achievement under the STIP.						
2.3	Approve Amended Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regard to disclosure of short term performance metrics, targets and payouts. However, this is not without noting continues development of disclosure practices under the policy since 2022.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.1.1	Approve Discharge of Luc Bertrand as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>					
3.1.2	Approve Discharge of Piet Dejonghe as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>					
3.1.3	Approve Discharge of Koen Janssen as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>					
3.1.4	Approve Discharge of An Herremans as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>					
3.1.5	Approve Discharge of Lieve Creten BV, Represented by Lieve Creten, as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>					
3.1.6	Approve Discharge of B Global Management BV, Represented by Stephane Burton, as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>					
3.1.7	Approve Discharge of Waraku BV, Represented by Helene Bostoen, as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>					
3.1.8	Approve Discharge of Fernando Sistac Management et Conseil SAS, Represented by Fernando Sistac, as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>					
3.1.9	Approve Discharge of Fernando Sistac as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>					
3.2	Approve Discharge of Auditors	Mgmt	For	For	For	No
4.1	Elect Luc Bertrand as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i>					
4.2	Elect Piet Dejonghe as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i>					

Cie d'Entreprises CFE SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.3	Elect Koen Janssen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.						
4.4	Reelect Waraku BV, Permanently Represented by Helene Bostoen, as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.						
5	Approve Change-of-Control Provision Re: EUR 25 Million Note to Banque International Luxembourg	Mgmt	For	For	For	No
6	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No
7	Transact Other Business	Mgmt				

Companhia de Saneamento de Minas Gerais

Meeting Date: 04/30/2025	Country: Brazil	Ticker: CSMG3
Record Date:	Meeting Type: Annual	
Primary Security ID: P28269101		

Shares Voted: 87,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.						
3	Approve Dividends and Interest-on-Capital-Stock Payment Date	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.						
4	Approve Investment Plan	Mgmt	For	For	For	No

Companhia de Saneamento de Minas Gerais

Meeting Date: 04/30/2025	Country: Brazil	Ticker: CSMG3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P28269101		

Companhia de Saneamento de Minas Gerais

Shares Voted: 87,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Remuneration of Company's Management and Fiscal Council	Mgmt	For	For	For	No
2	Authorize Capitalization of Reserves Without Issuance of Shares	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The capitalization of reserves represents a standard account transfer; * There is no dilution to shareholders; and * The company has disclosed the full text of the amended article.						
3	Amend Article 6 to Reflect Changes in Capital	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The capitalization of reserves represents a standard account transfer; * There is no dilution to shareholders; and * The company has disclosed the full text of the amended article.						
4	Approve the Establishment of an Administrative Bidding Process for the Acquisition of Electricity in the Free Contracting Environment	Mgmt	For	For	For	No

Credito Emiliano SpA

Meeting Date: 04/30/2025Country: ItalyTicker: CE

Record Date: 04/17/2025Meeting Type: Annual

Primary Security ID: T3243Z136

Shares Voted: 7,410						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
1	Approve Financial Statements, Statutory Reports, and Allocation of Income	Mgmt	For	For	For	No
2	Approve Remuneration of Directors	Mgmt	For	For	For	No
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt				
3.1	Slate 1 Submitted by Credito Emiliano Holding SpA	SH	None	Against	Against	No
3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	No
	Shareholder Proposal Submitted by Credito Emiliano Holding SpA	Mgmt				

Credito Emiliano SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Internal Auditors' Remuneration	SH	None	For	For	No
	Management Proposals	Mgmt				
5	Adjust Remuneration of Auditors	Mgmt	For	For	For	No
6	Adjust Auditor Mandate and Remuneration	Mgmt	For	For	For	No
7	Allow the Board to Adjust the Remuneration of the External Auditors	Mgmt	For	For	For	No
8a	Approve Remuneration Policy	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because the proposed remuneration policy does not contravene acceptable European executive remuneration practice. Support is however qualified as the composition of the remuneration committee is not in line with good market standards.						
8b	Approve Severance Payments Policy	Mgmt	For	For	For	No
8c	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST because the retrospective information on variable remuneration is still insufficient.						
8d	Approve Share-Based Incentive Plan	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because the proposed remuneration policy does not contravene acceptable European executive remuneration practice. Support is however qualified as the composition of the remuneration committee is not in line with good market standards.						
9	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Stock-Based Compensation Plans	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because the proposed remuneration policy does not contravene acceptable European executive remuneration practice. Support is however qualified as the composition of the remuneration committee is not in line with good market standards.						
10	Approve Fixed-Variable Compensation Ratio	Mgmt	For	For	For	No

CRISIL Limited

Meeting Date: 04/30/2025	Country: India	Ticker: 500092
Record Date: 04/23/2025	Meeting Type: Annual	
Primary Security ID: Y1791U115		

Shares Voted: 996						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

CRISIL Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Declare Final Dividend and Confirm Three Interim Dividends	Mgmt	For	For	For	No
3	Reelect Girish Ganesan as Director	Mgmt	For	For	For	No
4	Approve S. N. Ananthasubramanian & Co as Secretarial Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

De'Longhi SpA

Meeting Date: 04/30/2025 **Country:** Italy **Ticker:** DLG
Record Date: 04/17/2025 **Meeting Type:** Annual/Special
Primary Security ID: T3508H102

Shares Voted: 62,643

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
2	Approve Allocation of Income	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
3.1	Approve Remuneration Policy	Mgmt	For	For	For	No
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
	Shareholder Proposals Submitted by De Longhi Industrial SA	Mgmt				
4.1	Fix Number of Directors	SH	None	For	For	No
4.2	Fix Board Terms for Directors	SH	None	For	For	No
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt				
4.3.1	Slate 1 Submitted by De Longhi Industrial SA	SH	None	Against	Against	No

De'Longhi SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	No
	Shareholder Proposals Submitted by De Longhi Industrial SA	Mgmt				
4.4	Elect Fabio de' Longhi as Board Chair	SH	None	Against	Against	No
4.5	Approve Remuneration of Directors	SH	None	For	For	No
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt				
5.1.1	Slate 1 Submitted by De Longhi Industrial SA	SH	None	Against	Against	No
5.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	No
	Shareholder Proposal Submitted by De Longhi Industrial SA	Mgmt				
5.2	Approve Internal Auditors' Remuneration	SH	None	For	For	No
	Management Proposals	Mgmt				
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
7	Amend Regulations on General Meetings	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST. The proposal is linked to problematic bylaws amendments approved in the past, which allow the company to hold general meetings where shareholders can participate exclusively through a company-designated proxyholder.						
	Extraordinary Business	Mgmt				
1	Amend Company Bylaws Re: Article 11	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST because the proposed resolution is not supported by a sufficiently compelling rationale.						
2	Approve the Elimination of the Par Value of Shares; Amend Company Bylaws Re: Article 5 and 5-quarter	Mgmt	For	For	For	No

Guararapes Confeccoes SA

Meeting Date: 04/30/2025	Country: Brazil	Ticker: GUAR3
Record Date:	Meeting Type: Annual	
Primary Security ID: P5012L101		

Shares Voted: 456,738

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
3	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	For	For	No
4	Fix Number of Fiscal Council Members at Three	Mgmt	For	For	For	No
5	Elect Fiscal Council Members	Mgmt	For	For	For	No
6	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	Against	No
7	Approve Remuneration of Company's Management	Mgmt	For	For	For	No
8	Approve Remuneration of Fiscal Council Members	Mgmt	For	For	For	No

Meeting Date: 04/30/2025

Record Date:

Primary Security ID: P5012L101

Country: Brazil

Meeting Type: Extraordinary Shareholders

Ticker: GUAR3

Shares Voted: 456,738

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Article 3 Re: Corporate Purpose	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The amendment to the company's corporate purpose is non-contentious; * There are no concerns regarding the increase in the executive officers' terms; and * The company has disclosed the full text of the amended articles.						
2	Amend Article 19	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The amendment to the company's corporate purpose is non-contentious; * There are no concerns regarding the increase in the executive officers' terms; and * The company has disclosed the full text of the amended articles.						

Guararapes Confeccoes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Consolidate Bylaws	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The amendment to the company's corporate purpose is non-contentious; * There are no concerns regarding the increase in the executive officers' terms; and * The company has disclosed the full text of the amended articles.						

Hera SpA

Meeting Date: 04/30/2025Country: ItalyTicker: HER

Record Date: 04/17/2025Meeting Type: Annual/Special

Primary Security ID: T5250M106

Shares Voted: 857,387						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Extraordinary Business	Mgmt				
	Amend Company Bylaws Re: Article 29	Mgmt	For	For	For	No
1	Ordinary Business	Mgmt				
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns.						
2	Approve Allocation of Income and Dividend Distribution	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns.						
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
5	Adjust Remuneration of External Auditors	Mgmt	For	For	For	No
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No

ISDN Holdings Limited

Meeting Date: 04/30/2025Country: SingaporeTicker: I07

Record Date: 04/24/2025Meeting Type: Annual

Primary Security ID: Y4177A109

ISDN Holdings Limited

Shares Voted: 676,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve First and Final Dividend	Mgmt	For	For	For	No
3	Approve Directors' Fees	Mgmt	For	For	For	No
4	Elect Teo Cher Koon as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of Teo Cher Koon and Tan Soon Liang is warranted given the absence of any known issues concerning them.</i>						
5	Elect Tan Soon Liang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of Teo Cher Koon and Tan Soon Liang is warranted given the absence of any known issues concerning them.</i>						
6	Approve Moore Stephens LLP as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.</i>						
8	Approve Annual Mandate to Issue New Shares under the ISDN PSP	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The company could be considered a mature company, and the limit under the 2022 PSP, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and meaningful vesting periods have not been disclosed. * The directors eligible to receive awards under the 2022 PSP are involved in its administration.</i>						

Lancashire Holdings Ltd.

Meeting Date: 04/30/2025

Country: Bermuda

Ticker: LRE

Record Date: 04/23/2025

Meeting Type: Annual

Primary Security ID: G5361W104

Shares Voted: 26,325

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Re-elect Philip Broadley as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
5	Elect Bob Cox as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
6	Elect Paul Gregory as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
7	Re-elect Jack Gressier as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
8	Re-elect Bryan Joseph as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
9	Re-elect Natalie Kershaw as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
10	Re-elect Alex Maloney as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
11	Re-elect Irene McDermott Brown as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
12	Elect Nathalie Rachou as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
13	Elect Linda Ventresca as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
14	Re-elect Sally Williams as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						

Lancashire Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
20	Authorise Market Purchase of Common Shares	Mgmt	For	For	For	No

OPUS GLOBAL Nyrt.

Meeting Date: 04/30/2025 **Country:** Hungary **Ticker:** OPUS
Record Date: 04/28/2025 **Meeting Type:** Annual
Primary Security ID: X6549D100

Shares Voted: 102,880

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Management Proposals	Mgmt				
1	Approve Financial Statements, Statutory Reports, and Allocation of Income and Dividends	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted because there are no known concerns regarding the company's past income allocation practices, as well as the company's financial statements presented, and the audit procedure used.</i>						
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted because there are no known concerns regarding the company's past income allocation practices, as well as the company's financial statements presented, and the audit procedure used.</i>						
3	Approve Company's Corporate Governance Statement	Mgmt	For	For	For	No
4	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the proposed resolution is warranted because: * Directors receive additional remuneration from subsidiaries without adequate disclosure. * The nominating and remuneration committee is composed out of the board of directors (the management board) members. * The performance conditions with applicable metrics are not disclosed for the CEO's and deputy-CEO variable compensation. As such, shareholders are not in position to assess the alignment between pay and performance and the appropriateness of the variable payout. * The increase in the base salary of the CEO and the deputy CEO of around 10 percent is not fully justified. * The company does not maintain any LTI plans for the executives. * Some terms of the management contracts, including the severance terms, non-compete agreement, notice period are not disclosed.</i>						
5	Approve Discharge of Management Board	Mgmt	For	For	For	No
6	Ratify Auditor and Fix Its Remuneration	Mgmt	For	For	For	No
7	Authorize Share Repurchase Program	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because this resolution would allow the management to repurchase up to 25 percent of the company's share capital, which is excessive according to the ISS Policy Guidelines.</i>						

OPUS GLOBAL Nyrt.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Shareholder Proposal	Mgmt				
	Amend Bylaws	SH	None	For	For	No

PT Prima Andalan Mandiri Tbk

Meeting Date: 04/30/2025Country: IndonesiaTicker: MCOL

Record Date: 03/27/2025Meeting Type: Annual

Primary Security ID: Y708TA107

Shares Voted: 257,057

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
3	Approve Auditors	Mgmt	For	For	For	No
4	Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	For	For	For	No

SFS Group AG

Meeting Date: 04/30/2025Country: SwitzerlandTicker: SFSN

Record Date:Meeting Type: Annual

Primary Security ID: H7482F118

Shares Voted: 733

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Sustainability Report	Mgmt	For	For	For	No
3.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million and 5,000 Company Shares	Mgmt	For	For	For	No
3.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Mgmt	For	For	For	No

Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2 Million and 7,400 Company Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i>						
3.4	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Despite some improvement, the ex-post disclosures provided to explain variable payouts remain inadequate. * Under the LTI, executives receive RSU grants that are subject to a discretionary assessment and do not require the achievement of performance conditions thereafter. * The report does not directly address the low (free float) support on the prior vote.</i>						
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
5	Approve Allocation of Income and Dividends of CHF 1.25 per Share and CHF 1.25 per Share from Capital Contribution Reserves	Mgmt	For	For	For	No
6.a	Reelect Peter Bauschatz as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.a – 6.h) A vote AGAINST Thomas Oetterli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Nomination and compensation committee elections (Items 7.a – 7.c) Votes AGAINST the non-independent nominees, Nick Huber and Urs Kaufmann, are warranted because of the failure to establish a majority-independent committee. A vote AGAINST the incumbent chair, Urs Kaufmann, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
6.b	Reelect Tanja Birner as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.a – 6.h) A vote AGAINST Thomas Oetterli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Nomination and compensation committee elections (Items 7.a – 7.c) Votes AGAINST the non-independent nominees, Nick Huber and Urs Kaufmann, are warranted because of the failure to establish a majority-independent committee. A vote AGAINST the incumbent chair, Urs Kaufmann, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
6.c	Reelect Nick Huber as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.a – 6.h) A vote AGAINST Thomas Oetterli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Nomination and compensation committee elections (Items 7.a – 7.c) Votes AGAINST the non-independent nominees, Nick Huber and Urs Kaufmann, are warranted because of the failure to establish a majority-independent committee. A vote AGAINST the incumbent chair, Urs Kaufmann, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
6.d	Reelect Urs Kaufmann as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.a – 6.h) A vote AGAINST Thomas Oetterli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Nomination and compensation committee elections (Items 7.a – 7.c) Votes AGAINST the non-independent nominees, Nick Huber and Urs Kaufmann, are warranted because of the failure to establish a majority-independent committee. A vote AGAINST the incumbent chair, Urs Kaufmann, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.e	Reelect Thomas Oetterli as Director and Board Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 6.a – 6.h) A vote AGAINST Thomas Oetterli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Nomination and compensation committee elections (Items 7.a – 7.c) Votes AGAINST the non-independent nominees, Nick Huber and Urs Kaufmann, are warranted because of the failure to establish a majority-independent committee. A vote AGAINST the incumbent chair, Urs Kaufmann, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
6.f	Reelect Manuela Suter as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.a – 6.h) A vote AGAINST Thomas Oetterli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Nomination and compensation committee elections (Items 7.a – 7.c) Votes AGAINST the non-independent nominees, Nick Huber and Urs Kaufmann, are warranted because of the failure to establish a majority-independent committee. A vote AGAINST the incumbent chair, Urs Kaufmann, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
6.g	Reelect Fabian Tschan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.a – 6.h) A vote AGAINST Thomas Oetterli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Nomination and compensation committee elections (Items 7.a – 7.c) Votes AGAINST the non-independent nominees, Nick Huber and Urs Kaufmann, are warranted because of the failure to establish a majority-independent committee. A vote AGAINST the incumbent chair, Urs Kaufmann, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
6.h	Reelect Joerg Walther as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.a – 6.h) A vote AGAINST Thomas Oetterli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Nomination and compensation committee elections (Items 7.a – 7.c) Votes AGAINST the non-independent nominees, Nick Huber and Urs Kaufmann, are warranted because of the failure to establish a majority-independent committee. A vote AGAINST the incumbent chair, Urs Kaufmann, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
7.a	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 6.a – 6.h) A vote AGAINST Thomas Oetterli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Nomination and compensation committee elections (Items 7.a – 7.c) Votes AGAINST the non-independent nominees, Nick Huber and Urs Kaufmann, are warranted because of the failure to establish a majority-independent committee. A vote AGAINST the incumbent chair, Urs Kaufmann, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
7.b	Reappoint Urs Kaufmann as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 6.a – 6.h) A vote AGAINST Thomas Oetterli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Nomination and compensation committee elections (Items 7.a – 7.c) Votes AGAINST the non-independent nominees, Nick Huber and Urs Kaufmann, are warranted because of the failure to establish a majority-independent committee. A vote AGAINST the incumbent chair, Urs Kaufmann, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						

SFS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.c	Appoint Tanja Birner as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.a – 6.h) A vote AGAINST Thomas Oetterli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Nomination and compensation committee elections (Items 7.a – 7.c) Votes AGAINST the non-independent nominees, Nick Huber and Urs Kaufmann, are warranted because of the failure to establish a majority-independent committee. A vote AGAINST the incumbent chair, Urs Kaufmann, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
8	Designate Buerki Bolt Rechtsanwaltelte as Independent Proxy	Mgmt	For	For	For	No
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For	No
10	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

Sonae SGPS SA

Meeting Date: 04/30/2025 **Country:** Portugal **Ticker:** SON
Record Date: 04/23/2025 **Meeting Type:** Annual
Primary Security ID: X8252W176

Shares Voted: 47,088

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	SH	None	For	For	No
4	Amend Remuneration Policy	Mgmt	For	For	For	No
5	Authorize Repurchase and Reissuance of Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the renewal of the repurchase and reissuance mandates is warranted because the limits on volume and duration are acceptable, and no concern has been noted in the use of past mandates.</i>						
6	Authorize Repurchase and Reissuance of Repurchased Debt Instruments	Mgmt	For	For	For	No

Sonae SGPS SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Authorize Company Subsidiaries to Purchase Shares in Parent	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the renewal of the repurchase and reissuance mandates is warranted because the limits on volume and duration are acceptable, and no concern has been noted in the use of past mandates.						

SPIE SA

Meeting Date: 04/30/2025Country: FranceTicker: SPIE

Record Date: 04/28/2025Meeting Type: Annual/Special

Primary Security ID: F8691R101

Shares Voted: 59,768						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.						
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.						
3	Approve Allocation of Income and Dividends of EUR 1 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Reelect Sandrine Teran as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the (re)elections and ratification of appointment of these independent nominees are warranted in the absence of specific concerns (Items 5-9).						
6	Reelect Patrick Jeantet as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the (re)elections and ratification of appointment of these independent nominees are warranted in the absence of specific concerns (Items 5-9).						
7	Elect Carole Le Gall as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the (re)elections and ratification of appointment of these independent nominees are warranted in the absence of specific concerns (Items 5-9).						
8	Elect Mariel Von Schumann as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the (re)elections and ratification of appointment of these independent nominees are warranted in the absence of specific concerns (Items 5-9).						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Ratify Appointment of Bertrand Finet as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the (re)elections and ratification of appointment of these independent nominees are warranted in the absence of specific concerns (Items 5-9).</i>						
10	Approve Compensation of Chairman and CEO	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
12	Approve Compensation Report	Mgmt	For	For	For	No
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
Extraordinary Business		Mgmt				
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted in the absence of specific concern.</i>						
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted in the absence of specific concern.</i>						
18	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For	No
19	Amend Article 11 of Bylaws Re: Right and Obligations Attached to Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR proposals under Items 19, 20 and 21 are warranted as they are non-contentious and do not raise specific concerns.</i>						
20	Amend Article 15.3 of Bylaws Re: Directors Length of Term	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR proposals under Items 19, 20 and 21 are warranted as they are non-contentious and do not raise specific concerns.</i>						
21	Amend Article 16 of Bylaws Re: Board Deliberation	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR proposals under Items 19, 20 and 21 are warranted as they are non-contentious and do not raise specific concerns.</i>						
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Meeting Date: 04/30/2025

Country: France

Ticker: VIRI

Record Date: 04/28/2025

Meeting Type: Annual/Special

Primary Security ID: F1704T487

Shares Voted: 452

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns. However, concerns are arising out of the absence of specific disclosure regarding sustainability audit fees. As a consequence, only qualified support is warranted for the approval of consolidated financial statements (Item 3).						
2	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For	No
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns. However, concerns are arising out of the absence of specific disclosure regarding sustainability audit fees. As a consequence, only qualified support is warranted for the approval of consolidated financial statements (Item 3).						
4	Appoint DELOITTE & ASSOCIES as Auditor	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.						
5	Appoint BDO PARIS as Auditor	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.						
6	Appoint BDO PARIS as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
7	Reelect Philippe Salle as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the (re)elections of independent nominees Philippe Salle, Michael Daly, and Anne-France Laclede-Drouin are warranted in the absence of specific concerns (Items 7 to 10).						
8	Reelect Anne-France Laclede-Drouin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the (re)elections of independent nominees Philippe Salle, Michael Daly, and Anne-France Laclede-Drouin are warranted in the absence of specific concerns (Items 7 to 10).						
9	Reelect Michael Daly as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the (re)elections of independent nominees Philippe Salle, Michael Daly, and Anne-France Laclede-Drouin are warranted in the absence of specific concerns (Items 7 to 10).						
10	Ratify Appointment of Amélie Oyarzabal as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the (re)elections of independent nominees Philippe Salle, Michael Daly, and Anne-France Laclede-Drouin are warranted in the absence of specific concerns (Items 7 to 10).						
11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
12	Approve Compensation Report	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Approve Compensation of Philippe Salle, Chairman of the Board	Mgmt	For	For	For	No
14	Approve Compensation of Sophie Zurquiyah, CEO	Mgmt	For	For	For	No
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i>						
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i>						
17	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted, although the following concerns are raised: * The company proposes to increase the base salary of the CEO, but the benchmark study provided by the company is not entirely convincing (Item 18); and * As in previous years, the board may use its discretion to maintain all or part of the CEO's LTIP after departing from the company (Items 17 and 18). The main reasons for support are: * The augmentation of base salary remains reasonable, especially considering the reunification of chair and CEO functions (Item 18); * If rejected, the company would revert to the existing remuneration policy, which contains same issue relating to the prorata of LTIPs (Items 17 and 18); and * The absence of other significant concern.</i>						
18	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted, although the following concerns are raised: * The company proposes to increase the base salary of the CEO, but the benchmark study provided by the company is not entirely convincing (Item 18); and * As in previous years, the board may use its discretion to maintain all or part of the CEO's LTIP after departing from the company (Items 17 and 18). The main reasons for support are: * The augmentation of base salary remains reasonable, especially considering the reunification of chair and CEO functions (Item 18); * If rejected, the company would revert to the existing remuneration policy, which contains same issue relating to the prorata of LTIPs (Items 17 and 18); and * The absence of other significant concern.</i>						
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
21	Authorize Capitalization of Reserves of Up to EUR 716,146.50 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 3,580,732.50	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the authorizations under Items 22 to 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 716,146.50	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the authorizations under Items 22 to 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 716,146.50	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the authorizations under Items 22 to 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 22-24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the authorizations under Items 22 to 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the authorizations under Items 22 to 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
28	Amend Article 9.4 of Bylaws Re: Written Consultation	Mgmt	For	For	For	No
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Wilh. Wilhelmsen Holding ASA

Meeting Date: 04/30/2025

Country: Norway

Ticker: WWI

Record Date: 04/23/2025

Meeting Type: Annual

Primary Security ID: R9883A119

Shares Voted: 3,798

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						

Wilh. Wilhelmsen Holding ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
3	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 12.00 Per Share	Mgmt	For	For	For	No
4	Authorize Board to Decide on the Distribution of Extra Dividends of up to NOK 8.00 Per Share	Mgmt	For	For	For	No
5	Approve Remuneration of Auditors	Mgmt	For	For	For	No
6	Discuss Company's Corporate Governance Statement	Mgmt				
7	Approve Remuneration Statement (Advisory Vote)	Mgmt	For	For	For	No
8	Approve Remuneration of Directors in the Amount of NOK 810,000 for the Chair and NOK 487,000 for the Other Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to a lack of concern regarding the proposed fees.</i>						
9	Approve Remuneration of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to a lack of concern regarding the proposed fees.</i>						
10a.	Reelect Carl E. Steen (Chair) as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Carl Steen and Morten Borge (Items 10a. and 10b.) is warranted due to a lack of concern regarding the composition of the board and its committees.</i>						
10b.	Reelect Morten Borge as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Carl Steen and Morten Borge (Items 10a. and 10b.) is warranted due to a lack of concern regarding the composition of the board and its committees.</i>						
11	Approve NOK 44.6 Million Reduction in Share Capital through Liquidation of Shares	Mgmt	For	For	For	No
12	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No

Clarkson Plc

Meeting Date: 05/01/2025

Country: United Kingdom

Ticker: KKN

Record Date: 04/29/2025

Meeting Type: Annual

Primary Security ID: G21840106

Shares Voted: 5,057

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is considered warranted because: * The implementation of the annual bonus scheme, which is uncapped, has consistently resulted in excessive bonus payouts. This is again the case for FY2024, where the CEO earned an award of GBP 11,098,000 (8.2% of PBT). Repeated shareholder dissent has been observed in recent years against the remuneration report, which appears to be attributed to the operation of the bonus scheme and the resulting quantum.</i>						
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Laurence Hollingworth as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR this Director is considered warranted, although it is not without concern as: * Laurence Hollingworth is both Board Chair and a member of the Remuneration Committee, where repeated material concerns continue to be noted in respect of the Company's remuneration arrangements, leading to escalating levels of shareholder dissent remaining unaddressed. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2) and the re-election of the Chair of the Remuneration Committee (Item 10). Items 5-6, 8 & 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 7 A vote FOR this Director is considered warranted, although it is not without concern as: * Martine Bond is a member of the Remuneration Committee, where repeated material concerns continue to be highlighted in respect of the Company's remuneration arrangements. As a member of the Remuneration Committee, she is considered partially accountable for the remuneration practices at board level. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2) and the re-election of the Chair of the Remuneration Committee (Item 10). Item 10 A vote AGAINST this Director is warranted: * As Chair of the Remuneration Committee, Dr Tim Miller is considered ultimately accountable for the repeated material remuneration concerns expressed in recent years. Furthermore, year-on-year shareholder dissent continues to be expressed by investors, which remains largely unaddressed.</i>						
5	Re-elect Andi Case as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR this Director is considered warranted, although it is not without concern as: * Laurence Hollingworth is both Board Chair and a member of the Remuneration Committee, where repeated material concerns continue to be noted in respect of the Company's remuneration arrangements, leading to escalating levels of shareholder dissent remaining unaddressed. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2) and the re-election of the Chair of the Remuneration Committee (Item 10). Items 5-6, 8 & 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 7 A vote FOR this Director is considered warranted, although it is not without concern as: * Martine Bond is a member of the Remuneration Committee, where repeated material concerns continue to be highlighted in respect of the Company's remuneration arrangements. As a member of the Remuneration Committee, she is considered partially accountable for the remuneration practices at board level. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2) and the re-election of the Chair of the Remuneration Committee (Item 10). Item 10 A vote AGAINST this Director is warranted: * As Chair of the Remuneration Committee, Dr Tim Miller is considered ultimately accountable for the repeated material remuneration concerns expressed in recent years. Furthermore, year-on-year shareholder dissent continues to be expressed by investors, which remains largely unaddressed.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Re-elect Jeff Woyda as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR this Director is considered warranted, although it is not without concern as: * Laurence Hollingworth is both Board Chair and a member of the Remuneration Committee, where repeated material concerns continue to be noted in respect of the Company's remuneration arrangements, leading to escalating levels of shareholder dissent remaining unaddressed. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2) and the re-election of the Chair of the Remuneration Committee (Item 10). Items 5-6, 8 & 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 7 A vote FOR this Director is considered warranted, although it is not without concern as: * Martine Bond is a member of the Remuneration Committee, where repeated material concerns continue to be highlighted in respect of the Company's remuneration arrangements. As a member of the Remuneration Committee, she is considered partially accountable for the remuneration practices at board level. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2) and the re-election of the Chair of the Remuneration Committee (Item 10). Item 10 A vote AGAINST this Director is warranted: * As Chair of the Remuneration Committee, Dr Tim Miller is considered ultimately accountable for the repeated material remuneration concerns expressed in recent years. Furthermore, year-on-year shareholder dissent continues to be expressed by investors, which remains largely unaddressed.</i>						
7	Re-elect Martine Bond as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR this Director is considered warranted, although it is not without concern as: * Laurence Hollingworth is both Board Chair and a member of the Remuneration Committee, where repeated material concerns continue to be noted in respect of the Company's remuneration arrangements, leading to escalating levels of shareholder dissent remaining unaddressed. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2) and the re-election of the Chair of the Remuneration Committee (Item 10). Items 5-6, 8 & 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 7 A vote FOR this Director is considered warranted, although it is not without concern as: * Martine Bond is a member of the Remuneration Committee, where repeated material concerns continue to be highlighted in respect of the Company's remuneration arrangements. As a member of the Remuneration Committee, she is considered partially accountable for the remuneration practices at board level. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2) and the re-election of the Chair of the Remuneration Committee (Item 10). Item 10 A vote AGAINST this Director is warranted: * As Chair of the Remuneration Committee, Dr Tim Miller is considered ultimately accountable for the repeated material remuneration concerns expressed in recent years. Furthermore, year-on-year shareholder dissent continues to be expressed by investors, which remains largely unaddressed.</i>						
8	Elect Constantin Cotzias as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR this Director is considered warranted, although it is not without concern as: * Laurence Hollingworth is both Board Chair and a member of the Remuneration Committee, where repeated material concerns continue to be noted in respect of the Company's remuneration arrangements, leading to escalating levels of shareholder dissent remaining unaddressed. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2) and the re-election of the Chair of the Remuneration Committee (Item 10). Items 5-6, 8 & 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 7 A vote FOR this Director is considered warranted, although it is not without concern as: * Martine Bond is a member of the Remuneration Committee, where repeated material concerns continue to be highlighted in respect of the Company's remuneration arrangements. As a member of the Remuneration Committee, she is considered partially accountable for the remuneration practices at board level. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2) and the re-election of the Chair of the Remuneration Committee (Item 10). Item 10 A vote AGAINST this Director is warranted: * As Chair of the Remuneration Committee, Dr Tim Miller is considered ultimately accountable for the repeated material remuneration concerns expressed in recent years. Furthermore, year-on-year shareholder dissent continues to be expressed by investors, which remains largely unaddressed.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Sue Harris as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR this Director is considered warranted, although it is not without concern as: * Laurence Hollingworth is both Board Chair and a member of the Remuneration Committee, where repeated material concerns continue to be noted in respect of the Company's remuneration arrangements, leading to escalating levels of shareholder dissent remaining unaddressed. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2) and the re-election of the Chair of the Remuneration Committee (Item 10). Items 5-6, 8 & 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 7 A vote FOR this Director is considered warranted, although it is not without concern as: * Martine Bond is a member of the Remuneration Committee, where repeated material concerns continue to be highlighted in respect of the Company's remuneration arrangements. As a member of the Remuneration Committee, she is considered partially accountable for the remuneration practices at board level. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2) and the re-election of the Chair of the Remuneration Committee (Item 10). Item 10 A vote AGAINST this Director is warranted: * As Chair of the Remuneration Committee, Dr Tim Miller is considered ultimately accountable for the repeated material remuneration concerns expressed in recent years. Furthermore, year-on-year shareholder dissent continues to be expressed by investors, which remains largely unaddressed.</i>						
10	Re-elect Tim Miller as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Item 4 A vote FOR this Director is considered warranted, although it is not without concern as: * Laurence Hollingworth is both Board Chair and a member of the Remuneration Committee, where repeated material concerns continue to be noted in respect of the Company's remuneration arrangements, leading to escalating levels of shareholder dissent remaining unaddressed. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2) and the re-election of the Chair of the Remuneration Committee (Item 10). Items 5-6, 8 & 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 7 A vote FOR this Director is considered warranted, although it is not without concern as: * Martine Bond is a member of the Remuneration Committee, where repeated material concerns continue to be highlighted in respect of the Company's remuneration arrangements. As a member of the Remuneration Committee, she is considered partially accountable for the remuneration practices at board level. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2) and the re-election of the Chair of the Remuneration Committee (Item 10). Item 10 A vote AGAINST this Director is warranted: * As Chair of the Remuneration Committee, Dr Tim Miller is considered ultimately accountable for the repeated material remuneration concerns expressed in recent years. Furthermore, year-on-year shareholder dissent continues to be expressed by investors, which remains largely unaddressed.</i>						
11	Re-elect Heike Truol as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR this Director is considered warranted, although it is not without concern as: * Laurence Hollingworth is both Board Chair and a member of the Remuneration Committee, where repeated material concerns continue to be noted in respect of the Company's remuneration arrangements, leading to escalating levels of shareholder dissent remaining unaddressed. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2) and the re-election of the Chair of the Remuneration Committee (Item 10). Items 5-6, 8 & 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 7 A vote FOR this Director is considered warranted, although it is not without concern as: * Martine Bond is a member of the Remuneration Committee, where repeated material concerns continue to be highlighted in respect of the Company's remuneration arrangements. As a member of the Remuneration Committee, she is considered partially accountable for the remuneration practices at board level. The main reason for support is: * The concerns pertaining to remuneration are currently considered to be suitably reflected in the vote recommendations of the remuneration report (Item 2) and the re-election of the Chair of the Remuneration Committee (Item 10). Item 10 A vote AGAINST this Director is warranted: * As Chair of the Remuneration Committee, Dr Tim Miller is considered ultimately accountable for the repeated material remuneration concerns expressed in recent years. Furthermore, year-on-year shareholder dissent continues to be expressed by investors, which remains largely unaddressed.</i>						
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						

Clarkson Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Heritage Foods Limited

Meeting Date: 05/01/2025Country: IndiaTicker: 519552

Record Date: 03/28/2025Meeting Type: Special

Primary Security ID: Y3179H146

Shares Voted: 41,475						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot	Mgmt				
	Elect Muddana Sambasiva Rao as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 1: A vote FOR nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics. Item 2: A vote FOR this resolution is warranted however it is not without concerns: * There is no absolute monetary cap on his overall pay. * The company has not disclosed the objective parameters which would be used to determine the outcome under variable pay (performance pay and ESOPs). * The executive will be paid minimum remuneration irrespective of the company's financial performance during his tenure. The main reasons for support are: * The company does not have an active stock option plan. * His past remuneration has been reasonable and aligned with the overall performance of the company, we expect the board to continue to be judicious in determining executive pay.						
2	Approve Appointment and Remuneration of Muddana Sambasiva Rao as Whole-time Director and Key Managerial Personnel	Mgmt	For	For	For	No
Voting Policy Rationale: Item 1: A vote FOR nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics. Item 2: A vote FOR this resolution is warranted however it is not without concerns: * There is no absolute monetary cap on his overall pay. * The company has not disclosed the objective parameters which would be used to determine the outcome under variable pay (performance pay and ESOPs). * The executive will be paid minimum remuneration irrespective of the company's financial performance during his tenure. The main reasons for support are: * The company does not have an active stock option plan. * His past remuneration has been reasonable and aligned with the overall performance of the company, we expect the board to continue to be judicious in determining executive pay.						

International Personal Finance Plc

Meeting Date: 05/01/2025Country: United KingdomTicker: IPF

Record Date: 04/29/2025Meeting Type: Annual

Primary Security ID: G4906Q102

Shares Voted: 3,627

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Stuart Sinclair as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
5	Re-elect Gerard Ryan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
6	Re-elect Gary Thompson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
7	Re-elect Richard Holmes as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
8	Re-elect Katrina Cliffe as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
9	Re-elect Aileen Wallace as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
10	Reappoint PKF Littlejohn LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Removal of Discretionary 5% Dilution Limit for Share Plans	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

International Personal Finance Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Johnson Service Group Plc

Meeting Date: 05/01/2025Country: United KingdomTicker: JSG

Record Date: 04/29/2025Meeting Type: Annual

Primary Security ID: G51576125

Shares Voted: 92,597						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Jock Lennox as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 4 A vote FOR the re-election of Jock Lennox is warranted, although it is not without concern because: * He is the Chair of Nomination Committee who is considered to be accountable for board diversity. Currently, the Board does not meet the expectation of having at least one Director from an ethnic minority background. The main reasons for support are: * The Company exceeds the gender diversity target of having at least one woman on the Board; and * The Company has committed to considering diversity in gender and ethnicity for future Board member succession and recruitment in accordance with the revised Listing Rules. Items 5-9 A vote FOR the re-election of Peter Egan, Yvonne Monaghan, Chris Girling, Nicola Keach and Kirsty Homer is warranted because no significant concerns have been identified.						
5	Re-elect Peter Egan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 4 A vote FOR the re-election of Jock Lennox is warranted, although it is not without concern because: * He is the Chair of Nomination Committee who is considered to be accountable for board diversity. Currently, the Board does not meet the expectation of having at least one Director from an ethnic minority background. The main reasons for support are: * The Company exceeds the gender diversity target of having at least one woman on the Board; and * The Company has committed to considering diversity in gender and ethnicity for future Board member succession and recruitment in accordance with the revised Listing Rules. Items 5-9 A vote FOR the re-election of Peter Egan, Yvonne Monaghan, Chris Girling, Nicola Keach and Kirsty Homer is warranted because no significant concerns have been identified.						
6	Re-elect Yvonne Monaghan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 4 A vote FOR the re-election of Jock Lennox is warranted, although it is not without concern because: * He is the Chair of Nomination Committee who is considered to be accountable for board diversity. Currently, the Board does not meet the expectation of having at least one Director from an ethnic minority background. The main reasons for support are: * The Company exceeds the gender diversity target of having at least one woman on the Board; and * The Company has committed to considering diversity in gender and ethnicity for future Board member succession and recruitment in accordance with the revised Listing Rules. Items 5-9 A vote FOR the re-election of Peter Egan, Yvonne Monaghan, Chris Girling, Nicola Keach and Kirsty Homer is warranted because no significant concerns have been identified.						
7	Re-elect Chris Girling as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 4 A vote FOR the re-election of Jock Lennox is warranted, although it is not without concern because: * He is the Chair of Nomination Committee who is considered to be accountable for board diversity. Currently, the Board does not meet the expectation of having at least one Director from an ethnic minority background. The main reasons for support are: * The Company exceeds the gender diversity target of having at least one woman on the Board; and * The Company has committed to considering diversity in gender and ethnicity for future Board member succession and recruitment in accordance with the revised Listing Rules. Items 5-9 A vote FOR the re-election of Peter Egan, Yvonne Monaghan, Chris Girling, Nicola Keach and Kirsty Homer is warranted because no significant concerns have been identified.						

Johnson Service Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Nicola Keach as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 4 A vote FOR the re-election of Jock Lennox is warranted, although it is not without concern because: * He is the Chair of Nomination Committee who is considered to be accountable for board diversity. Currently, the Board does not meet the expectation of having at least one Director from an ethnic minority background. The main reasons for support are: * The Company exceeds the gender diversity target of having at least one woman on the Board; and * The Company has committed to considering diversity in gender and ethnicity for future Board member succession and recruitment in accordance with the revised Listing Rules. Items 5-9 A vote FOR the re-election of Peter Egan, Yvonne Monaghan, Chris Girling, Nicola Keach and Kirsty Homer is warranted because no significant concerns have been identified.						
9	Re-elect Kirsty Homer as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 4 A vote FOR the re-election of Jock Lennox is warranted, although it is not without concern because: * He is the Chair of Nomination Committee who is considered to be accountable for board diversity. Currently, the Board does not meet the expectation of having at least one Director from an ethnic minority background. The main reasons for support are: * The Company exceeds the gender diversity target of having at least one woman on the Board; and * The Company has committed to considering diversity in gender and ethnicity for future Board member succession and recruitment in accordance with the revised Listing Rules. Items 5-9 A vote FOR the re-election of Peter Egan, Yvonne Monaghan, Chris Girling, Nicola Keach and Kirsty Homer is warranted because no significant concerns have been identified.						
10	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Morgan Sindall Group plc

Meeting Date: 05/01/2025	Country: United Kingdom	Ticker: MGNS
Record Date: 04/29/2025	Meeting Type: Annual	
Primary Security ID: G81560107		

Shares Voted: 4,040						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Michael Findlay as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
5	Re-elect John Morgan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
6	Re-elect David Lowden as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
7	Re-elect Jen Tippin as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
8	Re-elect Sharon Fennessy as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
9	Elect Kelly Gangotra as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
10	Elect Mark Robson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

NZX Limited

Meeting Date: 05/01/2025	Country: New Zealand	Ticker: NZX
Record Date: 04/29/2025	Meeting Type: Annual	
Primary Security ID: Q7018C118		

Shares Voted: 29,311

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For	No
2	Elect Elaine Campbell as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the re-election of Elaine Campbell and Peter Jessup is warranted. They are independent directors and no material concerns are identified regarding board and committee composition resulting from their election, nor wider corporate governance issues.						
3	Elect Peter Jessup as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the re-election of Elaine Campbell and Peter Jessup is warranted. They are independent directors and no material concerns are identified regarding board and committee composition resulting from their election, nor wider corporate governance issues.						

Pason Systems Inc.

Meeting Date: 05/01/2025	Country: Canada	Ticker: PSI
Record Date: 03/13/2025	Meeting Type: Annual	
Primary Security ID: 702925108		

Shares Voted: 78,464

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Directors at Six	Mgmt	For	For	For	No
2a	Elect Director Marcel Kessler	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2b	Elect Director James Bowzer	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2c	Elect Director Jon Faber	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2d	Elect Director Sophia Langlois	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2e	Elect Director Ken Mullen	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2f	Elect Director Laura L. Schwinn	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
3	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

Reach Plc

Meeting Date: 05/01/2025	Country: United Kingdom	Ticker: RCH
Record Date: 04/29/2025	Meeting Type: Annual	
Primary Security ID: G7464Q109		

Shares Voted: 64,738						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Nick Prettejohn as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
5	Re-elect Jim Mullen as Director (WITHDRAWN)	Mgmt	None	Abstain	Abstain	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
6	Re-elect Darren Fisher as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
7	Re-elect Anne Bulford as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
8	Re-elect Priya Guha as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
9	Re-elect Denise Jagger as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
10	Re-elect Barry Panayi as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
11	Re-elect Wais Shaifta as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
12	Re-elect Olivia Streatfeild as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						

Reach Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
21	Elect Piers North as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						

Sutlej Textiles and Industries Limited

Meeting Date: 05/01/2025

Record Date: 03/28/2025

Primary Security ID: Y8315L125

Country: India

Meeting Type: Special

Ticker: 532782

Shares Voted: 98,265						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot	Mgmt				
	Elect Ashish Kumar Srivastava as Director	Mgmt	For	For	For	No

Sutlej Textiles and Industries Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Appointment and Remuneration of Ashish Kumar Srivastava as Whole-Time Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted in view of the following concerns in the executive's remuneration: * There is no absolute cap on the variable elements which makes the proposed remuneration structure open ended and may lead to discretionary payouts. * There are no disclosures on the threshold and target performance that he needs to achieve to determine the outcome under variable pay. * He will be paid the proposed remuneration as minimum remuneration even in the event of loss or inadequate profits of the company.</i>						
3	Approve Payment of Commission to Non-Executive Director(s)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the approval will be valid till perpetuity and shareholders will not get to review the payments in the future.</i>						

Synthomer Plc

Meeting Date: 05/01/2025 **Country:** United Kingdom **Ticker:** SYNT
Record Date: 04/29/2025 **Meeting Type:** Annual
Primary Security ID: G8650C136

Shares Voted: 43,314

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Peter Hill as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
4	Re-elect Michael Willome as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
5	Re-elect Lily Liu as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
6	Re-elect Martina Floel as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
7	Re-elect Roberto Gualdoni as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
8	Elect Uwe Halder as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
9	Re-elect Dato' Lee Hau Hian as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						

Synthomer Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Re-elect Ian Tyler as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
11	Re-elect Holly Van Deursen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Iluka Resources Limited

Meeting Date: 05/02/2025 **Country:** Australia **Ticker:** ILU
Record Date: 04/30/2025 **Meeting Type:** Annual
Primary Security ID: Q4875J104

Shares Voted: 61,737						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Peter Smith as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted. No material issues have been identified.</i>						
2	Elect Susie Corlett as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted. No material issues have been identified.</i>						
3	Approve Remuneration Report	Mgmt	For	For	For	No

Iluka Resources Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Grant of Restricted Shares to Tom O'Leary	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the grant of restricted shares (FY24 STI) and performance rights (FY25 LTI) to Managing Director and CEO Tom O'Leary is warranted. No material concerns or inconsistencies with better market practice are noted. * The restricted shares represent the deferred portion of the FY24 STI bonus. Settlement is deferred in equity in equal tranches over a two-year period. * The terms of the performance rights are sufficiently consistent with the prior year LTI grant.						
5	Approve Grant of Performance Rights to Tom O'Leary	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the grant of restricted shares (FY24 STI) and performance rights (FY25 LTI) to Managing Director and CEO Tom O'Leary is warranted. No material concerns or inconsistencies with better market practice are noted. * The restricted shares represent the deferred portion of the FY24 STI bonus. Settlement is deferred in equity in equal tranches over a two-year period. * The terms of the performance rights are sufficiently consistent with the prior year LTI grant.						

Paisalo Digital Limited

Meeting Date: 05/02/2025Country: IndiaTicker: 532900

Record Date: 04/25/2025Meeting Type: Extraordinary Shareholders

Primary Security ID: Y6658E112

Shares Voted: 1,116,627

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Vinod Kumar as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2	Approve Appointment and Remuneration of Vinod Kumar as Executive Director	Mgmt	For	For	For	No
3	Reelect Nisha Jolly as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Jitendra Kumar Ojha as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given that the potential dilution of this request of 96.31 percent is considered excessive and the company has not provided adequate details on how the funds will be deployed.						

Secure Waste Infrastructure Corp.

Meeting Date: 05/02/2025Country: CanadaTicker: SES

Record Date: 03/17/2025Meeting Type: Annual/Special

Primary Security ID: 813921103

Secure Waste Infrastructure Corp.

Shares Voted: 161,840

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Rene Amirault	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1b	Elect Director Mark Bly	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1c	Elect Director Michael (Mick) Dilger	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1d	Elect Director Allen Gransch	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1e	Elect Director Wendy Hanrahan	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1f	Elect Director Joseph Lenz	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1g	Elect Director Susan (Sue) Riddell Rose	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1h	Elect Director Deanna Zumwalt	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No
4	Re-approve Omnibus Incentive Plan	Mgmt	For	For	For	No

EKI Energy Services Ltd.

Meeting Date: 05/03/2025

Country: India

Ticker: 543284

Record Date: 03/28/2025

Meeting Type: Special

Primary Security ID: Y2R6DN102

Shares Voted: 9,063

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				

EKI Energy Services Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Priyanka Dabkara as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the following nominee is warranted because: * The proposed pay structure of Priyanka Dabkara comprises a fixed element, which is more indicative of an executive role within the company. * The company has not disclosed the quantum of bonus, which she will be entitled to receive or the performance metrics on which such incentive would be based. * The overall proposed pay is higher to that paid to company's executive director in FY24, who by virtue of her position, would be expected to have a greater role and responsibility in managing the company.						

Kerur Holdings Ltd.

Meeting Date: 05/04/2025Country: IsraelTicker: KRUR

Record Date: 04/03/2025Meeting Type: Annual/Special

Primary Security ID: M5942L117

Shares Voted: 2,729						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Discuss Financial Statements and the Report of the Board	Mgmt				
2	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted given that audit fees are not itemized. As such, it cannot be determined if the non-audit fees are excessive.						
3a	Reelect Shlomo Rodav as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Shlomo Rodav, Avraham Dotan and Orit Lerer is warranted, as there are no issues with the nominees. A vote AGAINST David Samuel is warranted as the director is a non-independent director and a member of the audit committee.						
3b	Reelect David Samuel as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR Shlomo Rodav, Avraham Dotan and Orit Lerer is warranted, as there are no issues with the nominees. A vote AGAINST David Samuel is warranted as the director is a non-independent director and a member of the audit committee.						
4	Re-Approve Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For	No
5	Issue Extension of Indemnification Agreements to Directors/Officers Among Controller or Its Relatives	Mgmt	For	For	For	No
6	Approve Employment Terms of Doron Steiger, CEO	Mgmt	For	For	For	No
7a	Elect Avraham Dotan as External Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Shlomo Rodav, Avraham Dotan and Orit Lerer is warranted, as there are no issues with the nominees. A vote AGAINST David Samuel is warranted as the director is a non-independent director and a member of the audit committee.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7b	Elect Orit Lerer as External Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR Shlomo Rodav, Avraham Dotan and Orit Lerer is warranted, as there are no issues with the nominees. A vote AGAINST David Samuel is warranted as the director is a non-independent director and a member of the audit committee.</i>						
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against	No
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt				
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>						
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>						
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	For	No
<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>						

Amerigo Resources Ltd.

Meeting Date: 05/05/2025Country: CanadaTicker: ARG

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: 03074G109

Shares Voted: 79,796

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Directors at Six	Mgmt	For	For	For	No
2.1	Elect Director Klaus M. Zeitler	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.2	Elect Director Aurora G. Davidson	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.3	Elect Director Robert Gayton	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.4	Elect Director Alberto Salas	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.5	Elect Director George Ireland	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.6	Elect Director Margot Naudie	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Deferred Share Unit Plan	Mgmt	For	For	For	No

Dynavox Group AB

Meeting Date: 05/05/2025Country: SwedenTicker: DYVOX

Record Date: 04/24/2025Meeting Type: Annual

Primary Security ID: W96154104

Shares Voted: 8,243

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
2	Prepare and Approve List of Shareholders	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
4	Designate Inspector(s) of Minutes of Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
6	Receive Financial Statements and Statutory Reports	Mgmt				
7a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
7b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
7c.1	Approve Discharge of Gitte Pugholm Aabo	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
7c.2	Approve Discharge of Carl Bandhold	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
7c.3	Approve Discharge of Maarten Barmiento	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
7c.4	Approve Discharge of Henrik Eskilsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
7c.5	Approve Discharge of Charlotta Falvin	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
7c.6	Approve Discharge of Caroline Ingre	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
7c.7	Approve Discharge of Asa Hedin	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
7c.8	Approve Discharge of CEO Fredrik Ruben	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8a	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8b	Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	For	No
9a	Approve Remuneration of Directors in the Amount of SEK 1 Million for Chair and SEK 325,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
9b	Approve Remuneration of Auditor	Mgmt	For	For	For	No
10a	Reelect Gitte Pugholm Aabo as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Gitte Aabo, Carl Bandhold, Maarten Barmentlo, Henrik Eskilsson, Charlotta Falvin and Caroline Ingre (Items 10a-10f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
10b	Reelect Carl Bandhold as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Gitte Aabo, Carl Bandhold, Maarten Barmentlo, Henrik Eskilsson, Charlotta Falvin and Caroline Ingre (Items 10a-10f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
10c	Reelect Maarten Barmentlo as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Gitte Aabo, Carl Bandhold, Maarten Barmentlo, Henrik Eskilsson, Charlotta Falvin and Caroline Ingre (Items 10a-10f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
10d	Reelect Henrik Eskilsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Gitte Aabo, Carl Bandhold, Maarten Barmentlo, Henrik Eskilsson, Charlotta Falvin and Caroline Ingre (Items 10a-10f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
10e	Reelect Charlotta Falvin as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Gitte Aabo, Carl Bandhold, Maarten Barmentlo, Henrik Eskilsson, Charlotta Falvin and Caroline Ingre (Items 10a-10f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
10f	Reelect Caroline Ingre as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Gitte Aabo, Carl Bandhold, Maarten Barmentlo, Henrik Eskilsson, Charlotta Falvin and Caroline Ingre (Items 10a-10f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
11	Reelect Gitte Pugholm Aabo as Board Chair	Mgmt	For	For	For	No
12	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No
13	Authorize Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For	No
14	Approve Remuneration Report	Mgmt	For	Against	Against	Yes

Dynavox Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
16a	Approve Long Term Incentive Program (Executive LTI 2025)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because the performance and vesting periods are less than three years.						
16b	Approve Equity Plan Financing	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with insufficient performance and vesting periods.						
16c	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with insufficient performance and vesting periods.						
17a	Approve Long Term Incentive Program LTIP 2025 for Key Employees	Mgmt	For	For	For	No
17b	Approve Equity Plan Financing	Mgmt	For	For	For	No
17c	Approve Alternative Equity Plan Financing	Mgmt	For	For	For	No
18	Approve Equity Plan Financing	Mgmt	For	For	For	No
19	Approve Creation of 10 Percent of Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No

Norconsult ASA

Meeting Date: 05/05/2025	Country: Norway	Ticker: NORCO
Record Date: 04/25/2025	Meeting Type: Annual	
Primary Security ID: R48884101		

Shares Voted: 139,151						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
5	Receive Information About the Business	Mgmt				
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 1.70 Per Share	Mgmt	For	For	For	No
7	Approve Company's Corporate Governance Statement	Mgmt				
8	Approve Remuneration of Auditor	Mgmt	For	For	For	No
9	Approve Remuneration Statement (Advisory Vote)	Mgmt	For	For	For	No
10	Reelect Nils Morten Huseby (Chair), Mari Thjomoe (Vice Chair), Lars-Petter Nesvag and Sandra Kuru as Directors	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of NOK 625,500 for Chair, NOK 388,500 for Deputy Chair, NOK 355,000 for External Board Members and NOK 101,000 for Internal Board Members; Approve Committee Fees	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to a lack of concern regarding the proposed fees.</i>						
12	Elect Karl G. Hogtun as New Member of Nominating Committee	Mgmt	For	For	For	No
13	Approve Remuneration of Nomination Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to a lack of concern regarding the proposed fees.</i>						
14	Amend Corporate Purpose	Mgmt	For	For	For	No
15	Approve Equity Plan Financing	Mgmt	For	For	For	No
16	Approve Creation of NOK 620,993.75 Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
17	Authorize Share Repurchase Program in Connection with Incentive Plans	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted as the authorization can be used to thwart takeovers.</i>						
18	Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted as the authorization can be used to thwart takeovers.</i>						

Nordic Semiconductor ASA

Meeting Date: 05/05/2025

Country: Norway

Ticker: NOD

Record Date: 04/25/2025

Meeting Type: Annual

Primary Security ID: R4988P103

Shares Voted: 28,817

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
2	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	For	For	No
5	Discuss Company's Corporate Governance Statement	Mgmt				
6	Authorize Share Repurchase Program	Mgmt	For	For	For	No
7a	Approve Creation of NOK 192,000 Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
7b	Approve Convertible Loans	Mgmt	For	For	For	No
8a)	Reelect Dieter May (Chair), Inger Berg Orstavik, Anita Huun, Annastiina Hintsa and Helmut Gassel as Directors	Mgmt	For	For	For	No
	Shareholder Proposal Submitted by Endre Holen	Mgmt				
8b)	Reelect Birger Steen, Anita Huun, Annastiina Hintsa, Helmut Gassel and Snorre Kjesbu as Directors	SH	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is considered warranted because the nomination committee's proposal does not raise any notable concerns.</i>						
	Management Proposals	Mgmt				
9a	Reelect Fredrik Thoresen (Chair) as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>						

Nordic Semiconductor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9b	Reelect Eivind Lotsberg as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>						
9c	Elect Arne Graee as New Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>						
10a	Approve Remuneration of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to a lack of concern regarding the proposed fees.</i>						
10b	Approve Remuneration of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted due to a lack of concern regarding the proposed fees.</i>						
10c	Approve Remuneration of Auditor	Mgmt	For	For	For	No
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
12.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
12.2	Approve Long-Term Incentive Plan	Mgmt	For	For	For	No

Partner Communications Co. Ltd.

Meeting Date: 05/05/2025

Country: Israel

Ticker: PTNR

Record Date: 04/07/2025

Meeting Type: Annual/Special

Primary Security ID: M78465107

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Reelect Shlomo Rodav as Director	Mgmt	For	For		No
<i>Voting Policy Rationale: As the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning, the nominees, Shlomo Rodav, Anat Cohen Specht, Gideon Kadusi and Doron Steiger , warrant a vote FOR.</i>						
1.2	Reelect Doron Steiger as Director	Mgmt	For	For		No
<i>Voting Policy Rationale: As the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning, the nominees, Shlomo Rodav, Anat Cohen Specht, Gideon Kadusi and Doron Steiger , warrant a vote FOR.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.3	Reelect Gideon Kadusi as Director	Mgmt	For	For		No
<i>Voting Policy Rationale: As the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning, the nominees, Shlomo Rodav, Anat Cohen Specht, Gideon Kadusi and Doron Steiger, warrant a vote FOR.</i>						
1.4	Reelect Anat Cohen Specht as Director	Mgmt	For	For		No
<i>Voting Policy Rationale: As the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning, the nominees, Shlomo Rodav, Anat Cohen Specht, Gideon Kadusi and Doron Steiger, warrant a vote FOR.</i>						
2	Reappoint Kost, Forer, Gabbay & Kasierer (EY) as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against		Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given that audit fees are not itemized. As such, it cannot be determined if the non-audit fees are excessive.</i>						
3	Report on Fees Paid to Auditors	Mgmt				
4	Discuss Financial Statements and the Report of the Board	Mgmt				
5	Approve Employment Terms of Avi Gabbay, CEO	Mgmt	For	For		No
6	Approve Employment Terms of Shlomo Rodav, Chairman	Mgmt	For	For		No
7	Approve Employment Terms of Doron Steiger, Director	Mgmt	For	For		No
8	Approve Compensation Policy for the Directors and Officers of the Company	Mgmt	For	Against		Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the company has removed a threshold condition (meeting targets at a minimum level of 75 percent) in order to be entitled to a bonus while the rigor of the performance criteria for the annual bonus is questionable.</i>						
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer		No
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt				
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer		No
<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>						

Partner Communications Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer		No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer		No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						
B4	Vote FOR if the Holding of Ordinary Shares of the Company, Directly or Indirectly, Do Not Contravene any Restrictions set forth in the Company's Telecommunications Licenses.	Mgmt	None	Refer		No

PEC Ltd.

Meeting Date: 05/05/2025	Country: Singapore	Ticker: IX2
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y6783Z105		

Shares Voted: 43,294

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Special Dividend	Mgmt	For	For	For	No

PEC Ltd.

Meeting Date: 05/05/2025	Country: Singapore	Ticker: IX2
Record Date:	Meeting Type: Court	
Primary Security ID: Y6783Z105		

Shares Voted: 43,294

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Court-Ordered Meeting for Shareholders Approve Scheme of Arrangement	Mgmt	For	For	For	No

PT Indika Energy Tbk

Meeting Date: 05/05/2025 Country: Indonesia Ticker: INDY
Record Date: 04/10/2025 Meeting Type: Annual
Primary Security ID: Y71247103

Shares Voted: 495,330

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors	Mgmt	For	For	For	No
4	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						
5	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No

Semirara Mining and Power Corporation

Meeting Date: 05/05/2025 Country: Philippines Ticker: SCC
Record Date: 03/14/2025 Meeting Type: Annual
Primary Security ID: Y7628G112

Shares Voted: 57,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Minutes of Previous Stockholders' Meeting	Mgmt	For	For	For	No
2	Approve President's Report	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						

Semirara Mining and Power Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Audited Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						
4	Ratify Acts of the Board of Directors and Management from the Date of the Last Annual Stockholders' Meeting up to the Date of this Meeting	Mgmt	For	For	For	No
	Elect 11 Directors by Cumulative Voting	Mgmt				
5.1	Elect Isidro A. Consunji as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A WITHHOLD vote on the election of the following nominees is warranted because the board composition does not comply with the requirement of the Securities and Exchange Commission's Code of Corporate Governance on board independence: * Jorge A. Consunji (Item 5.2); * Cesar A. Buenaventura (Item 5.3); * Herbert M. Consunji (Item 5.4); * Maria Cristina C. Gotianun (Item 5.5); * Ma. Edwina C. Laperal (Item 5.6); * Josefa Consuelo C. Reyes (Item 5.7); and * Antonio Jose U. Periquet Jr. (Item 5.8). A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.3) is also warranted due to overboarding concerns. Given that CEO and Executive Chairman Isidro A. Consunji (Item 5.1) is integral to the company, and in the absence of any corporate governance concerns in relation to the independent directors Ferdinand M. dela Cruz (Item 5.9), Roberto L. Panlilio (Item 5.10), and Francisco A. Dizon (Item 5.11), a vote FOR their election is warranted.</i>						
5.2	Elect Jorge A. Consunji as Director	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: A WITHHOLD vote on the election of the following nominees is warranted because the board composition does not comply with the requirement of the Securities and Exchange Commission's Code of Corporate Governance on board independence: * Jorge A. Consunji (Item 5.2); * Cesar A. Buenaventura (Item 5.3); * Herbert M. Consunji (Item 5.4); * Maria Cristina C. Gotianun (Item 5.5); * Ma. Edwina C. Laperal (Item 5.6); * Josefa Consuelo C. Reyes (Item 5.7); and * Antonio Jose U. Periquet Jr. (Item 5.8). A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.3) is also warranted due to overboarding concerns. Given that CEO and Executive Chairman Isidro A. Consunji (Item 5.1) is integral to the company, and in the absence of any corporate governance concerns in relation to the independent directors Ferdinand M. dela Cruz (Item 5.9), Roberto L. Panlilio (Item 5.10), and Francisco A. Dizon (Item 5.11), a vote FOR their election is warranted.</i>						
5.3	Elect Cesar A. Buenaventura as Director	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: A WITHHOLD vote on the election of the following nominees is warranted because the board composition does not comply with the requirement of the Securities and Exchange Commission's Code of Corporate Governance on board independence: * Jorge A. Consunji (Item 5.2); * Cesar A. Buenaventura (Item 5.3); * Herbert M. Consunji (Item 5.4); * Maria Cristina C. Gotianun (Item 5.5); * Ma. Edwina C. Laperal (Item 5.6); * Josefa Consuelo C. Reyes (Item 5.7); and * Antonio Jose U. Periquet Jr. (Item 5.8). A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.3) is also warranted due to overboarding concerns. Given that CEO and Executive Chairman Isidro A. Consunji (Item 5.1) is integral to the company, and in the absence of any corporate governance concerns in relation to the independent directors Ferdinand M. dela Cruz (Item 5.9), Roberto L. Panlilio (Item 5.10), and Francisco A. Dizon (Item 5.11), a vote FOR their election is warranted.</i>						
5.4	Elect Herbert M. Consunji as Director	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: A WITHHOLD vote on the election of the following nominees is warranted because the board composition does not comply with the requirement of the Securities and Exchange Commission's Code of Corporate Governance on board independence: * Jorge A. Consunji (Item 5.2); * Cesar A. Buenaventura (Item 5.3); * Herbert M. Consunji (Item 5.4); * Maria Cristina C. Gotianun (Item 5.5); * Ma. Edwina C. Laperal (Item 5.6); * Josefa Consuelo C. Reyes (Item 5.7); and * Antonio Jose U. Periquet Jr. (Item 5.8). A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.3) is also warranted due to overboarding concerns. Given that CEO and Executive Chairman Isidro A. Consunji (Item 5.1) is integral to the company, and in the absence of any corporate governance concerns in relation to the independent directors Ferdinand M. dela Cruz (Item 5.9), Roberto L. Panlilio (Item 5.10), and Francisco A. Dizon (Item 5.11), a vote FOR their election is warranted.</i>						

Semirara Mining and Power Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.5	Elect Maria Cristina C. Gotianun as Director	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: A WITHHOLD vote on the election of the following nominees is warranted because the board composition does not comply with the requirement of the Securities and Exchange Commission's Code of Corporate Governance on board independence: * Jorge A. Consunji (Item 5.2); * Cesar A. Buenaventura (Item 5.3); * Herbert M. Consunji (Item 5.4); * Maria Cristina C. Gotianun (Item 5.5); * Ma. Edwina C. Laperal (Item 5.6); * Josefa Consuelo C. Reyes (Item 5.7); and * Antonio Jose U. Periquet Jr. (Item 5.8). A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.3) is also warranted due to overboarding concerns. Given that CEO and Executive Chairman Isidro A. Consunji (Item 5.1) is integral to the company, and in the absence of any corporate governance concerns in relation to the independent directors Ferdinand M. dela Cruz (Item 5.9), Roberto L. Panlilio (Item 5.10), and Francisco A. Dizon (Item 5.11), a vote FOR their election is warranted.</i>						
5.6	Elect Ma. Edwina C. Laperal as Director	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: A WITHHOLD vote on the election of the following nominees is warranted because the board composition does not comply with the requirement of the Securities and Exchange Commission's Code of Corporate Governance on board independence: * Jorge A. Consunji (Item 5.2); * Cesar A. Buenaventura (Item 5.3); * Herbert M. Consunji (Item 5.4); * Maria Cristina C. Gotianun (Item 5.5); * Ma. Edwina C. Laperal (Item 5.6); * Josefa Consuelo C. Reyes (Item 5.7); and * Antonio Jose U. Periquet Jr. (Item 5.8). A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.3) is also warranted due to overboarding concerns. Given that CEO and Executive Chairman Isidro A. Consunji (Item 5.1) is integral to the company, and in the absence of any corporate governance concerns in relation to the independent directors Ferdinand M. dela Cruz (Item 5.9), Roberto L. Panlilio (Item 5.10), and Francisco A. Dizon (Item 5.11), a vote FOR their election is warranted.</i>						
5.7	Elect Josefa Consuelo C. Reyes as Director	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: A WITHHOLD vote on the election of the following nominees is warranted because the board composition does not comply with the requirement of the Securities and Exchange Commission's Code of Corporate Governance on board independence: * Jorge A. Consunji (Item 5.2); * Cesar A. Buenaventura (Item 5.3); * Herbert M. Consunji (Item 5.4); * Maria Cristina C. Gotianun (Item 5.5); * Ma. Edwina C. Laperal (Item 5.6); * Josefa Consuelo C. Reyes (Item 5.7); and * Antonio Jose U. Periquet Jr. (Item 5.8). A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.3) is also warranted due to overboarding concerns. Given that CEO and Executive Chairman Isidro A. Consunji (Item 5.1) is integral to the company, and in the absence of any corporate governance concerns in relation to the independent directors Ferdinand M. dela Cruz (Item 5.9), Roberto L. Panlilio (Item 5.10), and Francisco A. Dizon (Item 5.11), a vote FOR their election is warranted.</i>						
5.8	Elect Antonio Jose U. Periquet, Jr. as Director	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: A WITHHOLD vote on the election of the following nominees is warranted because the board composition does not comply with the requirement of the Securities and Exchange Commission's Code of Corporate Governance on board independence: * Jorge A. Consunji (Item 5.2); * Cesar A. Buenaventura (Item 5.3); * Herbert M. Consunji (Item 5.4); * Maria Cristina C. Gotianun (Item 5.5); * Ma. Edwina C. Laperal (Item 5.6); * Josefa Consuelo C. Reyes (Item 5.7); and * Antonio Jose U. Periquet Jr. (Item 5.8). A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.3) is also warranted due to overboarding concerns. Given that CEO and Executive Chairman Isidro A. Consunji (Item 5.1) is integral to the company, and in the absence of any corporate governance concerns in relation to the independent directors Ferdinand M. dela Cruz (Item 5.9), Roberto L. Panlilio (Item 5.10), and Francisco A. Dizon (Item 5.11), a vote FOR their election is warranted.</i>						
5.9	Elect Ferdinand M. dela Cruz as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A WITHHOLD vote on the election of the following nominees is warranted because the board composition does not comply with the requirement of the Securities and Exchange Commission's Code of Corporate Governance on board independence: * Jorge A. Consunji (Item 5.2); * Cesar A. Buenaventura (Item 5.3); * Herbert M. Consunji (Item 5.4); * Maria Cristina C. Gotianun (Item 5.5); * Ma. Edwina C. Laperal (Item 5.6); * Josefa Consuelo C. Reyes (Item 5.7); and * Antonio Jose U. Periquet Jr. (Item 5.8). A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.3) is also warranted due to overboarding concerns. Given that CEO and Executive Chairman Isidro A. Consunji (Item 5.1) is integral to the company, and in the absence of any corporate governance concerns in relation to the independent directors Ferdinand M. dela Cruz (Item 5.9), Roberto L. Panlilio (Item 5.10), and Francisco A. Dizon (Item 5.11), a vote FOR their election is warranted.</i>						

Semirara Mining and Power Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.10	Elect Roberto L. Panlilio as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A WITHHOLD vote on the election of the following nominees is warranted because the board composition does not comply with the requirement of the Securities and Exchange Commission's Code of Corporate Governance on board independence: * Jorge A. Consunji (Item 5.2); * Cesar A. Buenaventura (Item 5.3); * Herbert M. Consunji (Item 5.4); * Maria Cristina C. Gotianun (Item 5.5); * Ma. Edwina C. Laperal (Item 5.6); * Josefa Consuelo C. Reyes (Item 5.7); and * Antonio Jose U. Periquet Jr. (Item 5.8). A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.3) is also warranted due to overboarding concerns. Given that CEO and Executive Chairman Isidro A. Consunji (Item 5.1) is integral to the company, and in the absence of any corporate governance concerns in relation to the independent directors Ferdinand M. dela Cruz (Item 5.9), Roberto L. Panlilio (Item 5.10), and Francisco A. Dizon (Item 5.11), a vote FOR their election is warranted.						
5.11	Elect Francisco A. Dizon as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A WITHHOLD vote on the election of the following nominees is warranted because the board composition does not comply with the requirement of the Securities and Exchange Commission's Code of Corporate Governance on board independence: * Jorge A. Consunji (Item 5.2); * Cesar A. Buenaventura (Item 5.3); * Herbert M. Consunji (Item 5.4); * Maria Cristina C. Gotianun (Item 5.5); * Ma. Edwina C. Laperal (Item 5.6); * Josefa Consuelo C. Reyes (Item 5.7); and * Antonio Jose U. Periquet Jr. (Item 5.8). A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.3) is also warranted due to overboarding concerns. Given that CEO and Executive Chairman Isidro A. Consunji (Item 5.1) is integral to the company, and in the absence of any corporate governance concerns in relation to the independent directors Ferdinand M. dela Cruz (Item 5.9), Roberto L. Panlilio (Item 5.10), and Francisco A. Dizon (Item 5.11), a vote FOR their election is warranted.						
6	Appoint Independent External Auditor	Mgmt	For	For	For	No

Titan Cement International SA

Meeting Date: 05/05/2025	Country: Belgium	Ticker: TITC
Record Date: 04/21/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: B9152F101		

Shares Voted: 1,512						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Extraordinary Shareholders' Meeting Agenda	Mgmt				
1	Change Company Name to Titan and Consequently Amend Articles 1 and 2 of the Articles of Association	Mgmt	For	For	For	No
2	Receive Special Board Report Re: Authorized Capital	Mgmt				
3	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: this authority can be used as antitakeover mechanism. As owners of the company, shareholders should be given the opportunity to decide on the merits of takeover offers. the issuance request is considered to be excessive.						

Titan Cement International SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed authorization would be for an excessive volume (10 percent).</i>						
5	Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the authorization could be used to thwart a hostile takeover by repurchasing.</i>						
6	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For	No
7	Change Date/Location of Annual Meeting	Mgmt	For	For	For	No
8	Approve Coordination of the Articles of Association	Mgmt	For	For	For	No
9	Authorize Implementation of Approved Resolutions	Mgmt	For	For	For	No

2020 Bulkera Ltd.

Meeting Date: 05/06/2025

Country: Bermuda

Ticker: 2020

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: G9156K101

Shares Voted: 19,337

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Directors at Five	Mgmt	For	For	For	No
2	Authorize Board to Fill Vacancies	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company has not provided a clear rationale in support of authorizing the board to temporarily fill vacant board seats without shareholder approval.</i>						
3	Reelect Magnus Halvorsen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 3-5) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
4	Reelect Viggo Bang-Hansen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 3-5) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
5	Reelect Lori Wheeler Naess as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 3-5) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						

2020 Bulkens Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Ernst & Young AS as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the auditor is being replaced without explanation.</i>						
7	Approve Remuneration of Directors	Mgmt	For	For	For	No

Accelleron Industries AG

Meeting Date: 05/06/2025 **Country:** Switzerland **Ticker:** ACLN
Record Date: **Meeting Type:** Annual
Primary Security ID: H0029X106

Shares Voted: 139,336						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The report continues to lack a detailed ex-post performance assessment to explain performance outcomes under the STI, while the value of realized payouts under the LTI is also not provided.</i>						
3	Approve Non-Financial Report	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends of CHF 1.25 per Share	Mgmt	For	For	For	No
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
6.1.1	Reelect Oliver Riemenschneider as Director and Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.1.2	Reelect Bo Cerup-Simonsen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.1.3	Reelect Monika Kruesi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.1.4	Reelect Stefano Pampalone as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.1.5	Reelect Gabriele Sons as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.1.6	Reelect Detlef Trefzger as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.2.1	Reappoint Bo Cerup-Simonsen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.2.2	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.2.3	Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.3	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For	No
6.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For	No
7.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For	For	For	No
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.7 Million	Mgmt	For	For	For	No
8.1	Approve Creation of Capital Band within the Upper Limit of CHF 1 Million and the Lower Limit of CHF 897,750 with or without Exclusion of Preemptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed capital band authorization and cancellation of the existing conditional capitals are warranted due to a lack of concerns.</i>						
8.2	Approve Cancellation of Conditional Capital	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed capital band authorization and cancellation of the existing conditional capitals are warranted due to a lack of concerns.</i>						
9	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

ADENTRA Inc.

Meeting Date: 05/06/2025

Country: Canada

Ticker: ADEN

Record Date: 03/18/2025

Meeting Type: Annual

Primary Security ID: 00686A108

Shares Voted: 23,474

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1A	Elect Director Robert J. Brown	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote AGAINST George Judd for being a former CEO of the company's subsidiary who serves on the compensation committee. Vote FOR the other proposed nominee(s).</i>					
1B	Elect Director Charlotte F. Burke	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote AGAINST George Judd for being a former CEO of the company's subsidiary who serves on the compensation committee. Vote FOR the other proposed nominee(s).</i>					
1C	Elect Director George R. Judd	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: Vote AGAINST George Judd for being a former CEO of the company's subsidiary who serves on the compensation committee. Vote FOR the other proposed nominee(s).</i>					
1D	Elect Director Michelle A. Lewis	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote AGAINST George Judd for being a former CEO of the company's subsidiary who serves on the compensation committee. Vote FOR the other proposed nominee(s).</i>					
1E	Elect Director Jim C. Macaulay	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote AGAINST George Judd for being a former CEO of the company's subsidiary who serves on the compensation committee. Vote FOR the other proposed nominee(s).</i>					
1F	Elect Director C. Marie Robinson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote AGAINST George Judd for being a former CEO of the company's subsidiary who serves on the compensation committee. Vote FOR the other proposed nominee(s).</i>					
1G	Elect Director Richard G. Roy	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote AGAINST George Judd for being a former CEO of the company's subsidiary who serves on the compensation committee. Vote FOR the other proposed nominee(s).</i>					
1H	Elect Director Qi Tang	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote AGAINST George Judd for being a former CEO of the company's subsidiary who serves on the compensation committee. Vote FOR the other proposed nominee(s).</i>					
1I	Elect Director Robert L. Taylor	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote AGAINST George Judd for being a former CEO of the company's subsidiary who serves on the compensation committee. Vote FOR the other proposed nominee(s).</i>					
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Aperam SA

Meeting Date: 05/06/2025

Country: Luxembourg

Ticker: APAM

Record Date: 04/22/2025

Meeting Type: Annual

Primary Security ID: L0187K107

Shares Voted: 5,874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
I	Annual Meeting Agenda	Mgmt				
I	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>					
II	Approve Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>					
III	Approve Dividends	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted as no concerns are noted regarding the dividend proposal.</i>					
IV	Approve Allocation of Income	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted as no concerns are noted regarding the dividend proposal.</i>					
V	Approve Remuneration Report	Mgmt	For	For	For	No
VI	Approve Remuneration of Directors	Mgmt	For	For	For	No
VII	Approve Discharge of Directors	Mgmt	For	For	For	No
VIII	Reelect Lakshmi N. Mittal as Director	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote FOR the elections of Bernadette Baudier, Roberte Kesteman and Aditya Mittal is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the election of Lakshmi Mittal is warranted, because: * The nominee is considered to be overboarded</i>					
IX	Reelect Bernadette Baudier as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the elections of Bernadette Baudier, Roberte Kesteman and Aditya Mittal is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the election of Lakshmi Mittal is warranted, because: * The nominee is considered to be overboarded</i>					
X	Reelect Aditya Mittal as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the elections of Bernadette Baudier, Roberte Kesteman and Aditya Mittal is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the election of Lakshmi Mittal is warranted, because: * The nominee is considered to be overboarded</i>					
XI	Reelect Roberte Kesteman as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the elections of Bernadette Baudier, Roberte Kesteman and Aditya Mittal is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the election of Lakshmi Mittal is warranted, because: * The nominee is considered to be overboarded</i>					
XII	Appoint PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
XIII	Approve Grants of Share Based Incentives	Mgmt	For	For	For	No

Beijer Alma AB

Meeting Date: 05/06/2025	Country: Sweden	Ticker: BEIA.B
Record Date: 04/25/2025	Meeting Type: Annual	
Primary Security ID: W1R82Q131		

Shares Voted: 3,612						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
2	Elect Chair of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
7	Receive President's Report	Mgmt				
8.a	Receive Financial Statements and Statutory Reports	Mgmt				
	Voting Policy Rationale: These are routine, non-voting items.					
8.b	Receive Auditor's Report	Mgmt				
	Voting Policy Rationale: These are routine, non-voting items.					
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9.b	Approve Allocation of Income and Dividends of SEK 3.95 Per Share	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR this income allocation proposal is warranted because the proposed dividend is in line with the company's dividend policy.					

Beijer Alma AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.c	Approve May 8, 2025 as Record Date for Dividend Payment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this income allocation proposal is warranted because the proposed dividend is in line with the company's dividend policy.						
10	Approve Discharge of Board and President	Mgmt	For	For	For	No
11.a	Determine Number of Members (6) and Deputy Members of Board (0)	Mgmt	For	For	For	No
11.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
12.a	Approve Remuneration of Directors in the Amount of SEK 1.2 Milion for Chair and SEK 405,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12.b	Approve Remuneration of Auditors	Mgmt	For	For	For	No
13	Reelect Caroline af Ugglas, Hans Landin, Johnny Alvarsson, Oskar Hellstrom, Sofie Lowenhielm and Johan Wall (Chair) as Directors	Mgmt	For	For	For	No
14	Ratify KPMG as Auditors	Mgmt	For	For	For	No
15	Approve Nomination Committee Procedures	Mgmt	For	For	For	No
16	Approve Issuance of Class B Shares up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For	No
17	Approve Remuneration Report	Mgmt	For	For	For	No
18	Close Meeting	Mgmt				

Bygghmax Group AB

Meeting Date: 05/06/2025	Country: Sweden	Ticker: BMAX
Record Date: 04/25/2025	Meeting Type: Annual	
Primary Security ID: W2237L109		

Shares Voted: 10,215						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
7	Receive President's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9	Approve Allocation of Income and Dividends of SEK 0.75 Per Share	Mgmt	For	For	For	No
10	Approve Discharge of Board and President	Mgmt	For	For	For	No
11	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
12	Approve Remuneration of Directors in the Amount of SEK 970,000 for Chair and SEK 385,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For	No
13	Reelect Anders Moberg (Chair), Daniel Muhlbach, Gunilla Spongh, Lars Ljungalv, Andreas Elgaard and Catarina Fagerholm as Directors; Ratify PricewaterhouseCoopers AB as Auditor	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the chairman, Anders Moberg, holds three or more chairmanships in aggregate and subsequently, is considered overboarded. No concerns are raised concerning the ratification of the auditor is warranted because there are no concerns regarding this proposal.</i>					
14	Approve Remuneration Report	Mgmt	For	For	For	No
15	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For	No

Byggmax Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
17	Approve Incentive Program for Key Employees	Mgmt	For	For	For	No
18	Close Meeting	Mgmt				

Centerra Gold Inc.

Meeting Date: 05/06/2025Country: CanadaTicker: CG

Record Date: 03/21/2025Meeting Type: Annual

Primary Security ID: 152006102

Shares Voted: 353,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Karen David-Green	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.2	Elect Director Wendy Kei	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.3	Elect Director Nancy Lipson	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.4	Elect Director Craig MacDougall	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.5	Elect Director Michael S. Parrett	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.6	Elect Director Jacques Perron	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.7	Elect Director Paul Tomory	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.8	Elect Director Paul N. Wright	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

Meeting Date: 05/06/2025

Country: Italy

Ticker: DAL

Record Date: 04/24/2025

Meeting Type: Annual/Special

Primary Security ID: T3480B123

Shares Voted: 429

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>					
2	Approve Allocation of Income	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>					
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt				
3.1.1	Slate 1 Submitted by Hydra SpA	SH	None	Against	Against	No
3.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	No
3.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For	No
	Shareholder Proposals Submitted by Hydra SpA	Mgmt				
3.3	Approve Internal Auditors' Remuneration	SH	None	For	For	No
4	Approve Remuneration of Directors	SH	None	For	For	No
	Management Proposals	Mgmt				
5	Approve Share Plan 2025-2027	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * A relevant portion of the awards is time based. * The performance targets are not disclosed, and the company's retrospective information is limited. * Individual limits and the number of beneficiaries are not disclosed.</i>					
6.1	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: This item warrants a vote AGAINST because termination payments can be in excess of 24 months' pay.</i>					
6.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST because: * The maximum volume of the share repurchase program exceeds 10 percent of the issued share capital. * The holding limit of up to 10 percent of share capital in treasury may be exceeded.						
8	Amend Regulations on General Meetings	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: These items warrant a vote AGAINST as the proposed amendments may negatively affect shareholder rights.						
1	Extraordinary Business	Mgmt				
	Amend Company Bylaws Re: Designated Representative and Shareholder Meetings via Electronic Means	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: These items warrant a vote AGAINST as the proposed amendments may negatively affect shareholder rights.						
2	Amend Company Bylaws Re: Article 23	Mgmt	For	For	For	No

Enea AB

Meeting Date: 05/06/2025	Country: Sweden	Ticker: ENEA
Record Date: 04/25/2025	Meeting Type: Annual	
Primary Security ID: W2529P149		

Shares Voted: 6,346						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Receive CEO's Report	Mgmt				
<i>Voting Policy Rationale: These are routine, non-voting items.</i>						
8	Receive Financial Statements and Statutory Reports; Receive Auditor Report on Guidelines for Remuneration of Senior Executives	Mgmt				
<i>Voting Policy Rationale: These are routine, non-voting items.</i>						
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
9.c	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of SEK 565,000 for Chair and SEK 280,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For	No
12.a	Reelect Kjell Duveblad, Anne Gynnerstedt, Thibaut Bechetoille, Asa Schwarz, Charlotta Sund and Magnus Ornberg as Directors	Mgmt	For	For	For	No
12.b	Reelect Kjell Duveblad as Board Chair	Mgmt	For	For	For	No
12.c	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
13	Approve Nomination Committee Procedures	Mgmt	For	For	For	No
14	Approve Remuneration Report	Mgmt	For	For	For	No
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
16	Approve Issuance of up to 2.1 Million Shares without Preemptive Rights	Mgmt	For	For	For	No
17	Approve SEK 747,957 Reduction in Share Capital via Share Cancellation; Approve SEK 747,957 Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	Mgmt	For	For	For	No
18	Close Meeting	Mgmt				

Meeting Date: 05/06/2025

Country: Sweden

Ticker: HEM

Record Date: 04/25/2025

Meeting Type: Annual

Primary Security ID: W3995N162

Shares Voted: 28,167

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Prepare and Approve List of Shareholders	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4.1	Designate Jonas Bergh as Inspector of Minutes of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4.2	Designate Andreas Haug as Inspector of Minutes of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Receive President's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
7	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9	Approve Remuneration Report	Mgmt	For	For	For	No
10	Approve Allocation of Income and Dividends of SEK 1.70 Per Share	Mgmt	For	For	For	No
11.A	Approve Discharge of Anders Nilsson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.B	Approve Discharge of Anders Edmark	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.C	Approve Discharge of Hakan Hellstrom	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.D	Approve Discharge of Nick McKittrick	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.E	Approve Discharge of Tracey Fellows	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.F	Approve Discharge of Maria Redin	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.G	Approve Discharge of Rasmus Jarborg	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.H	Approve Discharge of Pierre Siri	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.I	Approve Discharge of CEO Cecilia Beck-Friis	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
12.A	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For	No
12.B	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
13.A	Approve Remuneration of Directors in the Amount of SEK 1.1 Million for Chair and SEK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
13.B	Approve Remuneration of Auditors	Mgmt	For	For	For	No
14.A	Reelect Anders Nilsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anders Nilsson, Anders Edmark, Tracey Fellows, Sandra Gadd, Maria Hedengren, Hakan Hellstrom, Rasmus Jarborg and Nicholas (Nick) McKittrick (Items 14.A-14.H) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
14.B	Reelect Anders Edmark as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anders Nilsson, Anders Edmark, Tracey Fellows, Sandra Gadd, Maria Hedengren, Hakan Hellstrom, Rasmus Jarborg and Nicholas (Nick) McKittrick (Items 14.A-14.H) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14.C	Reelect Hakan Hellstrom as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anders Nilsson, Anders Edmark, Tracey Fellows, Sandra Gadd, Maria Hedengren, Hakan Hellstrom, Rasmus Jarborg and Nicholas (Nick) McKittrick (Items 14.A-14.H) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
14.D	Reelect Tracey Fellows as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anders Nilsson, Anders Edmark, Tracey Fellows, Sandra Gadd, Maria Hedengren, Hakan Hellstrom, Rasmus Jarborg and Nicholas (Nick) McKittrick (Items 14.A-14.H) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
14.E	Reelect Nick McKittrick as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anders Nilsson, Anders Edmark, Tracey Fellows, Sandra Gadd, Maria Hedengren, Hakan Hellstrom, Rasmus Jarborg and Nicholas (Nick) McKittrick (Items 14.A-14.H) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
14.F	Reelect Rasmus Jarborg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anders Nilsson, Anders Edmark, Tracey Fellows, Sandra Gadd, Maria Hedengren, Hakan Hellstrom, Rasmus Jarborg and Nicholas (Nick) McKittrick (Items 14.A-14.H) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
14.G	Elect Maria Hedengren as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anders Nilsson, Anders Edmark, Tracey Fellows, Sandra Gadd, Maria Hedengren, Hakan Hellstrom, Rasmus Jarborg and Nicholas (Nick) McKittrick (Items 14.A-14.H) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
14.H	Elect Sandra Gadd as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anders Nilsson, Anders Edmark, Tracey Fellows, Sandra Gadd, Maria Hedengren, Hakan Hellstrom, Rasmus Jarborg and Nicholas (Nick) McKittrick (Items 14.A-14.H) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
15	Reelect Anders Nilsson as Board Chair	Mgmt	For	For	For	No
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
17	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For	No
18	Approve SEK 973,096.2 Reduction in Share Capital via Share Cancellation for Transfer to Unrestricted Equity; Approve Capitalization of Reserves of SEK 973,096.2 for a Bonus Issue	Mgmt	For	For	For	No
19.A	Approve Performance Share Program 2025/2028	Mgmt	For	For	For	No
19.B	Approve Equity Plan Financing	Mgmt	For	For	For	No
19.C	Approve Alternative Equity Plan Financing	Mgmt	For	For	For	No
20	Authorize Share Repurchase Program	Mgmt	For	For	For	No
21	Close Meeting	Mgmt				

Meeting Date: 05/06/2025

Country: Sweden

Ticker: HUM

Record Date: 04/25/2025

Meeting Type: Annual

Primary Security ID: W4R62T240

Shares Voted: 18,978

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Prepare and Approve List of Shareholders	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive President's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9.(a)	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9.(b)	Approve Allocation of Income and Dividends of SEK 1.00 Per Share	Mgmt	For	For	For	No
9.c.1	Approve Discharge of Anders Nyberg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.c.2	Approve Discharge of Grethe Aasved	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.c.3	Approve Discharge of Monica Lingegard	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.c.4	Approve Discharge of Leena Munter-Ollus	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c.5	Approve Discharge of Carolina Oscarius Dahl	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c.6	Approve Discharge of Ralph Riber	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c.7	Approve Discharge of Fredrik Stromholm	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c.8	Approve Discharge of CEO Johanna Rastad	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c.9	Approve Discharge of CEO Nathalie Boulas Nilsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For	No
11	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
12	Approve Remuneration of Directors in the Amount of SEK 800,000 to Chair and SEK 300,000 to Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
13	Approve Remuneration of Auditor	Mgmt	For	For	For	No
14.10	Reelect Monica Lingegard as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 14.10-14.16) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
14.11	Reelect Anders Nyberg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 14.10-14.16) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
14.12	Reelect Fredrik Stromholm as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 14.10-14.16) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						

Humana AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14.13	Elect Grethe Aasved as New Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all proposed candidates (Items 14.10-14.16) is warranted due to a lack of concern regarding the composition of the board or its committees.						
14.14	Elect Carolina Oscarius Dahl as New Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all proposed candidates (Items 14.10-14.16) is warranted due to a lack of concern regarding the composition of the board or its committees.						
14.15	Elect Leena Munter as New Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all proposed candidates (Items 14.10-14.16) is warranted due to a lack of concern regarding the composition of the board or its committees.						
14.16	Elect Ralph Riber as New Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all proposed candidates (Items 14.10-14.16) is warranted due to a lack of concern regarding the composition of the board or its committees.						
14.17	Reelect Anders Nyberg as Board Chair	Mgmt	For	For	For	No
15(i)	Ratify KPMG as Auditor	Mgmt	For	For	For	No
16	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted due to the insufficient performance periods under the long-term incentive plans. Further concerns are noted due to the lack of information regarding termination arrangements, and because 30 percent of the annual bonus is evaluated on a discretionary basis.						
17	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
18(a)	Authorize Share Repurchase Program	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals to repurchase and redistribute company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.						
18(b)	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals to repurchase and redistribute company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.						
19	Close Meeting	Mgmt				

Instalco AB

Meeting Date: 05/06/2025	Country: Sweden	Ticker: INSTAL
Record Date: 04/25/2025	Meeting Type: Annual	
Primary Security ID: W4962V120		

Shares Voted: 1,493

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2.1	Elect Per Sjostrand as Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Prepare and Approve List of Shareholders	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive President's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
10	Approve Allocation of Income and Dividends of SEK 0.68 Per Share	Mgmt	For	For	For	No
11.a	Approve Discharge of Johnny Alvarsson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.b	Approve Discharge of Carina Edblad	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.c	Approve Discharge of Per Leopoldsson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.d	Approve Discharge of Carina Qvarngard	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.e	Approve Discharge of Per Sjostrand	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.f	Approve Discharge of Ulf Wretskog	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.g	Approve Discharge of Camilla Oberg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.h	Approve Discharge of Robin Boheman (CEO)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
12	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For	No
13	Approve Remuneration of Directors in the Amount of SEK 680,000 for Chair and SEK 340,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
14.a	Reelect Johnny Alvarsson as Director	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote FOR candidates Carina Edblad, Per Leopoldsson, Camilla Oberg, Carina Qvarngard and Ulf Wretskog (Items 14.b, 14.c, 14.d, 14.f and 14.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johnny Alvarsson (Items 14.a) is warranted due to them being considered overboarded. A vote AGAINST chairman Per Sjostrand (Item 14.e) is warranted due to them holding three or more chairmanships in aggregate and subsequently, being considered overboarded.</i>					
14.b	Reelect Carina Edblad as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR candidates Carina Edblad, Per Leopoldsson, Camilla Oberg, Carina Qvarngard and Ulf Wretskog (Items 14.b, 14.c, 14.d, 14.f and 14.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johnny Alvarsson (Items 14.a) is warranted due to them being considered overboarded. A vote AGAINST chairman Per Sjostrand (Item 14.e) is warranted due to them holding three or more chairmanships in aggregate and subsequently, being considered overboarded.</i>					
14.c	Reelect Per Leopoldsson as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR candidates Carina Edblad, Per Leopoldsson, Camilla Oberg, Carina Qvarngard and Ulf Wretskog (Items 14.b, 14.c, 14.d, 14.f and 14.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johnny Alvarsson (Items 14.a) is warranted due to them being considered overboarded. A vote AGAINST chairman Per Sjostrand (Item 14.e) is warranted due to them holding three or more chairmanships in aggregate and subsequently, being considered overboarded.</i>					
14.d	Reelect Carina Qvarngard as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR candidates Carina Edblad, Per Leopoldsson, Camilla Oberg, Carina Qvarngard and Ulf Wretskog (Items 14.b, 14.c, 14.d, 14.f and 14.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johnny Alvarsson (Items 14.a) is warranted due to them being considered overboarded. A vote AGAINST chairman Per Sjostrand (Item 14.e) is warranted due to them holding three or more chairmanships in aggregate and subsequently, being considered overboarded.</i>					

Instalco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14.e	Reelect Per Sjostrand as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Carina Edblad, Per Leopoldsson, Camilla Oberg, Carina Qvarngard and Ulf Wretskog (Items 14.b, 14.c, 14.d, 14.f and 14.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johnny Alvarsson (Items 14.a) is warranted due to them being considered overboarded. A vote AGAINST chairman Per Sjostrand (Item 14.e) is warranted due to them holding three or more chairmanships in aggregate and subsequently, being considered overboarded.</i>						
14.f	Reelect Ulf Wretskog as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Carina Edblad, Per Leopoldsson, Camilla Oberg, Carina Qvarngard and Ulf Wretskog (Items 14.b, 14.c, 14.d, 14.f and 14.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johnny Alvarsson (Items 14.a) is warranted due to them being considered overboarded. A vote AGAINST chairman Per Sjostrand (Item 14.e) is warranted due to them holding three or more chairmanships in aggregate and subsequently, being considered overboarded.</i>						
14.g	Reelect Camilla Oberg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Carina Edblad, Per Leopoldsson, Camilla Oberg, Carina Qvarngard and Ulf Wretskog (Items 14.b, 14.c, 14.d, 14.f and 14.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johnny Alvarsson (Items 14.a) is warranted due to them being considered overboarded. A vote AGAINST chairman Per Sjostrand (Item 14.e) is warranted due to them holding three or more chairmanships in aggregate and subsequently, being considered overboarded.</i>						
14.h	Reelect Per Sjostrand as Board Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted as the election of this candidate to the board is not supported.</i>						
15	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
16	Approve Remuneration of Auditors	Mgmt	For	For	For	No
17.1	Ratify Grant Thornton Sweden AB as Auditors	Mgmt	For	For	For	No
18	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because of poor disclosure surrounding the company's annual bonus.</i>						
19	Approve Warrant Plan for Key Employees	Mgmt	For	For	For	No
20	Approve Creation of up to 10 Percent Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
21	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
22	Close Meeting	Mgmt				

INVISIO AB

Meeting Date: 05/06/2025

Country: Sweden

Ticker: IVSO

Record Date: 04/25/2025

Meeting Type: Annual

Primary Security ID: W603RD108

Shares Voted: 17,896

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Prepare and Approve List of Shareholders	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive CEO's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
10	Approve Allocation of Income and Dividends of SEK 2.30 Per Share	Mgmt	For	For	For	No
11.1	Approve Discharge of Annika Andersson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.2	Approve Discharge of Martin Krupicka	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.3	Approve Discharge of Ulrika Hagdahl	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.4	Approve Discharge of Charlott Samuelsson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.5	Approve Discharge of Hannu Saastamoinen	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.6	Approve Discharge of Nicklas Hansen	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.7	Approve Discharge of CEO Lars Hojgard Hansen	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
12	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For	No
13.1	Approve Remuneration of Directors in the Amount of SEK 790,000 for Chair and SEK 325,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For	No
14.1a	Reelect Annika Andersson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Annika Andersson (14.1a), Martin Krupicka (Item 14.1b), Ulrika Hagdahl (Item 14.1c), Charlott Samuelsson (Item 14.1d), Hannu Saastamoinen (Item 14.1e), Nicklas Hansen (14.1f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
14.1b	Reelect Martin Krupicka as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Annika Andersson (14.1a), Martin Krupicka (Item 14.1b), Ulrika Hagdahl (Item 14.1c), Charlott Samuelsson (Item 14.1d), Hannu Saastamoinen (Item 14.1e), Nicklas Hansen (14.1f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
14.1c	Reelect Ulrika Hagdahl as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Annika Andersson (14.1a), Martin Krupicka (Item 14.1b), Ulrika Hagdahl (Item 14.1c), Charlott Samuelsson (Item 14.1d), Hannu Saastamoinen (Item 14.1e), Nicklas Hansen (14.1f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
14.1d	Reelect Charlott Samuelsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Annika Andersson (14.1a), Martin Krupicka (Item 14.1b), Ulrika Hagdahl (Item 14.1c), Charlott Samuelsson (Item 14.1d), Hannu Saastamoinen (Item 14.1e), Nicklas Hansen (14.1f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
14.1e	Reelect Hannu Saastamoinen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Annika Andersson (14.1a), Martin Krupicka (Item 14.1b), Ulrika Hagdahl (Item 14.1c), Charlott Samuelsson (Item 14.1d), Hannu Saastamoinen (Item 14.1e), Nicklas Hansen (14.1f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						

INVISIO AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14.1f	Reelect Nicklas Hansen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Annika Andersson (14.1a), Martin Krupicka (Item 14.1b), Ulrika Hagdahl (Item 14.1c), Charlott Samuelsson (Item 14.1d), Hannu Saastamoinen (Item 14.1e), Nicklas Hansen (14.1f) is warranted due to a lack of concern regarding the composition of the board or its committees.						
14.2	Reelect Annika Andersson as Board Chair	Mgmt	For	For	For	No
15.1	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
15.2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
16	Approve Remuneration Report	Mgmt	For	For	For	No
17	Approve Performance Share Plan for Key Employees / Approve Performance Share Matching Plan for Key Employees	Mgmt	For	For	For	No
18	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For	No
19	Authorize Share Repurchase Program	Mgmt	For	For	For	No
20	Close Meeting	Mgmt				

Kaufman & Broad SA

Meeting Date: 05/06/2025Country: FranceTicker: KOF

Record Date: 05/02/2025Meeting Type: Annual/Special

Primary Security ID: F5375H102

Shares Voted: 6,645

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.						
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For	No
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * A vote FOR the CEO and Chairman remuneration policy (Item 5) is warranted given the absence of any significant concern. * A vote FOR the board members remuneration policy (Item 6) is warranted in the absence of specific concerns.</i>						
6	Approve Remuneration Policy of Non-Executives Corporate Officers	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * A vote FOR the CEO and Chairman remuneration policy (Item 5) is warranted given the absence of any significant concern. * A vote FOR the board members remuneration policy (Item 6) is warranted in the absence of specific concerns.</i>						
7	Approve Compensation of of Chairman and CEO	Mgmt	For	For	For	No
8	Approve Compensation Report	Mgmt	For	For	For	No
9	Ratify Appointment of Isabelle Bordry as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 9-12). * A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 66.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 14).</i>						
10	Reelect Isabelle Bordry as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 9-12). * A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 66.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 14).</i>						
11	Ratify Appointment of Michel Sirat as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 9-12). * A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 66.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 14).</i>						
12	Reelect Michel Paris as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 9-12). * A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 66.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 14).</i>						
13	Acknowledge End of Mandate of Jean-Louis Chaussade as Director and Decision Not to Renew	Mgmt	For	For	For	No

Kaufman & Broad SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Elect Aline Stickel as Representative of Employee Shareholders to the Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 9-12). * A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 66.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 14).</i>						
15	Appoint KPMG SA as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
Extraordinary Business						
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
18	Authorize Capitalization of Reserves of Up to EUR 774,000 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 2,065,000	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 19 to 25 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right). * A vote FOR the total limit proposed under Item 28 is warranted as it limits shareholder dilution under all authorizations together.</i>						
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Binding Priority Rights) up to Aggregate Nominal Amount of EUR 1,032,000	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 19 to 25 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right). * A vote FOR the total limit proposed under Item 28 is warranted as it limits shareholder dilution under all authorizations together.</i>						
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 516,000	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 19 to 25 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right). * A vote FOR the total limit proposed under Item 28 is warranted as it limits shareholder dilution under all authorizations together.</i>						
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 516,000	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 19 to 25 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right). * A vote FOR the total limit proposed under Item 28 is warranted as it limits shareholder dilution under all authorizations together.</i>						

Kaufman & Broad SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20-22	Mgmt	For	For	For	No
Voting Policy Rationale: * Votes FOR the authorizations under Items 19 to 25 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right). * A vote FOR the total limit proposed under Item 28 is warranted as it limits shareholder dilution under all authorizations together.						
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
Voting Policy Rationale: * Votes FOR the authorizations under Items 19 to 25 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right). * A vote FOR the total limit proposed under Item 28 is warranted as it limits shareholder dilution under all authorizations together.						
25	Authorize Capital Increase of Up to EUR 516,00 for Future Exchange Offers	Mgmt	For	For	For	No
Voting Policy Rationale: * Votes FOR the authorizations under Items 19 to 25 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right). * A vote FOR the total limit proposed under Item 28 is warranted as it limits shareholder dilution under all authorizations together.						
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
27	Authorize up to 250,000 Shares for Use in Restricted Stock Plans	Mgmt	For	For	For	No
28	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 2,065,000	Mgmt	For	For	For	No
Voting Policy Rationale: * Votes FOR the authorizations under Items 19 to 25 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right). * A vote FOR the total limit proposed under Item 28 is warranted as it limits shareholder dilution under all authorizations together.						
29	Amend Article 12 of Bylaws Re: Board Deliberations	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Loomis AB

Meeting Date: 05/06/2025Country: SwedenTicker: LOOMIS

Record Date: 04/25/2025Meeting Type: Annual

Primary Security ID: WSS50Y116

Shares Voted: 28,688

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
7	Receive President's Report	Mgmt				
8a	Receive Financial Statements and Statutory Reports	Mgmt				
<i>Voting Policy Rationale: These are routine, non-voting items.</i>						
8b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt				
<i>Voting Policy Rationale: These are routine, non-voting items.</i>						
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9b	Approve Allocation of Income and Dividends of SEK 14.00 Per Share	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.</i>						
9c	Approve May 8, 2025 as Record Date for Dividend Payment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.</i>						
9d.1	Approve Discharge of Alf Goransson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
9d.2	Approve Discharge of Jeanette Almqvist	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
9d.3	Approve Discharge of Lars Blecko	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9d.4	Approve Discharge of Cecilia Daun Wennborg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9d.5	Approve Discharge of Johan Lundberg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9d.6	Approve Discharge of Liv Forhaug	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9d.7	Approve Discharge of Santiago Galaz	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9d.8	Approve Discharge of Marita Odelius	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9d.9	Approve Discharge of Chalanja Henningsson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9d.10	Approve Discharge of CEO Aritz Larrea	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
10	Determine Number of Members (7) and Deputy Members of Board (0)	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of SEK 1.45 Million for Chair and SEK 615,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For	No
12	Reelect Alf Goransson, Lars Blecko (Chair), Cecilia Daun Wennborg, Liv Forhaug, Johan Lundberg, Santiago Galaz and Marita Odelius as Directors	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * Less than half of the members on the remuneration committee are considered independent; * The chair of the audit committee is non-independent; * Candidate Alf Goransson is considered overboarded.</i>					
13	Ratify Deloitte AB as Auditors	Mgmt	For	For	For	No
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
15	Approve Remuneration Report	Mgmt	For	For	For	No

Loomis AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16	Approve Performance Share Matching Plan LTIP 2025 for Key Employees	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the proposed plan is warranted as the EPS metric, making up 84 percent of the relative weight of the plan, is measured annually.						
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
18	Approve SEK 13.3 Million Reduction in Share Capital via Share Cancellation; Approve SEK 13.3 Million Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	Mgmt	For	For	For	No
19	Close Meeting	Mgmt				

Mullen Group Ltd.

Meeting Date: 05/06/2025Country: CanadaTicker: MTL

Record Date: 03/20/2025Meeting Type: Annual

Primary Security ID: 625284104

Shares Voted: 73,205						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Directors at Eight	Mgmt	For	For	For	No
2.1	Elect Director Christine McGinley	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.2	Elect Director Stephen Lockwood	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.3	Elect Director Laura Hartwell	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.4	Elect Director Murray K. Mullen	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.5	Elect Director Sonia Tibbatts	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.6	Elect Director Jamil Murji	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.7	Elect Director Richard Whitley	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						

Mullen Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.8	Elect Director Benoit Durand	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

Nolato AB

Meeting Date: 05/06/2025 **Country:** Sweden **Ticker:** NOLA.B
Record Date: 04/25/2025 **Meeting Type:** Annual
Primary Security ID: W57621141

Shares Voted: 13,108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
2	Prepare and Approve List of Shareholders	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
4	Designate Inspector(s) of Minutes of Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
6	Receive Financial Statements and Statutory Reports	Mgmt				
7a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
7b	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted as the bonus paid to the CEO and deputy CEO exceeds the maximum amount stipulated in the remuneration policy, and the company has not provided an explanation for this. Furthermore, the company has not disclosed the outcome for each of the performance metrics under the STIP. Instead, only the aggregate cash outcome is known.</i>						
7c	Approve Allocation of Income and Dividends of SEK 1.50 Per Share	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7d1	Approve Discharge of Fredrik Arp	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.					
7d2	Approve Discharge of Carina van den Berg	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.					
7d3	Approve Discharge of Tomas Blomquist	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.					
7d4	Approve Discharge of Sven Bostrom	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.					
7d5	Approve Discharge of Klas Forsstrom	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.					
7d6	Approve Discharge of Lovisa Hamrin	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.					
7d7	Approve Discharge of Asa Hedin	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.					
7d8	Approve Discharge of Erik Lynge-Jorlen	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.					
7d9	Approve Discharge of Lars-Ake Rydh	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.					
7d10	Approve Discharge of Steven Gorial	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.					
7d11	Approve Discharge of Bjorn Jacobsson	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.					
7d12	Approve Discharge of Arif Mislimi	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7d13	Approve Discharge of Agneta Olsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
7d14	Approve Discharge of Christer Wahlquist	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.1	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For	No
8.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
9.1	Approve Remuneration of Directors in the Amount of SEK 1.09 Million for Chair and SEK 338,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
9.2	Approve Remuneration of Auditors	Mgmt	For	For	For	No
10.1	Reelect Carina van den Berg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Tomas Blomquist, Sven Bostrom-Svensson, Asa Hedin, Lovisa Hamrin Erik Lyng-Jorlen and Carina van den Berg (Items 10.1, 10.2, 10.3, 10.5, 10.6 and 10.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR candidate chairman Klas Forsstrom (Item 10.4) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chairman of the board under a separate election item (see Item 10.8).</i>						
10.2	Reelect Tomas Blomquist as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Tomas Blomquist, Sven Bostrom-Svensson, Asa Hedin, Lovisa Hamrin Erik Lyng-Jorlen and Carina van den Berg (Items 10.1, 10.2, 10.3, 10.5, 10.6 and 10.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR candidate chairman Klas Forsstrom (Item 10.4) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chairman of the board under a separate election item (see Item 10.8).</i>						
10.3	Reelect Sven Bostrom as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Tomas Blomquist, Sven Bostrom-Svensson, Asa Hedin, Lovisa Hamrin Erik Lyng-Jorlen and Carina van den Berg (Items 10.1, 10.2, 10.3, 10.5, 10.6 and 10.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR candidate chairman Klas Forsstrom (Item 10.4) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chairman of the board under a separate election item (see Item 10.8).</i>						
10.4	Reelect Klas Forsstrom as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Tomas Blomquist, Sven Bostrom-Svensson, Asa Hedin, Lovisa Hamrin Erik Lyng-Jorlen and Carina van den Berg (Items 10.1, 10.2, 10.3, 10.5, 10.6 and 10.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR candidate chairman Klas Forsstrom (Item 10.4) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chairman of the board under a separate election item (see Item 10.8).</i>						

Nolato AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.5	Reelect Lovisa Hamrin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Tomas Blomquist, Sven Bostrom-Svensson, Asa Hedin, Lovisa Hamrin Erik Lynge-Jorlen and Carina van den Berg (Items 10.1, 10.2, 10.3, 10.5, 10.6 and 10.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR candidate chairman Klas Forsstrom (Item 10.4) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chairman of the board under a separate election item (see Item 10.8).						
10.6	Reelect Asa Hedin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Tomas Blomquist, Sven Bostrom-Svensson, Asa Hedin, Lovisa Hamrin Erik Lynge-Jorlen and Carina van den Berg (Items 10.1, 10.2, 10.3, 10.5, 10.6 and 10.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR candidate chairman Klas Forsstrom (Item 10.4) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chairman of the board under a separate election item (see Item 10.8).						
10.7	Reelect Erik Lynge-Jorlen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Tomas Blomquist, Sven Bostrom-Svensson, Asa Hedin, Lovisa Hamrin Erik Lynge-Jorlen and Carina van den Berg (Items 10.1, 10.2, 10.3, 10.5, 10.6 and 10.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR candidate chairman Klas Forsstrom (Item 10.4) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as a chairman of the board under a separate election item (see Item 10.8).						
10.8	Elect Klas Forsstrom as Board Chair	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.						
10.9	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
11.a)	Approve Long-Term Incentive Program 2025/2031 for Senior Executives	Mgmt	For	For	For	No
11.b)	Approve Equity Plan Financing	Mgmt	For	For	For	No
12	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For	No
13	Close Meeting	Mgmt				

Norbit ASA

Meeting Date: 05/06/2025Country: NorwayTicker: NORBT

Record Date: 04/28/2025Meeting Type: Annual

Primary Security ID: R5S13N104

Shares Voted: 18,959

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
3	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 3.00 Per Share	Mgmt	For	For	For	No
4	Authorize Board to Distribute Dividends	Mgmt	For	For	For	No
5	Approve Remuneration Statement	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted due to insufficient performance and vesting periods attributable to the company's long-term incentive, and the use of the same performance metrics for the short-term and long-term incentive.</i>						
6	Discuss/Approve Company's Corporate Governance Statement	Mgmt				
7	Reelect Bente Avnung Landsnes (Deputy Chair) and Trond Tuvstein as Directors; Reelect Tom Solberg as Deputy Director	Mgmt	For	For	For	No
8	Reelect Reidar Stokke (Chair) and Janniche Fusdahl as Members of Nomination Committee	Mgmt	For	For	For	No
9	Approve Remuneration of Directors in the Amount of NOK 575,000 for the Chair, NOK 375,000 for the Deputy Chair and NOK 300,000 for the Other Directors; Approve Committee Fees	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to a lack of concern regarding the proposed fees.</i>						
10	Approve Remuneration of Nomination Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to a lack of concern regarding the proposed fees.</i>						
11	Approve Remuneration of Auditor	Mgmt	For	For	For	No
12	Approve Creation of NOK 1.3 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive. Additionally, the issuance authorization may be used to thwart takeovers.</i>						
13	Approve Equity Plan Financing Through Issuance of Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient vesting period. Additionally, the authorization may be used to thwart takeovers.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No

Peab AB

Meeting Date: 05/06/2025	Country: Sweden	Ticker: PEAB.B
Record Date: 04/25/2025	Meeting Type: Annual	
Primary Security ID: W9624E101		

Shares Voted: 154,528

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
2	Elect Anders Runevad as Chair of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
3	Prepare and Approve List of Shareholders	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
7	Receive Financial Statements and Statutory Reports	Mgmt				
	Voting Policy Rationale: These are routine, non-voting items.					
8	Receive President's Report	Mgmt				
	Voting Policy Rationale: These are routine, non-voting items.					
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
10.1	Approve Allocation of Income and Dividends of SEK 2.75 Per Share	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.					
10.2	Approve Record Date for Dividend Payment	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	For	No
13.1	Approve Discharge of CEO Jesper Goransson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
13.2	Approve Discharge of Anders Runevad	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
13.3	Approve Discharge of Magdalena Gerger	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
13.4	Approve Discharge of Karl-Axel Granlund	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
13.5	Approve Discharge of Liselott Kilaas	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
13.6	Approve Discharge of Kerstin Lindell	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
13.7	Approve Discharge of Fredrik Paulsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
13.8	Approve Discharge of Malin Persson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
13.9	Approve Discharge of Lars Skold	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
13.10	Approve Discharge of Maria Doberck	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
13.11	Approve Discharge of Patrik Svensson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13.12	Approve Discharge of Kim Thomsen	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
13.13	Approve Discharge of Cecilia Krusing	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
13.14	Approve Discharge of Peter Johansson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
14.1	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For	No
14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
15.1	Approve Remuneration of Directors in the Amount of SEK 1.45 Million for Chair and SEK 645,000 for Other Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i>						
15.2	Approve Remuneration for Committee Work	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i>						
15.3	Approve Remuneration of Auditors	Mgmt	For	For	For	No
16.1	Reelect Magdalena Gerger as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Magdalena Gerger (Item 16.1), Liselott Kilaas (Item 16.2), Kerstin Lindell (Item 16.3), Fredrik Paulsson (Item 16.4), Malin Persson (Item 16.5) and Anders Runevad (Item 16.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Lars Skold (Item 16.7) is warranted due to his position as a non-independent chair of the audit committee.</i>						
16.2	Reelect Liselott Kilaas as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Magdalena Gerger (Item 16.1), Liselott Kilaas (Item 16.2), Kerstin Lindell (Item 16.3), Fredrik Paulsson (Item 16.4), Malin Persson (Item 16.5) and Anders Runevad (Item 16.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Lars Skold (Item 16.7) is warranted due to his position as a non-independent chair of the audit committee.</i>						
16.3	Reelect Kerstin Lindell as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Magdalena Gerger (Item 16.1), Liselott Kilaas (Item 16.2), Kerstin Lindell (Item 16.3), Fredrik Paulsson (Item 16.4), Malin Persson (Item 16.5) and Anders Runevad (Item 16.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Lars Skold (Item 16.7) is warranted due to his position as a non-independent chair of the audit committee.</i>						

Peab AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16.4	Reelect Fredrik Paulsson as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Magdalena Gerger (Item 16.1), Liselott Kilaas (Item 16.2), Kerstin Lindell (Item 16.3), Fredrik Paulsson (Item 16.4), Malin Persson (Item 16.5) and Anders Runevad (Item 16.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Lars Skold (Item 16.7) is warranted due to his position as a non-independent chair of the audit committee.						
16.5	Reelect Malin Persson as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Magdalena Gerger (Item 16.1), Liselott Kilaas (Item 16.2), Kerstin Lindell (Item 16.3), Fredrik Paulsson (Item 16.4), Malin Persson (Item 16.5) and Anders Runevad (Item 16.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Lars Skold (Item 16.7) is warranted due to his position as a non-independent chair of the audit committee.						
16.6	Reelect Anders Runevad as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Magdalena Gerger (Item 16.1), Liselott Kilaas (Item 16.2), Kerstin Lindell (Item 16.3), Fredrik Paulsson (Item 16.4), Malin Persson (Item 16.5) and Anders Runevad (Item 16.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Lars Skold (Item 16.7) is warranted due to his position as a non-independent chair of the audit committee.						
16.7	Reelect Lars Skold as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR candidates Magdalena Gerger (Item 16.1), Liselott Kilaas (Item 16.2), Kerstin Lindell (Item 16.3), Fredrik Paulsson (Item 16.4), Malin Persson (Item 16.5) and Anders Runevad (Item 16.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Lars Skold (Item 16.7) is warranted due to his position as a non-independent chair of the audit committee.						
16.8	Reelect Anders Runevad as Board Chair	Mgmt	For	For	For	No
17	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
18	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For	No
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
20.A	Approve Performance Share Plan for Key Employees	Mgmt	For	For	For	No
20.B	Approve Equity Plan Financing Through Transfer of Shares to Participants	Mgmt	For	For	For	No
21	Other Business	Mgmt				
22	Close Meeting	Mgmt				

Proact IT Group AB

Meeting Date: 05/06/2025	Country: Sweden	Ticker: PACT
Record Date: 04/25/2025	Meeting Type: Annual	
Primary Security ID: W6732D157		

Shares Voted: 31,843

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2.1	Elect Anna Soderbolm as Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive Financial Statements and Statutory Reports; Receive CEO Report	Mgmt				
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9	Approve Allocation of Income and Dividends of SEK 2.40 Per Share	Mgmt	For	For	For	No
10.1	Approve Discharge of Anna Soderblom	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
10.2	Approve Discharge of Martin Gren	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
10.3	Approve Discharge of Erik Malmberg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
10.4	Approve Discharge of Annikki Schaeferdiek	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
10.5	Approve Discharge of Thomas Thuresson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.6	Approve Discharge of CEO Jonas Hasselberg	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
12.1	Approve Remuneration of Directors in the Amount of SEK 650,000 to Chair and SEK 300,000 for Other Directors; Approve Committee Fees	Mgmt	For	For	For	No
12.2	Approve Remuneration of Auditor	Mgmt	For	For	For	No
13.1	Reelect Anna Soderblom as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anna Soderblom, Martin Gren, Erik Malmberg, Jon Risfelt and Annikki Schaeferdiek (Items 13.1-13.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
13.2	Reelect Martin Gren as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anna Soderblom, Martin Gren, Erik Malmberg, Jon Risfelt and Annikki Schaeferdiek (Items 13.1-13.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
13.3	Reelect Annikki Schaeferdiek as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anna Soderblom, Martin Gren, Erik Malmberg, Jon Risfelt and Annikki Schaeferdiek (Items 13.1-13.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
13.4	Reelect Erik Malmberg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anna Soderblom, Martin Gren, Erik Malmberg, Jon Risfelt and Annikki Schaeferdiek (Items 13.1-13.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
13.5	Elect Jon Risfelt as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anna Soderblom, Martin Gren, Erik Malmberg, Jon Risfelt and Annikki Schaeferdiek (Items 13.1-13.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
13.6	Reelect Anna Soderblom as Board Chair	Mgmt	For	For	For	No
13.7	Ratify Pricewaterhousecoopers as Auditor	Mgmt	For	For	For	No
14	Authorize Chair of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For	No
15	Approve Remuneration Report	Mgmt	For	For	For	No
16	Approve Performance Share Plan for Key Employees	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the performance period is less than three years.</i>						
17	Approve Issuance of 2.7 Million Shares without Preemptive Rights	Mgmt	For	For	For	No

Proact IT Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
19	Approve SEK 116,257 Reduction in Share Capital via Share Cancellation; Approve Increase in Share Capital Through a Bonus Issue	Mgmt	For	For	For	No
20	Close Meeting	Mgmt				

Scandic Hotels Group AB

Meeting Date: 05/06/2025Country: SwedenTicker: SHOT

Record Date: 04/25/2025Meeting Type: Annual

Primary Security ID: W7T14N102

Shares Voted: 41,030						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Prepare and Approve List of Shareholders	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
7	Receive Financial Statements and Statutory Reports	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
8	Receive CEO's Report	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
9	Receive Board's Report	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
10	Receive Auditor's Report	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						

Scandic Hotels Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.a)	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
11.b)	Approve Allocation of Income and Dividends of SEK 2.60 Per Share	Mgmt	For	For	For	No
11c.1	Approve Discharge of Per G. Braathen	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11c.2	Approve Discharge of Michael Levie	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11c.3	Approve Discharge of Kristina Patek	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11c.4	Approve Discharge of Gunilla Rudebjer	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11c.5	Approve Discharge of Frank Veenstra	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11c.6	Approve Discharge of Fredrik Wirdenius	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11c.7	Approve Discharge of Grant Hearn	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11c.8	Approve Discharge of Martin Svalstedt	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11c.9	Approve Discharge of Marianne Sundelius	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11c10	Approve Discharge of Jens Mathiesen	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
12	Receive Nominating Committee's Report	Mgmt				

Scandic Hotels Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
14	Approve Remuneration of Directors in the Amount of SEK 945,000 for Chair and SEK 410,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For	No
15.1	Reelect Per G. Braathen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 15.1-15.6) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
15.2	Reelect Kristina Patek as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 15.1-15.6) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
15.3	Reelect Gunilla Rudebjør as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 15.1-15.6) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
15.4	Reelect Frank Veenstra as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 15.1-15.6) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
15.5	Reelect Fredrik Wirdeus as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 15.1-15.6) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
15.6	Elect Lars-Ake Bokenberger as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 15.1-15.6) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
16	Reelect Per G. Braathen as Board Chair	Mgmt	For	For	For	No
17	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
18	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted due to the lack of disclosure regarding the performance metrics used in the annual bonus. Further concerns are noted regarding the excessive increase in benefits for the CEO.</i>						
19	Approve Long Term Incentive Program 2025	Mgmt	For	For	For	No
20	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For	No
21.a)	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No

Scandic Hotels Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
21.b)	Approve Equity Plan Financing	Mgmt	For	For	For	No
22.a)	Approve SEK 1 Million Reduction in Share Capital via Share Cancellation for Transfer to Unrestricted Equity	Mgmt	For	For	For	No
22.b)	Approve SEK 1 Million Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	Mgmt	For	For	For	No
23	Close Meeting	Mgmt				

Shanghai Chicmax Cosmetic Co., Ltd.

Meeting Date: 05/06/2025Country: ChinaTicker: 2145

Record Date: 04/28/2025Meeting Type: Annual

Primary Security ID: Y768KV104

Shares Voted: 90,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Work Report of the Board of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
2	Approve Work Report of the Supervisory Committee	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
3	Approve Annual Report	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
4	Approve Proposed Profit Distribution Plan	Mgmt	For	For	For	No
5	Approve of Ernst & Young as Overseas Auditor and Ernst & Young Hua Ming LLP (Special General Partnership) as Domestic Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Directors' Remuneration Plan	Mgmt	For	For	For	No
Voting Policy Rationale: Director and supervisor remuneration at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR these proposals is warranted.						
7	Approve Supervisors' Remuneration Plan	Mgmt	For	For	For	No
Voting Policy Rationale: Director and supervisor remuneration at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR these proposals is warranted.						

Shanghai Chicmax Cosmetic Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Approve Application to Financial Institutions for Credits and Borrowings and Providing Guarantees	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company has failed to disclose pertinent details regarding this proposal.						
9	Approve Amendment to the Articles of Association and Related Transactions	Mgmt	For	For	For	No

Storytel AB

Meeting Date: 05/06/2025	Country: Sweden	Ticker: STORY.B
Record Date: 04/25/2025	Meeting Type: Annual	
Primary Security ID: W91104112		

Shares Voted: 29,334

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
5	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
7	Receive Financial Statements and Statutory Reports	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
8	Receive CEO's Report	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9.b	Approve Allocation of Income and Dividends of SEK 1.00 Per Share	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.c1	Approve Discharge of Helene Barnekow	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.c2	Approve Discharge of Jonas Tellander	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.c3	Approve Discharge of Ulrika Danielsson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.c4	Approve Discharge of Filippa Wallestam	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.c5	Approve Discharge of Erik Tiden	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.c6	Approve Discharge of Alexander Lindholm	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.c7	Approve Discharge of Jonas Sjogren	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.c8	Approve Discharge of Joakim Rubin	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.c9	Approve Discharge of Bodil Eriksson Torp	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.c10	Approve Discharge of Johannes Larcher	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
10	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of SEK 824,000 for Chair, and SEK 278,000 for Other Directors; Approve Remuneration of Committee Work; Approve Remuneration of Auditor	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12	Reelect Alexander Lindholm, Jonas Sjogren, Jonas Tellander, Helene Barnekow (Chair), Ulrika Danielsson, Filippa Wallestam and Erik Tiden as Directors; Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
13	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For	No
14.a	Approve Long-Term Incentive Program 2025/2028 for CEO	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted due to an insufficient performance period.						
14.b	Approve Equity Plan Financing Through Issuance of Warrants	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.						
14.c	Approve Equity Plan Financing Through Transfer of Warrants	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.						
14.d	Approve Alternative Equity Plan Financing Through Equity Swap Agreement with Third Party	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.						
15	Close Meeting	Mgmt				

Technip Energies NV

Meeting Date: 05/06/2025Country: NetherlandsTicker: TE

Record Date: 04/08/2025Meeting Type: Annual

Primary Security ID: N8486R101

Shares Voted: 111,370						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Presentation by the CEO	Mgmt				
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
4	Approve Dividends	Mgmt	For	For	For	No
5	Approve Remuneration Report	Mgmt	For	For	For	No
6	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
8a	Approve Discharge of Executive Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>						
8b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>						
9a	Reelect Arnaud Pieton as Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
9b	Reelect Joseph Rinaldi as Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
9c	Reelect Arnaud Caudoux as Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
9d	Reelect Colette Cohen as Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
9e	Reelect Stephanie Cox as Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
9f	Reelect Simon Eysers as Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
9g	Reelect Maelle Gavet as Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
9h	Reelect Alison Goligher as Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						

Technip Energies NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9i	Elect Matthieu Malige as Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
9j	Reelect Francesco Venturini as Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
10	Authorize Repurchase of Shares	Mgmt	For	For	For	No
11	Approve Cancellation of Shares	Mgmt	For	For	For	No
12	Grant Board Authority to Issue Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>						
13	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>						
14	Close Meeting	Mgmt				

TH Plantations Berhad

Meeting Date: 05/06/2025 **Country:** Malaysia **Ticker:** 5112
Record Date: 04/28/2025 **Meeting Type:** Annual
Primary Security ID: Y88004109

Shares Voted: 401,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Fees and Benefits	Mgmt	For	For	For	No
2	Elect Ahmad Kushairi bin Din as Director	Mgmt	For	For	For	No
3	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Renewal of Shareholders' Mandate for Existing Recurrent Related Party Transactions	Mgmt	For	For	For	No

Wajax Corporation

Meeting Date: 05/06/2025

Record Date: 03/25/2025

Primary Security ID: 930783105

Country: Canada

Meeting Type: Annual

Ticker: WJX

Shares Voted: 12,204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Leslie Abi-karam	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.2	Elect Director Thomas M. Alford	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.3	Elect Director Edward M. Barrett	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.4	Elect Director A. Jane Craighead	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.5	Elect Director Ignacy P. Domagalski	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.6	Elect Director David G. Smith	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.7	Elect Director Elizabeth A. Summers	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.8	Elect Director Alexander S. Taylor	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.9	Elect Director Susan Uthayakumar	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

Attendo AB

Meeting Date: 05/07/2025

Record Date: 04/28/2025

Primary Security ID: W1R94Z285

Country: Sweden

Meeting Type: Annual

Ticker: ATT

Shares Voted: 44,859

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Prepare and Approve List of Shareholders	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive CEO's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
10	Approve Allocation of Income and Dividends of SEK 1.20 Per Share	Mgmt	For	For	For	No
11.1	Approve Discharge of Ulf Mattsson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.2	Approve Discharge of Catarina Fagerholm	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.3	Approve Discharge of Tobias Lonnevall	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.4	Approve Discharge of Suvi-Anne Siimes	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.5	Approve Discharge of Per Josefsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.6	Approve Discharge of Nora F. Larssen	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.7	Approve Discharge of Antti Ylikorkala	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.8	Approve Discharge of Katarina Nirhammar	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.9	Approve Discharge of Alf Goransson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.10	Approve Discharge of Martin Tiveus	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
12.a	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For	No
12.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
13.a	Approve Remuneration of Directors in the Amount of SEK 1.08 Million for Chair and SEK 380,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
13.b	Approve Remuneration of Auditors	Mgmt	For	For	For	No
14.a	Reelect Ulf Mattsson (Chair) as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 14.a-14.h) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
14.b	Reelect Catarina Fagerholm as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 14.a-14.h) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
14.c	Reelect Tobias Lonnevall as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 14.a-14.h) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14.d	Reelect Suvi-Anne Siimes as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 14.a-14.h) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
14.e	Reelect Per Josefsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 14.a-14.h) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
14.f	Reelect Nora F. Larssen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 14.a-14.h) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
14.g	Reelect Antti Ylikorkala as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 14.a-14.h) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
14.h	Elect Hugo Lewne as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 14.a-14.h) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
16.a	Approve Stock Option Plan 2025 for Key Employeeess	Mgmt	For	For	For	No
16.b	Approve Equity Plan Financing Through Acquisition and Transfer of Shares	Mgmt	For	For	For	No
16.c	Approve Transfer of Shares to Participants	Mgmt	For	For	For	No
16.d	Approve Alternative Equity Plan Financing Through Equity Swap Agreement with Third Party	Mgmt	For	For	For	No
17.a	Approve Long-Term Performance Based Incentive Program LTI 2025 for Key Employees	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed incentive plan is based on an insufficient performance period.</i>						
17.b	Approve Equity Plan Financing Through Acquisition and Transfer of Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.</i>						
17.c	Approve Transfer of Shares to Participants	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
17.d	Approve Alternative Equity Plan Financing Through Equity Swap Agreement with Third Party	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.</i>						
18	Approve Remuneration Report	Mgmt	For	For	For	No
19.a	Approve SEK 49,210.48049 Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted as the cancellation of shares may improve the efficiency of the balance sheet, which may also enhance returns over the long-term.</i>						
19.b	Approve Capitalization of Reserves of SEK 49,210.48049 for a Bonus Issue	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted as the cancellation of shares may improve the efficiency of the balance sheet, which may also enhance returns over the long-term.</i>						
20	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For	No
21	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
22.a	Authorize Warrant Repurchase Program (Series 2020)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal to repurchase warrants from the 2020 LTIP because the warrants are still of value and no other concerns were identified.</i>						
22.b	Authorize Reissuance of Repurchased Warrants	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal to repurchase warrants from the 2020 LTIP because the warrants are still of value and no other concerns were identified.</i>						
22.c	Approve Acceptance of Cash Consideration	Mgmt	For	For	For	No
23.a	Authorize Warrant Repurchase Program (Series 2022)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal to repurchase warrants from the 2022 LTIP because the warrants are still of value and no other concerns were identified.</i>						
23.b	Authorize Reissuance of Repurchased Warrants	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal to repurchase warrants from the 2022 LTIP because the warrants are still of value and no other concerns were identified.</i>						
23.c	Approve Acceptance of Cash Consideration	Mgmt	For	For	For	No
24.a	Authorize Warrant Repurchase Program (Series 2023)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal to repurchase warrants from the 2023 LTIP because the warrants are still of value and no other concerns were identified.</i>						
24.b	Authorize Reissuance of Repurchased Warrants	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal to repurchase warrants from the 2023 LTIP because the warrants are still of value and no other concerns were identified.</i>						

Attendo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
24.c	Approve Acceptance of Cash Consideration	Mgmt	For	For	For	No
25.a	Authorize Warrant Repurchase Program (Series 2024)	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal to repurchase warrants from the 2024 LTIP because the warrants are still of value and no other concerns were identified.						
25.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal to repurchase warrants from the 2024 LTIP because the warrants are still of value and no other concerns were identified.						
25.c	Approve Acceptance of Cash Consideration	Mgmt	For	For	For	No
26.a	Elect Peter Hofvenstam (Chair) as Member of Nominating Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.						
26.b	Elect Niklas Antman as Member of Nominating Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.						
26.c	Elect Anssi Soila as Member of Nominating Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.						
26.d	Elect Bo Bortemark as Member of Nominating Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.						
27	Close Meeting	Mgmt				

BioGaia AB

Meeting Date: 05/07/2025

Record Date: 04/28/2025

Primary Security ID: W2R76H103

Country: Sweden

Meeting Type: Annual

Ticker: BIOG.B

Shares Voted: 27,917

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive CEO's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9b	Approve Allocation of Income and Dividends of SEK 1.95 Per Share and an Extra Dividend of SEK 4.95 Per Share	Mgmt	For	For	For	No
9c	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Determine Number of Members (7) and Deputy Members of Board (0); Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of SEK 950,000 for Chair, SEK 530,000 for Vice Chair and SEK 302,000 for Other Directors; Approve Committee Fees; Approve Remuneration of Auditor	Mgmt	For	For	For	No
12a	Reelect Anthon Jahreskog as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR candidates Outi Armstrong, David Dangoor, Benedicte Flambard, Barbro Friden, Anthon Jahreskog and Vanessa Rothschild (Items 12a, 12b, 12c, 12e, 12f and 12g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Peter Rothschild (Item 12d) is warranted, as they are an executive on the remuneration committee. He is also considered overboarded.</i>					
12b	Reelect Benedicte Flambard as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR candidates Outi Armstrong, David Dangoor, Benedicte Flambard, Barbro Friden, Anthon Jahreskog and Vanessa Rothschild (Items 12a, 12b, 12c, 12e, 12f and 12g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Peter Rothschild (Item 12d) is warranted, as they are an executive on the remuneration committee. He is also considered overboarded.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12c	Reelect David Dangoor as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Outi Armstrong, David Dangoor, Benedicte Flambard, Barbro Friden, Anthon Jahreskog and Vanessa Rothschild (Items 12a, 12b, 12c, 12e, 12f and 12g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Peter Rothschild (Item 12d) is warranted, as they are an executive on the remuneration committee. He is also considered overboarded.</i>						
12d	Reelect Peter Rothschild as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Outi Armstrong, David Dangoor, Benedicte Flambard, Barbro Friden, Anthon Jahreskog and Vanessa Rothschild (Items 12a, 12b, 12c, 12e, 12f and 12g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Peter Rothschild (Item 12d) is warranted, as they are an executive on the remuneration committee. He is also considered overboarded.</i>						
12e	Reelect Vanessa Rothschild as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Outi Armstrong, David Dangoor, Benedicte Flambard, Barbro Friden, Anthon Jahreskog and Vanessa Rothschild (Items 12a, 12b, 12c, 12e, 12f and 12g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Peter Rothschild (Item 12d) is warranted, as they are an executive on the remuneration committee. He is also considered overboarded.</i>						
12f	Reelect Barbro Friden as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Outi Armstrong, David Dangoor, Benedicte Flambard, Barbro Friden, Anthon Jahreskog and Vanessa Rothschild (Items 12a, 12b, 12c, 12e, 12f and 12g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Peter Rothschild (Item 12d) is warranted, as they are an executive on the remuneration committee. He is also considered overboarded.</i>						
12g	Reelect Outi Armstrong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Outi Armstrong, David Dangoor, Benedicte Flambard, Barbro Friden, Anthon Jahreskog and Vanessa Rothschild (Items 12a, 12b, 12c, 12e, 12f and 12g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Peter Rothschild (Item 12d) is warranted, as they are an executive on the remuneration committee. He is also considered overboarded.</i>						
13	Reelect Peter Rothschild as Board Chair; Reelect David Dangoor as Vice Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the election of Peter Rothschild to the board of directors is not supported.</i>						
14	Ratify Deloitte as Auditor	Mgmt	For	For	For	No
15	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For	No
16	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted due to insufficient disclosure of cash-based and share-based variable remuneration.</i>						
17.a	Approve Performance Share Plan for Key Employees	Mgmt	For	For	For	No
17.b	Approve Equity Plan Financing Through Issuance of Warrants	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted as the proposed decisions would fund an equity remuneration plan that does not raise concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
17.c	Approve Equity Plan Financing Through Transfer of Warrants	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted as the proposed decisions would fund an equity remuneration plan that does not raise concerns.						
	Shareholder Proposals Submitted by Annwall & Rothschild Investments AB	Mgmt				
18	Amend Articles Re: Equity-Related	SH	None	For	For	No
19	Close Meeting	Mgmt				

Bouvet ASA

Meeting Date: 05/07/2025Country: NorwayTicker: BOUV

Record Date: 04/30/2025Meeting Type: Annual

Primary Security ID: R13781100

Shares Voted: 13,313						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 3.00 Per Share	Mgmt	For	For	For	No
5	Approve Remuneration of Directors in the Amount of NOK 525,000 for Chairman, NOK 347,000 for Vice Chairman and NOK 263,000 for Other Directors	Mgmt	For	For	For	No
6	Approve Remuneration of Nominating Committee	Mgmt	For	For	For	No
7	Approve Remuneration of Auditors	Mgmt	For	For	For	No
8	Elect Jorgen Stenshagen as Member of Nominating Committee	Mgmt	For	For	For	No

Bouvet ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.1	Reelect Pal Egil Ronn (Chair) as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all five candidates (Items 9.1-9.5) is warranted due to a lack of concern regarding the composition of the board.						
9.2	Reelect Tove Raanes (Deputy Chair) as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all five candidates (Items 9.1-9.5) is warranted due to a lack of concern regarding the composition of the board.						
9.3	Reelect Egil Christen Dahl as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all five candidates (Items 9.1-9.5) is warranted due to a lack of concern regarding the composition of the board.						
9.4	Reelect Sverre Finn Hurum as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all five candidates (Items 9.1-9.5) is warranted due to a lack of concern regarding the composition of the board.						
9.5	Elect Linda Vigdel as New Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all five candidates (Items 9.1-9.5) is warranted due to a lack of concern regarding the composition of the board.						
10	Approve Remuneration Statement	Mgmt	For	For	For	No
11	Authorize Board to Distribute Dividends	Mgmt	For	For	For	No
12	Approve Creation of NOK 1 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
13	Approve Issuance of Shares in Connection with Incentive Plan	Mgmt	For	For	For	No
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No

Carlsberg Brewery Malaysia Berhad

Meeting Date: 05/07/2025	Country: Malaysia	Ticker: 2836
Record Date: 04/23/2025	Meeting Type: Annual	
Primary Security ID: Y11220103		

Shares Voted: 60,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Final Dividend	Mgmt	For	For	For	No
2	Elect Stefano Clini as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

Carlsberg Brewery Malaysia Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Elect Chan Po Kei Kay as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4	Approve Directors' Fees and Benefits	Mgmt	For	For	For	No
5	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Renewal of Shareholders' Mandate and Implementation of New Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No

Chorus Aviation Inc.

Meeting Date: 05/07/2025 **Country:** Canada **Ticker:** CHR
Record Date: 03/21/2025 **Meeting Type:** Annual
Primary Security ID: 17040T888

Shares Voted: 0						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1A	Elect Director Colin Copp	Mgmt	For	For		No
<i>Voting Policy Rationale: Vote AGAINST Paul Rivett for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).</i>						
1B	Elect Director Amos Kazzaz	Mgmt	For	For		No
<i>Voting Policy Rationale: Vote AGAINST Paul Rivett for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).</i>						
1C	Elect Director Marie-Lucie Morin	Mgmt	For	For		No
<i>Voting Policy Rationale: Vote AGAINST Paul Rivett for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).</i>						
1D	Elect Director Paul Rivett	Mgmt	For	Against		Yes
<i>Voting Policy Rationale: Vote AGAINST Paul Rivett for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).</i>						
1E	Elect Director Frank Yu	Mgmt	For	For		No
<i>Voting Policy Rationale: Vote AGAINST Paul Rivett for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For		No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For		No

Chorus Aviation Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
A	The Undersigned Certifies The Shares Represented By This Proxy Are Owned And Controlled By: FOR = Canadian, AGT = Non-Canadian Holder Authorized To Provide Air Service, ABN = Non-Canadian Who Is Not A Non-Canadian Holder Authorized To Provide Air Service.	Mgmt	None	Refer		No
B	The Undersigned Certifies that Shares Owned and Controlled, Including Shares Held by Persons in Affiliation with the Undersigned Represent 10% or More of Company's IOS. Vote FOR = Yes and AGAINST = No. A Vote ABSTAIN will be treated as not voted.	Mgmt	None	Refer		No

Dundee Precious Metals Inc.

Meeting Date: 05/07/2025Country: CanadaTicker: DPM

Record Date: 03/17/2025Meeting Type: Annual/Special

Primary Security ID: 265269209

Shares Voted: 293,260						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Nicole Adshead-Bell	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.2	Elect Director Robert M. Bosshard	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.3	Elect Director Jaimie Donovan	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.4	Elect Director R. Peter Gillin	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.5	Elect Director Kalidas Madhavpeddi	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.6	Elect Director Juanita Montalvo	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.7	Elect Director David Rae	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						

Dundee Precious Metals Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.8	Elect Director Marie-Anne Tawil	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Approve Shareholder Rights Plan	Mgmt	For	For	For	No
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

E-L Financial Corporation Limited

Meeting Date: 05/07/2025Country: CanadaTicker: ELF

Record Date: 03/10/2025Meeting Type: Annual/Special

Primary Security ID: 268575107

Shares Voted: 33						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Meeting for Holders of Common and Preference Shares	Mgmt				
1	Approve Share Split	Mgmt	For	For	For	No
2.1	Elect Director Duncan N.R. Jackman	Mgmt	For	Withhold	Withhold	Yes
Voting Policy Rationale: Vote WITHHOLD for Duncan Jackman for serving as an executive director and Maria Victoria Jackman for serving as a non-independent, non-executive director on a board that lacks compensation and nominating committees. Vote FOR the other proposed nominee(s).						
2.2	Elect Director M. Victoria D. Jackman	Mgmt	For	Withhold	Withhold	Yes
Voting Policy Rationale: Vote WITHHOLD for Duncan Jackman for serving as an executive director and Maria Victoria Jackman for serving as a non-independent, non-executive director on a board that lacks compensation and nominating committees. Vote FOR the other proposed nominee(s).						
2.3	Elect Director Peter J. Levitt	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for Duncan Jackman for serving as an executive director and Maria Victoria Jackman for serving as a non-independent, non-executive director on a board that lacks compensation and nominating committees. Vote FOR the other proposed nominee(s).						
2.4	Elect Director Elizabeth M. Loach	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for Duncan Jackman for serving as an executive director and Maria Victoria Jackman for serving as a non-independent, non-executive director on a board that lacks compensation and nominating committees. Vote FOR the other proposed nominee(s).						
2.5	Elect Director Clive P. Rowe	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for Duncan Jackman for serving as an executive director and Maria Victoria Jackman for serving as a non-independent, non-executive director on a board that lacks compensation and nominating committees. Vote FOR the other proposed nominee(s).						

E-L Financial Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.6	Elect Director Stephen J.R. Smith	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for Duncan Jackman for serving as an executive director and Maria Victoria Jackman for serving as a non-independent, non-executive director on a board that lacks compensation and nominating committees. Vote FOR the other proposed nominee(s).						
2.7	Elect Director Mark M. Taylor	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for Duncan Jackman for serving as an executive director and Maria Victoria Jackman for serving as a non-independent, non-executive director on a board that lacks compensation and nominating committees. Vote FOR the other proposed nominee(s).						
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Electrolux Professional AB

Meeting Date: 05/07/2025Country: SwedenTicker: EPRO.B

Record Date: 04/28/2025Meeting Type: Annual

Primary Security ID: W2457W116

Shares Voted: 42,459

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Designate Inspector(s) of Minutes of Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
6	Receive Financial Statements and Statutory Reports	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
7	Receive President's Report	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Electrolux Professional AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Approve Allocation of Income and Dividends of SEK 0.85 Per Share	Mgmt	For	For	For	No
10.1	Approve Discharge of Kai Warn	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.2	Approve Discharge of Katharine Clark	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.3	Approve Discharge of Lorna Donatone	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.4	Approve Discharge of Hans Ola Meyer	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.5	Approve Discharge of Daniel Nodhall	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.6	Approve Discharge of Martine Snels	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.7	Approve Discharge of Carsten Voigtlander	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.8	Approve Discharge of Josef Matosevic	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.9	Approve Discharge of Joachim Nord (Employee Representative)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.10	Approve Discharge of Jens Pierard (Employee Representative)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.11	Approve Discharge of Per Magnusson (Deputy Employee Representative)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						

Electrolux Professional AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.12	Approve Discharge of Helen Akerman (Deputy Employee Representative)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.13	Approve Discharge of Alberto Zanata (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For	No
12.1	Approve Remuneration of Directors in the Amount of SEK 1.93 Million to Chair and SEK 640,000 to Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For	No
13.1	Reelect Kai Warn as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Kai Warn, Katharine (Kate) Clark, Shannon Garcia, Josef Matosevic, Daniel Nodhall, Hans Ola Meyer, Martine Snels and Carsten Voigtlaender (Items 13.1-13.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
13.2	Reelect Katharine Clark as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Kai Warn, Katharine (Kate) Clark, Shannon Garcia, Josef Matosevic, Daniel Nodhall, Hans Ola Meyer, Martine Snels and Carsten Voigtlaender (Items 13.1-13.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
13.3	Reelect Josef Matosevic as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Kai Warn, Katharine (Kate) Clark, Shannon Garcia, Josef Matosevic, Daniel Nodhall, Hans Ola Meyer, Martine Snels and Carsten Voigtlaender (Items 13.1-13.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
13.4	Reelect Hans Ola Meyer as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Kai Warn, Katharine (Kate) Clark, Shannon Garcia, Josef Matosevic, Daniel Nodhall, Hans Ola Meyer, Martine Snels and Carsten Voigtlaender (Items 13.1-13.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
13.5	Reelect Daniel Nodhall as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Kai Warn, Katharine (Kate) Clark, Shannon Garcia, Josef Matosevic, Daniel Nodhall, Hans Ola Meyer, Martine Snels and Carsten Voigtlaender (Items 13.1-13.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
13.6	Reelect Martine Snels as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Kai Warn, Katharine (Kate) Clark, Shannon Garcia, Josef Matosevic, Daniel Nodhall, Hans Ola Meyer, Martine Snels and Carsten Voigtlaender (Items 13.1-13.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						

Electrolux Professional AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13.7	Reelect Carsten Voigtlander as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Kai Warn, Katharine (Kate) Clark, Shannon Garcia, Josef Matosevic, Daniel Nodhall, Hans Ola Meyer, Martine Snels and Carsten Voigtlaender (Items 13.1-13.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular.						
13.8	Elect Shannon Garcia as New Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Kai Warn, Katharine (Kate) Clark, Shannon Garcia, Josef Matosevic, Daniel Nodhall, Hans Ola Meyer, Martine Snels and Carsten Voigtlaender (Items 13.1-13.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular.						
13.9	Reelect Kai Warn as Board Chair	Mgmt	For	For	For	No
14	Ratify Deloitte as Auditors	Mgmt	For	For	For	No
15	Approve Remuneration Report	Mgmt	For	For	For	No
16.1	Approve Performance Share Plan for Key Employees	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because the performance period is less than three years.						
16.2	Approve Equity Plan Financing	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.						
17	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For	No
18	Approve Nomination Committee Procedures	Mgmt	For	For	For	No
19	Close Meeting	Mgmt				

Enerflex Ltd.

Meeting Date: 05/07/2025Country: CanadaTicker: EFX

Record Date: 03/18/2025Meeting Type: Annual

Primary Security ID: 29269R105

Shares Voted: 23,286						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Directors at Eight	Mgmt	For	For	For	No
2.1	Elect Director Fernando R. Assing	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR Thomas (Tom) Tyree Jr.						
2.2	Elect Director Benjamin Cherniavsky	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR Thomas (Tom) Tyree Jr.						

Enerflex Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Joanne Cox	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR Thomas (Tom) Tyree Jr.						
2.4	Elect Director James C. Gouin	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR Thomas (Tom) Tyree Jr.						
2.5	Elect Director Mona Hale	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR Thomas (Tom) Tyree Jr.						
2.6	Elect Director Kevin J. Reinhart	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR Thomas (Tom) Tyree Jr.						
2.7	Elect Director Thomas B. Tyree, Jr.	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR Thomas (Tom) Tyree Jr.						
2.8	Elect Director Juan Carlos Villegas	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR Thomas (Tom) Tyree Jr.						
3	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

Foxtons Group Plc

Meeting Date: 05/07/2025

Record Date: 05/02/2025

Primary Security ID: G3654P100

Country: United Kingdom

Meeting Type: Annual

Ticker: FOXT

Shares Voted: 33,059						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Annette Andrews as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 4-7, 9 and 10: A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 8: A vote FOR the re-election of Nigel Rich is considered warranted: * The board composition falls short of two of the Listing Rules' diversity targets (40% of women on the Board and at least one director from a minority ethnic background). There is no improvement since the last AGM. Nigel Rich, in his capacity as the Nomination Committee Chair, is considered responsible for diversity at Board level. The main reasons for support are: * The Nomination Committee has stated that it will take into account the board diversity targets in succession planning. * The size of the relatively young Board, with tenure ranging between two to five years, is acknowledged.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Re-elect Jack Callaway as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4-7, 9 and 10: A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 8: A vote FOR the re-election of Nigel Rich is considered warranted: * The board composition falls short of two of the Listing Rules' diversity targets (40% of women on the Board and at least one director from a minority ethnic background). There is no improvement since the last AGM. Nigel Rich, in his capacity as the Nomination Committee Chair, is considered responsible for diversity at Board level. The main reasons for support are: * The Nomination Committee has stated that it will take into account the board diversity targets in succession planning. * The size of the relatively young Board, with tenure ranging between two to five years, is acknowledged.</i>						
6	Re-elect Guy Gittins as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4-7, 9 and 10: A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 8: A vote FOR the re-election of Nigel Rich is considered warranted: * The board composition falls short of two of the Listing Rules' diversity targets (40% of women on the Board and at least one director from a minority ethnic background). There is no improvement since the last AGM. Nigel Rich, in his capacity as the Nomination Committee Chair, is considered responsible for diversity at Board level. The main reasons for support are: * The Nomination Committee has stated that it will take into account the board diversity targets in succession planning. * The size of the relatively young Board, with tenure ranging between two to five years, is acknowledged.</i>						
7	Re-elect Christopher Hough as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4-7, 9 and 10: A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 8: A vote FOR the re-election of Nigel Rich is considered warranted: * The board composition falls short of two of the Listing Rules' diversity targets (40% of women on the Board and at least one director from a minority ethnic background). There is no improvement since the last AGM. Nigel Rich, in his capacity as the Nomination Committee Chair, is considered responsible for diversity at Board level. The main reasons for support are: * The Nomination Committee has stated that it will take into account the board diversity targets in succession planning. * The size of the relatively young Board, with tenure ranging between two to five years, is acknowledged.</i>						
8	Re-elect Nigel Rich as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4-7, 9 and 10: A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 8: A vote FOR the re-election of Nigel Rich is considered warranted: * The board composition falls short of two of the Listing Rules' diversity targets (40% of women on the Board and at least one director from a minority ethnic background). There is no improvement since the last AGM. Nigel Rich, in his capacity as the Nomination Committee Chair, is considered responsible for diversity at Board level. The main reasons for support are: * The Nomination Committee has stated that it will take into account the board diversity targets in succession planning. * The size of the relatively young Board, with tenure ranging between two to five years, is acknowledged.</i>						
9	Re-elect Peter Rollings as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4-7, 9 and 10: A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 8: A vote FOR the re-election of Nigel Rich is considered warranted: * The board composition falls short of two of the Listing Rules' diversity targets (40% of women on the Board and at least one director from a minority ethnic background). There is no improvement since the last AGM. Nigel Rich, in his capacity as the Nomination Committee Chair, is considered responsible for diversity at Board level. The main reasons for support are: * The Nomination Committee has stated that it will take into account the board diversity targets in succession planning. * The size of the relatively young Board, with tenure ranging between two to five years, is acknowledged.</i>						
10	Re-elect Rosie Shapland as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4-7, 9 and 10: A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 8: A vote FOR the re-election of Nigel Rich is considered warranted: * The board composition falls short of two of the Listing Rules' diversity targets (40% of women on the Board and at least one director from a minority ethnic background). There is no improvement since the last AGM. Nigel Rich, in his capacity as the Nomination Committee Chair, is considered responsible for diversity at Board level. The main reasons for support are: * The Nomination Committee has stated that it will take into account the board diversity targets in succession planning. * The size of the relatively young Board, with tenure ranging between two to five years, is acknowledged.</i>						
11	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No

Foxtons Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

FUCHS SE

Meeting Date: 05/07/2025Country: GermanyTicker: FPE3

Record Date: 04/30/2025Meeting Type: Annual

Primary Security ID: D27462379

Shares Voted: 18,785

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Meeting for Preferred Shareholders	Mgmt				
	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
Voting Policy Rationale: No vote is required for these items. This is the meeting of the holders of the company's preference shares.						
2	Approve Allocation of Income and Dividends of EUR 1.16 per Ordinary Share and EUR 1.17 per Preferred Share	Mgmt				
Voting Policy Rationale: No vote is required for these items. This is the meeting of the holders of the company's preference shares.						
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt				
Voting Policy Rationale: No vote is required for these items. This is the meeting of the holders of the company's preference shares.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt				
	<i>Voting Policy Rationale: No vote is required for these items. This is the meeting of the holders of the company's preference shares.</i>					
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt				
	<i>Voting Policy Rationale: No vote is required for these items. This is the meeting of the holders of the company's preference shares.</i>					
6	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt				
	<i>Voting Policy Rationale: No vote is required for these items. This is the meeting of the holders of the company's preference shares.</i>					
7	Approve Remuneration Report	Mgmt				
	<i>Voting Policy Rationale: No vote is required for these items. This is the meeting of the holders of the company's preference shares.</i>					
8.1	Elect Christoph Loos to the Supervisory Board	Mgmt				
	<i>Voting Policy Rationale: No vote is required for these items. This is the meeting of the holders of the company's preference shares.</i>					
8.2	Elect Susanne Fuchs to the Supervisory Board	Mgmt				
	<i>Voting Policy Rationale: No vote is required for these items. This is the meeting of the holders of the company's preference shares.</i>					
8.3	Elect Ingeborg Neumann to the Supervisory Board	Mgmt				
	<i>Voting Policy Rationale: No vote is required for these items. This is the meeting of the holders of the company's preference shares.</i>					
8.4	Elect Markus Steilemann to the Supervisory Board	Mgmt				
	<i>Voting Policy Rationale: No vote is required for these items. This is the meeting of the holders of the company's preference shares.</i>					
9	Approve Supervisory Board Remuneration Policy	Mgmt				
	<i>Voting Policy Rationale: No vote is required for these items. This is the meeting of the holders of the company's preference shares.</i>					
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt				
	<i>Voting Policy Rationale: No vote is required for these items. This is the meeting of the holders of the company's preference shares.</i>					
	Separate Resolution Only for Holders of Preferred Shares	Mgmt				
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No

Heineken Malaysia Berhad

Meeting Date: 05/07/2025Country: MalaysiaTicker: 3255

Record Date: 04/28/2025Meeting Type: Annual

Primary Security ID: Y29432104

Shares Voted: 49,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Final Dividend	Mgmt	For	For	For	No
2	Elect Choo Tay Sian, Kenneth as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3	Elect Seng Yi-Ying as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Martijn Rene van Keulen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Approve Directors' Fees and Benefits	Mgmt	For	For	For	No
6	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Idris Jala to Continue Office as Independent Non-Executive Director	Mgmt	For	For	For	No
8	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No

Helia Group Ltd.

Meeting Date: 05/07/2025Country: AustraliaTicker: HLI

Record Date: 05/05/2025Meeting Type: Annual

Primary Security ID: Q3983N155

Shares Voted: 184,616						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Remuneration Report	Mgmt	For	Against	Against	Yes

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted. This is to signal concerns for appropriate corporate governance in regard to the sale of shares by the CEO in the company-approved trading window. This was not subject to chair and board approval. In a period shortly after the share sales, the company announced an adverse outcome regarding the Supply and Service Contract with Commonwealth Bank of Australia (CBA), at which point the CEO failed to meet the minimum shareholding requirement (MSR) at the prevailing share price. Added concerns for inconsistency with good corporate governance standards in the local market include: * Dividends on unvested shares are offered on the LTI for dividends paid during the performance period of the rights, where there is no present entitlement to the shares or dividends. * Poor disclosure and insufficient rigour of STI performance measures - the NPAT target was set below the prior year's result and the GWP target was set below the prior year target. * The service-based deferred equity is included for the purpose of calculating the MSR.</i>					
2	Approve Grant of Share Rights to Pauline Blight-Johnston	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST the grant of share rights to the CEO Pauline Blight-Johnston is warranted. The company is seeking advance approval to grant additional share rights representing notional dividend equivalents, known as "dividends on unvested shares" in respect of LTI rights that are still on-foot and have not vested. At no time during the performance period of the rights is there any ownership of, or present entitlement to, shares or dividends paid. Additional concerns are noted for the calculation of the "underlying" ROE may involve excessive judgement or discretion which may be misaligned with actual performance and shareholder outcomes.</i>					
3	Approve Further Possible On-Market Share Buy-Back	Mgmt	For	For	For	No
4	Elect Alistair Muir as Director	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST the re-election of Alistair Muir (Item 4) and elections of Andrew Moore and JoAnne Stephenson (Item 5 & 6) is warranted. Corporate governance concerns are identified regarding the CBA Supply and Service Contract and the CEO share sales. The sale of shares took place in a company-approved trading window without approval of the Chair or Board in a period prior to the announcement of the adverse outcome of the CBA RFP to a level below the minimum shareholding requirement immediately after the announcement.</i>					
5	Elect Andrew Moore as Director	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST the re-election of Alistair Muir (Item 4) and elections of Andrew Moore and JoAnne Stephenson (Item 5 & 6) is warranted. Corporate governance concerns are identified regarding the CBA Supply and Service Contract and the CEO share sales. The sale of shares took place in a company-approved trading window without approval of the Chair or Board in a period prior to the announcement of the adverse outcome of the CBA RFP to a level below the minimum shareholding requirement immediately after the announcement.</i>					
6	Elect JoAnne Stephenson as Director	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST the re-election of Alistair Muir (Item 4) and elections of Andrew Moore and JoAnne Stephenson (Item 5 & 6) is warranted. Corporate governance concerns are identified regarding the CBA Supply and Service Contract and the CEO share sales. The sale of shares took place in a company-approved trading window without approval of the Chair or Board in a period prior to the announcement of the adverse outcome of the CBA RFP to a level below the minimum shareholding requirement immediately after the announcement.</i>					

Jonjee Hi-Tech Industrial & Commercial Holding Co., Ltd.

Meeting Date: 05/07/2025Country: ChinaTicker: 600872

Record Date: 04/25/2025Meeting Type: Annual

Primary Security ID: Y9889J108

Shares Voted: 108,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No

Jonjee Hi-Tech Industrial & Commercial Holding Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
3	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
4	Approve Financial Budget Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted due to lack of disclosure.</i>						
5	Approve Profit Distribution	Mgmt	For	For	For	No
6	Approve to Appoint Auditor	Mgmt	For	For	For	No
7	Approve Decrease in Capital	Mgmt	For	For	For	No
8	Approve Related Party Transaction	Mgmt	For	For	For	No
9	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	Mgmt	For	For	For	No
10	Approve Participation in the Establishment of Investment Funds and Related Party Transaction	Mgmt	For	Against	Against	Yes
11	Approve Annual Report and Summary	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						

LT Group, Inc.

Meeting Date: 05/07/2025 **Country:** Philippines **Ticker:** LTG
Record Date: 03/28/2025 **Meeting Type:** Annual
Primary Security ID: Y5342M100

Shares Voted: 273,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Minutes of the Annual Stockholders' Meeting	Mgmt	For	For	For	No
2	Approve Management Report and Audited Financial Statements	Mgmt	For	For	For	No
3	Ratify All Acts, Transactions and Resolutions of the Board of Directors and Management	Mgmt	For	For	For	No
4	Appoint SGV & Co. as External Auditor	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Elect 11 Directors by Cumulative Voting	Mgmt				
5.1	Elect Lucio C. Tan as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>					
5.2	Elect Carmen K. Tan as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>					
5.3	Elect Lucio C. Tan III as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>					
5.4	Elect Michael G. Tan as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>					
5.5	Elect Karlu T. Say as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>					
5.6	Elect Vivienne K. Tan as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>					
5.7	Elect Juanita T. Tan Lee as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>					
5.8	Elect Johnip G. Cua as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>					
5.9	Elect Mary G. Ng as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>					
5.10	Elect Raul Leopando as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.11	Elect Woochong Um as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						

Medacta Group SA

Meeting Date: 05/07/2025 **Country:** Switzerland **Ticker:** MOVE
Record Date: **Meeting Type:** Annual
Primary Security ID: H7251B108

Shares Voted: 1,223						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Non-Financial Report	Mgmt	For	For	For	No
1.3	Approve Remuneration Report	Mgmt	For	For	For	No
2.1	Approve Allocation of Income and Dividends of CHF 0.345 per Share	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the allocation of income resolutions are warranted due to a lack of concerns.</i>						
2.2	Approve Dividends of CHF 0.345 per Share from Capital Contribution Reserves	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the allocation of income resolutions are warranted due to a lack of concerns.</i>						
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
4.1	Reelect Alberto Siccardi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1– 4.5) Votes FOR the proposed nominees are warranted due to a lack of concerns. Board chair election (Item 5) A vote AGAINST Alberto Siccardi as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 6.1 – 6.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
4.2	Reelect Maria Siccardi Tonolli as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1– 4.5) Votes FOR the proposed nominees are warranted due to a lack of concerns. Board chair election (Item 5) A vote AGAINST Alberto Siccardi as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 6.1 – 6.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
4.3	Reelect Victor Balli as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1– 4.5) Votes FOR the proposed nominees are warranted due to a lack of concerns. Board chair election (Item 5) A vote AGAINST Alberto Siccardi as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 6.1 – 6.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.4	Reelect Riccardo Braglia as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1– 4.5) Votes FOR the proposed nominees are warranted due to a lack of concerns. Board chair election (Item 5) A vote AGAINST Alberto Siccardi as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 6.1 – 6.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
4.5	Reelect Philippe Weber as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1– 4.5) Votes FOR the proposed nominees are warranted due to a lack of concerns. Board chair election (Item 5) A vote AGAINST Alberto Siccardi as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 6.1 – 6.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
5	Reelect Alberto Siccardi as Board Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 4.1– 4.5) Votes FOR the proposed nominees are warranted due to a lack of concerns. Board chair election (Item 5) A vote AGAINST Alberto Siccardi as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 6.1 – 6.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
6.1	Reappoint Philippe Weber as Member of the Human Resources and Remuneration Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1– 4.5) Votes FOR the proposed nominees are warranted due to a lack of concerns. Board chair election (Item 5) A vote AGAINST Alberto Siccardi as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 6.1 – 6.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
6.2	Reappoint Riccardo Braglia as Member of the Human Resources and Remuneration Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1– 4.5) Votes FOR the proposed nominees are warranted due to a lack of concerns. Board chair election (Item 5) A vote AGAINST Alberto Siccardi as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 6.1 – 6.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
7	Designate Fulvio Pelli as Independent Proxy	Mgmt	For	For	For	No
8	Ratify Deloitte SA as Auditors	Mgmt	For	For	For	No
9.1.a	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice. Remuneration for consulting services (Item 9.1.2) A vote AGAINST this resolution is warranted because: * Fees for additional services are a problematic feature of directors' potential remuneration because they can compromise independence and are not in line with market practice. * The company has not provided clear disclosure on the allocation of these fees.</i>						
9.1.b	Approve Remuneration for Consulting Services of Directors in the Amount of CHF 150,000	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice. Remuneration for consulting services (Item 9.1.2) A vote AGAINST this resolution is warranted because: * Fees for additional services are a problematic feature of directors' potential remuneration because they can compromise independence and are not in line with market practice. * The company has not provided clear disclosure on the allocation of these fees.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.2.a	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.1 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 9.2.a A vote FOR this item is warranted because the proposal appears to be in line with market practices and does not raise significant concerns. Items 9.2.b-9.2.c Votes FOR these proposals are warranted because the amounts are not considered excessive within market practice and no pay for performance misalignment was identified. Regarding the proposed LTI grant, the budget further remains aligned with that prior to the expansion of executive management on an average per person basis. However, this is not without some concern: * Ex post information to explain STI payouts is overall somewhat limited, especially regarding the qualitative factor applying to executives other than the CEO for up to 10 percent. * The company lacks a clear policy regarding LTI target grants which makes the proposed increase appear arbitrary, a concern exacerbated by increases consistently implemented over the years since the plan's implementation in 2021.</i>						
9.2.b	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 1.8 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 9.2.a A vote FOR this item is warranted because the proposal appears to be in line with market practices and does not raise significant concerns. Items 9.2.b-9.2.c Votes FOR these proposals are warranted because the amounts are not considered excessive within market practice and no pay for performance misalignment was identified. Regarding the proposed LTI grant, the budget further remains aligned with that prior to the expansion of executive management on an average per person basis. However, this is not without some concern: * Ex post information to explain STI payouts is overall somewhat limited, especially regarding the qualitative factor applying to executives other than the CEO for up to 10 percent. * The company lacks a clear policy regarding LTI target grants which makes the proposed increase appear arbitrary, a concern exacerbated by increases consistently implemented over the years since the plan's implementation in 2021.</i>						
9.2.c	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 1.5 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 9.2.a A vote FOR this item is warranted because the proposal appears to be in line with market practices and does not raise significant concerns. Items 9.2.b-9.2.c Votes FOR these proposals are warranted because the amounts are not considered excessive within market practice and no pay for performance misalignment was identified. Regarding the proposed LTI grant, the budget further remains aligned with that prior to the expansion of executive management on an average per person basis. However, this is not without some concern: * Ex post information to explain STI payouts is overall somewhat limited, especially regarding the qualitative factor applying to executives other than the CEO for up to 10 percent. * The company lacks a clear policy regarding LTI target grants which makes the proposed increase appear arbitrary, a concern exacerbated by increases consistently implemented over the years since the plan's implementation in 2021.</i>						
10	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

MFE-MEDIAFOREUROPE NV

Meeting Date: 05/07/2025	Country: Netherlands	Ticker: MFEB
Record Date: 04/09/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: N5673Q110		

Shares Voted: 401,481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Extraordinary Meeting Agenda	Mgmt				

MFE-MEDIAFOREUROPE NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.	Open Meeting	Mgmt				
2.	Discuss Voluntary Public Takeover Offer by the Company for the Acquisition of the Shares of ProSiebenSat.1 Media SE	Mgmt				
3.	Grant Board Authority to Issue Ordinary Shares A and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For	No
4.	Close Meeting	Mgmt				

Momentum Group AB

Meeting Date: 05/07/2025

Record Date: 04/28/2025

Primary Security ID: W5659A121

Country: Sweden

Meeting Type: Annual

Ticker: MMGR.B

Shares Voted: 9,159						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
6	Receive President's Report	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
7	Receive Financial Statements and Statutory Reports	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
8a).1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the approval of the annual accounts and consolidated annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.						

Momentum Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8a).2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the approval of the annual accounts and consolidated annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>						
8b)	Approve Allocation of Income and Dividends of SEK 1.30 Per Share	Mgmt	For	For	For	No
8c).1	Approve Discharge of Johan Sjo	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
8c).2	Approve Discharge of Anders Claeson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
8c).3	Approve Discharge of Ylva Ersvik	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
8c).4	Approve Discharge of Stefan Hedelius	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
8c).5	Approve Discharge of Gunilla Spongh	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
8c).6	Approve Discharge of CEO Ulf Lilius	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
9	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted due to insufficient disclosure of short-term bonus performance criteria.</i>						
10	Receive Nominating Committee's Report	Mgmt				
11	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For	No
12.1	Approve Remuneration of Directors in the Amount of SEK 800,000 for Chair and SEK 290,000 for Other Directors	Mgmt	For	For	For	No
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For	No
13.1	Reelect Johan Sjo as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all five candidates (Items 13.1-13.5) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						

Momentum Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13.2	Reelect Anders Claeson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all five candidates (Items 13.1-13.5) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
13.3	Reelect Stefan Hedelius as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all five candidates (Items 13.1-13.5) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
13.4	Reelect Gunilla Spongh as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all five candidates (Items 13.1-13.5) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
13.5	Elect Jimmy Renstrom as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all five candidates (Items 13.1-13.5) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
13.6	Reelect Johan Sjo as Board Chair	Mgmt	For	For	For	No
14	Ratify Ernst & Young AB as Auditors	Mgmt	For	For	For	No
15.1	Elect Peter Hofvenstam as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted because of a lack of controversy regarding the nominating committee.</i>						
15.2	Elect Stefan Hedelius as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted because of a lack of controversy regarding the nominating committee.</i>						
15.3	Elect Emerson Moore as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted because of a lack of controversy regarding the nominating committee.</i>						
15.4	Elect Clas Murander as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted because of a lack of controversy regarding the nominating committee.</i>						
15.5	Elect Peter Hofvenstam as Chair of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted because of a lack of controversy regarding the nominating committee.</i>						
16	Approve Nomination Committee Procedures	Mgmt	For	For	For	No
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No

Momentum Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
18	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For	No
19	Approve Long-Term Performance Incentive Plan (LTIP 2025) for Key Employees	Mgmt	For	For	For	No
20	Close Meeting	Mgmt				

Morguard Corporation

Meeting Date: 05/07/2025

Record Date: 03/17/2025

Primary Security ID: 617577101

Country: Canada

Meeting Type: Annual

Ticker: MRC

Shares Voted: 1,609						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director George S. Armoyan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Vote AGAINST George Armoyan for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).						
1.2	Elect Director William J. Braithwaite	Mgmt	For	For	For	No
Voting Policy Rationale: Vote AGAINST George Armoyan for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).						
1.3	Elect Director Chris J. Cahill	Mgmt	For	For	For	No
Voting Policy Rationale: Vote AGAINST George Armoyan for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).						
1.4	Elect Director Philip R. Evans	Mgmt	For	For	For	No
Voting Policy Rationale: Vote AGAINST George Armoyan for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).						
1.5	Elect Director Bruce K. Robertson	Mgmt	For	For	For	No
Voting Policy Rationale: Vote AGAINST George Armoyan for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).						
1.6	Elect Director Angela Sahi	Mgmt	For	For	For	No
Voting Policy Rationale: Vote AGAINST George Armoyan for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).						
1.7	Elect Director K. Rai Sahi	Mgmt	For	For	For	No
Voting Policy Rationale: Vote AGAINST George Armoyan for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).						
1.8	Elect Director Leonard Peter Sharpe	Mgmt	For	For	For	No
Voting Policy Rationale: Vote AGAINST George Armoyan for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).						

Morguard Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.9	Elect Director Stephen R. Taylor	Mgmt	For	For	For	No
Voting Policy Rationale: Vote AGAINST George Armoyan for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).						
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Mycronic AB

Meeting Date: 05/07/2025Country: SwedenTicker: MYCR

Record Date: 04/28/2025Meeting Type: Annual

Primary Security ID: W6191U112

Shares Voted: 6,177

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Patrik Tigerschiold as Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4.1	Designate Patrik Jonsson as Inspector of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	Mgmt	For	For	For	No
9.1	Approve Discharge of Patrik Tigerschiold	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.						
9.2	Approve Discharge of Arun Bansal	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.3	Approve Discharge of Anna Belfrage	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.4	Approve Discharge of Katarina Bonde	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.5	Approve Discharge of Staffan Dahlstrom	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.6	Approve Discharge of Bo Risberg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.7	Approve Discharge of Jens Hinrichsen	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.8	Approve Discharge of CEO Anders Lindqvist	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
10	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of SEK 1.05 Million for Chair and SEK 420,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For	No
12.1	Reelect Patrik Tigerschiold as Director	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote FOR candidates Arun Bansal, Katarina Bonde, Staffan Dahlstrom, Jens Hinrichsen, and Bo Risberg (Items 12.2, 12.4-12.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Gender Diversity A vote AGAINST Patrik Tigerschiold (Item 12.1) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board. Overboarding A vote AGAINST candidates Patrik Tigerschiold and Anna Belfrage (Items 12.1 and 12.3) is warranted due to them being considered overboarded.</i>					
12.2	Reelect Arun Bansal as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR candidates Arun Bansal, Katarina Bonde, Staffan Dahlstrom, Jens Hinrichsen, and Bo Risberg (Items 12.2, 12.4-12.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Gender Diversity A vote AGAINST Patrik Tigerschiold (Item 12.1) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board. Overboarding A vote AGAINST candidates Patrik Tigerschiold and Anna Belfrage (Items 12.1 and 12.3) is warranted due to them being considered overboarded.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12.3	Reelect Anna Belfrage as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Arun Bansal, Katarina Bonde, Staffan Dahlstrom, Jens Hinrichsen, and Bo Risberg (Items 12.2, 12.4-12.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Gender Diversity A vote AGAINST Patrik Tigerschiold (Item 12.1) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board. Overboarding A vote AGAINST candidates Patrik Tigerschiold and Anna Belfrage (Items 12.1 and 12.3) is warranted due to them being considered overboarded.</i>						
12.4	Reelect Katarina Bondel as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Arun Bansal, Katarina Bonde, Staffan Dahlstrom, Jens Hinrichsen, and Bo Risberg (Items 12.2, 12.4-12.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Gender Diversity A vote AGAINST Patrik Tigerschiold (Item 12.1) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board. Overboarding A vote AGAINST candidates Patrik Tigerschiold and Anna Belfrage (Items 12.1 and 12.3) is warranted due to them being considered overboarded.</i>						
12.5	Reelect Staffan Dahlstrom as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Arun Bansal, Katarina Bonde, Staffan Dahlstrom, Jens Hinrichsen, and Bo Risberg (Items 12.2, 12.4-12.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Gender Diversity A vote AGAINST Patrik Tigerschiold (Item 12.1) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board. Overboarding A vote AGAINST candidates Patrik Tigerschiold and Anna Belfrage (Items 12.1 and 12.3) is warranted due to them being considered overboarded.</i>						
12.6	Reelect Bo Risberg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Arun Bansal, Katarina Bonde, Staffan Dahlstrom, Jens Hinrichsen, and Bo Risberg (Items 12.2, 12.4-12.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Gender Diversity A vote AGAINST Patrik Tigerschiold (Item 12.1) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board. Overboarding A vote AGAINST candidates Patrik Tigerschiold and Anna Belfrage (Items 12.1 and 12.3) is warranted due to them being considered overboarded.</i>						
12.7	Reelect Jens Hinrichsen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Arun Bansal, Katarina Bonde, Staffan Dahlstrom, Jens Hinrichsen, and Bo Risberg (Items 12.2, 12.4-12.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Gender Diversity A vote AGAINST Patrik Tigerschiold (Item 12.1) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board. Overboarding A vote AGAINST candidates Patrik Tigerschiold and Anna Belfrage (Items 12.1 and 12.3) is warranted due to them being considered overboarded.</i>						
12.8	Reelect Patrik Tigerschiold as Board Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.</i>						
13.1	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
14	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted due to a lack of disclosure of achievement levels of individual metrics, lack of disclosure of performance targets, and considering the capping of the short-term bonus.</i>						
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
16	Authorize Chair of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For	No
17	Approve 2:1 Stock Split; Amend Articles	Mgmt	For	For	For	No

Mycronic AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
18	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
19	Authorize Share Repurchase Program	Mgmt	For	For	For	No
20.A	Approve Performance Based Share Plan LTIP 2025	Mgmt	For	Against	Against	Yes
20.B	Approve Equity Plan Financing	Mgmt	For	Against	Against	Yes

NCC AB

Meeting Date: 05/07/2025

Record Date: 04/28/2025

Primary Security ID: W5691F104

Country: Sweden

Meeting Type: Annual

Ticker: NCC.B

Shares Voted: 25,391

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
2	Elect Chair of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
7	Receive President's Report	Mgmt				
8	Allow Questions	Mgmt				
9	Receive Financial Statements and Statutory Reports	Mgmt				
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
11	Approve Allocation of Income and Dividends of SEK 9.00 Per Share; Approve Extra Dividends of SEK 2.00 Per Share	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12	Approve Remuneration Report	Mgmt	For	For	For	No
13	Approve Discharge of Board and President	Mgmt	For	For	For	No
14	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For	No
15	Approve Remuneration of Directors in the Amount of SEK 1.7 Million for Chair, and SEK 553,700 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditor	Mgmt	For	For	For	No
16	Reelect Alf Goransson (Chair), Ida Aall Gram, Simon de Chateau, Cecilia Fasth, Mats Jonsson, Daniel Kjorberg Siraj and Birgit Norgaard as Directors	Mgmt	For	For	For	No
17	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No
18	Elect Trond Stabekk (Chair), Anna Magnusson and Mattias Sjodin as Members of Nominating Committee	Mgmt	For	For	For	No
19	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
20.A	Approve Performance Share Incentive Plan LTI 2025	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the majority of the plan is based on insufficient performance periods.</i>						
20.B	Approve Transfer of Class B Shares to Participants of LTI 2025 Program	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.</i>						
20.C	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.</i>						
21	Approve Equity Plan Financing Through Transfer of Class B Shares	Mgmt	For	For	For	No
22	Authorize Share Repurchase Program	Mgmt	For	For	For	No
23	Close Meeting	Mgmt				

PHX Energy Services Corp.

Meeting Date: 05/07/2025

Record Date: 03/21/2025

Primary Security ID: 69338U101

Country: Canada

Meeting Type: Annual/Special

Ticker: PHX

Shares Voted: 6,668						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Directors at Seven	Mgmt	For	For	For	No
2a	Elect Director Michael L. Buker	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2b	Elect Director Lawrence M. Hibbard	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2c	Elect Director Randolph M. Charron	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2d	Elect Director John M. Hooks	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2e	Elect Director Karen David-Green	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2f	Elect Director Myron A. Tetreault	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2g	Elect Director Terry D. Freeman	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Re-approve Share Option Plan	Mgmt	For	For	For	No

PT Jasa Marga (Persero) Tbk

Meeting Date: 05/07/2025

Record Date: 04/14/2025

Primary Security ID: Y71285103

Country: Indonesia

Meeting Type: Annual

Ticker: JSMR

Shares Voted: 127,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No

PT Jasa Marga (Persero) Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors of the Company and the Micro and Small Business Funding Program	Mgmt	For	For	For	No
4	Approve Remuneration for Financial Year 2025 and Tantiem for Financial Year 2024 of Directors and Commissioners	Mgmt	For	For	For	No
5	Approve Report on the Use of Proceeds	Mgmt	For	For	For	No
6	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						

PT Lautan Luas Tbk

Meeting Date: 05/07/2025	Country: Indonesia	Ticker: LTLS
Record Date: 04/14/2025	Meeting Type: Annual	
Primary Security ID: Y7130F131		

Shares Voted: 498,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
4	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

PT Lautan Luas Tbk

Meeting Date: 05/07/2025	Country: Indonesia	Ticker: LTLS
Record Date: 04/14/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y7130F131		

Shares Voted: 498,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Discuss Feasibility Study on the Additional Business Activities and Amend Article 3 of the Articles of Association in Connection with Changes in the Company's Business Activities	Mgmt	For	For	For	No
2	Approve Changes in the Boards of the Company	Mgmt	For	For	For	No
3	Amend Article 12 of the Company's Articles of Association	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make informed voting decision.

RHI Magnesita NV

Meeting Date: 05/07/2025Country: NetherlandsTicker: RHIM

Record Date: 04/09/2025Meeting Type: Annual

Primary Security ID: N7428R104

Shares Voted: 8,352

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Consider the Annual Report of the Directors and the Auditors' Statement	Mgmt				
2	Explain the Policy on Additions to Reserves and Dividends	Mgmt				
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Approve Discharge of Directors	Mgmt	For	For	For	No
6a	Re-elect Stefan Borgas as Director	Mgmt	For	For	For	No

Voting Policy Rationale: Items 6a, 6b, 7b-7k A vote FOR these Directors is warranted as no significant concerns have been identified. Item 7a A vote FOR the re-election of Herbert Cordt is warranted, although it is not without concerns for shareholders: * As Chair of the Nomination Committee, Herbert Cordt is considered to be ultimately responsible for overseeing board composition. The Company did not meet any of the diversity reporting targets as at the reference date. The main reason for support is: * The Company has provided a broad commitment to improve diversity.

6b	Re-elect Ian Botha as Director	Mgmt	For	For	For	No

Voting Policy Rationale: Items 6a, 6b, 7b-7k A vote FOR these Directors is warranted as no significant concerns have been identified. Item 7a A vote FOR the re-election of Herbert Cordt is warranted, although it is not without concerns for shareholders: * As Chair of the Nomination Committee, Herbert Cordt is considered to be ultimately responsible for overseeing board composition. The Company did not meet any of the diversity reporting targets as at the reference date. The main reason for support is: * The Company has provided a broad commitment to improve diversity.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7a	Re-elect Herbert Cordt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 6a, 6b, 7b-7k A vote FOR these Directors is warranted as no significant concerns have been identified. Item 7a A vote FOR the re-election of Herbert Cordt is warranted, although it is not without concerns for shareholders: * As Chair of the Nomination Committee, Herbert Cordt is considered to be ultimately responsible for overseeing board composition. The Company did not meet any of the diversity reporting targets as at the reference date. The main reason for support is: * The Company has provided a broad commitment to improve diversity.</i>						
7b	Re-elect John Ramsay as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 6a, 6b, 7b-7k A vote FOR these Directors is warranted as no significant concerns have been identified. Item 7a A vote FOR the re-election of Herbert Cordt is warranted, although it is not without concerns for shareholders: * As Chair of the Nomination Committee, Herbert Cordt is considered to be ultimately responsible for overseeing board composition. The Company did not meet any of the diversity reporting targets as at the reference date. The main reason for support is: * The Company has provided a broad commitment to improve diversity.</i>						
7c	Re-elect Janet Ashdown as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 6a, 6b, 7b-7k A vote FOR these Directors is warranted as no significant concerns have been identified. Item 7a A vote FOR the re-election of Herbert Cordt is warranted, although it is not without concerns for shareholders: * As Chair of the Nomination Committee, Herbert Cordt is considered to be ultimately responsible for overseeing board composition. The Company did not meet any of the diversity reporting targets as at the reference date. The main reason for support is: * The Company has provided a broad commitment to improve diversity.</i>						
7d	Re-elect David Schlaff as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 6a, 6b, 7b-7k A vote FOR these Directors is warranted as no significant concerns have been identified. Item 7a A vote FOR the re-election of Herbert Cordt is warranted, although it is not without concerns for shareholders: * As Chair of the Nomination Committee, Herbert Cordt is considered to be ultimately responsible for overseeing board composition. The Company did not meet any of the diversity reporting targets as at the reference date. The main reason for support is: * The Company has provided a broad commitment to improve diversity.</i>						
7e	Re-elect Stanislaus Prinz zu Sayn-Wittgenstein-Berleburg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 6a, 6b, 7b-7k A vote FOR these Directors is warranted as no significant concerns have been identified. Item 7a A vote FOR the re-election of Herbert Cordt is warranted, although it is not without concerns for shareholders: * As Chair of the Nomination Committee, Herbert Cordt is considered to be ultimately responsible for overseeing board composition. The Company did not meet any of the diversity reporting targets as at the reference date. The main reason for support is: * The Company has provided a broad commitment to improve diversity.</i>						
7f	Re-elect Janice Brown as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 6a, 6b, 7b-7k A vote FOR these Directors is warranted as no significant concerns have been identified. Item 7a A vote FOR the re-election of Herbert Cordt is warranted, although it is not without concerns for shareholders: * As Chair of the Nomination Committee, Herbert Cordt is considered to be ultimately responsible for overseeing board composition. The Company did not meet any of the diversity reporting targets as at the reference date. The main reason for support is: * The Company has provided a broad commitment to improve diversity.</i>						
7g	Re-elect Karl Sevelde as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 6a, 6b, 7b-7k A vote FOR these Directors is warranted as no significant concerns have been identified. Item 7a A vote FOR the re-election of Herbert Cordt is warranted, although it is not without concerns for shareholders: * As Chair of the Nomination Committee, Herbert Cordt is considered to be ultimately responsible for overseeing board composition. The Company did not meet any of the diversity reporting targets as at the reference date. The main reason for support is: * The Company has provided a broad commitment to improve diversity.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7h	Re-elect Marie-Helene Ametsreiter as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 6a, 6b, 7b-7k A vote FOR these Directors is warranted as no significant concerns have been identified. Item 7a A vote FOR the re-election of Herbert Cordt is warranted, although it is not without concerns for shareholders: * As Chair of the Nomination Committee, Herbert Cordt is considered to be ultimately responsible for overseeing board composition. The Company did not meet any of the diversity reporting targets as at the reference date. The main reason for support is: * The Company has provided a broad commitment to improve diversity.</i>						
7i	Re-elect Wolfgang Ruttensdorfer as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 6a, 6b, 7b-7k A vote FOR these Directors is warranted as no significant concerns have been identified. Item 7a A vote FOR the re-election of Herbert Cordt is warranted, although it is not without concerns for shareholders: * As Chair of the Nomination Committee, Herbert Cordt is considered to be ultimately responsible for overseeing board composition. The Company did not meet any of the diversity reporting targets as at the reference date. The main reason for support is: * The Company has provided a broad commitment to improve diversity.</i>						
7j	Re-elect Anna Katarina Lindstrom as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 6a, 6b, 7b-7k A vote FOR these Directors is warranted as no significant concerns have been identified. Item 7a A vote FOR the re-election of Herbert Cordt is warranted, although it is not without concerns for shareholders: * As Chair of the Nomination Committee, Herbert Cordt is considered to be ultimately responsible for overseeing board composition. The Company did not meet any of the diversity reporting targets as at the reference date. The main reason for support is: * The Company has provided a broad commitment to improve diversity.</i>						
7k	Elect Franz-Ferdinand Buerstedde as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 6a, 6b, 7b-7k A vote FOR these Directors is warranted as no significant concerns have been identified. Item 7a A vote FOR the re-election of Herbert Cordt is warranted, although it is not without concerns for shareholders: * As Chair of the Nomination Committee, Herbert Cordt is considered to be ultimately responsible for overseeing board composition. The Company did not meet any of the diversity reporting targets as at the reference date. The main reason for support is: * The Company has provided a broad commitment to improve diversity.</i>						
8	Reappoint PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For	No
9	Approve Remuneration Report	Mgmt	For	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
13	Authorise Market Purchase of Shares	Mgmt	For	For	For	No
14	Approve Cancellation of Shares Held in Treasury	Mgmt	For	For	For	No

Russel Metals Inc.

Meeting Date: 05/07/2025

Record Date: 03/17/2025

Primary Security ID: 781903604

Country: Canada

Meeting Type: Annual

Ticker: RUS

Shares Voted: 85,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director M. Elyse Allan	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.2	Elect Director Stewart C. Burton	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.3	Elect Director John M. Clark	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.4	Elect Director James F. Dinning	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.5	Elect Director Brian R. Hedges	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.6	Elect Director Cynthia Johnston	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.7	Elect Director Roger D. Paiva	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.8	Elect Director John G. Reid	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.9	Elect Director Annie Thabet	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

Shandong Publishing & Media Co., Ltd.

Meeting Date: 05/07/2025

Record Date: 04/25/2025

Primary Security ID: Y768M9101

Country: China

Meeting Type: Annual

Ticker: 601019

Shares Voted: 253,697

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No

Shandong Publishing & Media Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
3	Approve Report of the Independent Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
4	Approve Annual Report and Summary	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
5	Approve Profit Distribution	Mgmt	For	For	For	No
6	Approve Use of Idle Own Funds for Cash Management	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.</i>						
7	Approve Use of Raised Funds for Cash Management	Mgmt	For	For	For	No
8	Approve Provision of Guarantee	Mgmt	For	For	For	No
9	Approve Allowance of Independent Directors	Mgmt	For	For	For	No
10	Approve Change in Partial Raised Funds Investment Projects	Mgmt	For	For	For	No

Sprott Inc.

Meeting Date: 05/07/2025 **Country:** Canada **Ticker:** SII
Record Date: 03/18/2025 **Meeting Type:** Annual
Primary Security ID: 852066208

Shares Voted: 21,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1A	Elect Director Ronald Dewhurst	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees. The quantitative pay-for-performance screen has identified a high concern driven by the company's multiple of peer group median (MOM). However, this concern level has been reduced to medium after considering the following qualitative factors: * During 2024 the CEO's total compensation increased by 3.5 percent, primarily due to a slightly increased STIP payout, which was dependent on the satisfaction of performance conditions; * The company's TSR has improved in the most recent year and outperformed its selected peers, its GICS group, and the TSX Composite Index; * The CEO's pay appears to be consistently below the median of the company's self-selected peers; and * The company made changes to its compensation programs and compensation benchmarking peer group during 2024 which are expected to take effect in 2025 and should lead to improved pay-for-performance alignment. On balance, the company has demonstrated adequate stewardship of investors' interests regarding executive compensation. Nevertheless, ISS will continue to monitor the company for any potential executive pay and company performance misalignment.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1B	Elect Director Graham Birch	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees. The quantitative pay-for-performance screen has identified a high concern driven by the company's multiple of peer group median (MOM). However, this concern level has been reduced to medium after considering the following qualitative factors: * During 2024 the CEO's total compensation increased by 3.5 percent, primarily due to a slightly increased STIP payout, which was dependent on the satisfaction of performance conditions; * The company's TSR has improved in the most recent year and outperformed its selected peers, its GICS group, and the TSX Composite Index; * The CEO's pay appears to be consistently below the median of the company's self-selected peers; and * The company made changes to its compensation programs and compensation benchmarking peer group during 2024 which are expected to take effect in 2025 and should lead to improved pay-for-performance alignment. On balance, the company has demonstrated adequate stewardship of investors' interests regarding executive compensation. Nevertheless, ISS will continue to monitor the company for any potential executive pay and company performance misalignment.</i>						
1C	Elect Director Barbara Connolly Keady	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees. The quantitative pay-for-performance screen has identified a high concern driven by the company's multiple of peer group median (MOM). However, this concern level has been reduced to medium after considering the following qualitative factors: * During 2024 the CEO's total compensation increased by 3.5 percent, primarily due to a slightly increased STIP payout, which was dependent on the satisfaction of performance conditions; * The company's TSR has improved in the most recent year and outperformed its selected peers, its GICS group, and the TSX Composite Index; * The CEO's pay appears to be consistently below the median of the company's self-selected peers; and * The company made changes to its compensation programs and compensation benchmarking peer group during 2024 which are expected to take effect in 2025 and should lead to improved pay-for-performance alignment. On balance, the company has demonstrated adequate stewardship of investors' interests regarding executive compensation. Nevertheless, ISS will continue to monitor the company for any potential executive pay and company performance misalignment.</i>						
1D	Elect Director Dinaz Dadyburjor	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees. The quantitative pay-for-performance screen has identified a high concern driven by the company's multiple of peer group median (MOM). However, this concern level has been reduced to medium after considering the following qualitative factors: * During 2024 the CEO's total compensation increased by 3.5 percent, primarily due to a slightly increased STIP payout, which was dependent on the satisfaction of performance conditions; * The company's TSR has improved in the most recent year and outperformed its selected peers, its GICS group, and the TSX Composite Index; * The CEO's pay appears to be consistently below the median of the company's self-selected peers; and * The company made changes to its compensation programs and compensation benchmarking peer group during 2024 which are expected to take effect in 2025 and should lead to improved pay-for-performance alignment. On balance, the company has demonstrated adequate stewardship of investors' interests regarding executive compensation. Nevertheless, ISS will continue to monitor the company for any potential executive pay and company performance misalignment.</i>						
1E	Elect Director Whitney George	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees. The quantitative pay-for-performance screen has identified a high concern driven by the company's multiple of peer group median (MOM). However, this concern level has been reduced to medium after considering the following qualitative factors: * During 2024 the CEO's total compensation increased by 3.5 percent, primarily due to a slightly increased STIP payout, which was dependent on the satisfaction of performance conditions; * The company's TSR has improved in the most recent year and outperformed its selected peers, its GICS group, and the TSX Composite Index; * The CEO's pay appears to be consistently below the median of the company's self-selected peers; and * The company made changes to its compensation programs and compensation benchmarking peer group during 2024 which are expected to take effect in 2025 and should lead to improved pay-for-performance alignment. On balance, the company has demonstrated adequate stewardship of investors' interests regarding executive compensation. Nevertheless, ISS will continue to monitor the company for any potential executive pay and company performance misalignment.</i>						
1F	Elect Director Judith W. O'Connell	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees. The quantitative pay-for-performance screen has identified a high concern driven by the company's multiple of peer group median (MOM). However, this concern level has been reduced to medium after considering the following qualitative factors: * During 2024 the CEO's total compensation increased by 3.5 percent, primarily due to a slightly increased STIP payout, which was dependent on the satisfaction of performance conditions; * The company's TSR has improved in the most recent year and outperformed its selected peers, its GICS group, and the TSX Composite Index; * The CEO's pay appears to be consistently below the median of the company's self-selected peers; and * The company made changes to its compensation programs and compensation benchmarking peer group during 2024 which are expected to take effect in 2025 and should lead to improved pay-for-performance alignment. On balance, the company has demonstrated adequate stewardship of investors' interests regarding executive compensation. Nevertheless, ISS will continue to monitor the company for any potential executive pay and company performance misalignment.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1G	Elect Director Catherine Raw	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees. The quantitative pay-for-performance screen has identified a high concern driven by the company's multiple of peer group median (MOM). However, this concern level has been reduced to medium after considering the following qualitative factors: * During 2024 the CEO's total compensation increased by 3.5 percent, primarily due to a slightly increased STIP payout, which was dependent on the satisfaction of performance conditions; * The company's TSR has improved in the most recent year and outperformed its selected peers, its GICS group, and the TSX Composite Index; * The CEO's pay appears to be consistently below the median of the company's self-selected peers; and * The company made changes to its compensation programs and compensation benchmarking peer group during 2024 which are expected to take effect in 2025 and should lead to improved pay-for-performance alignment. On balance, the company has demonstrated adequate stewardship of investors' interests regarding executive compensation. Nevertheless, ISS will continue to monitor the company for any potential executive pay and company performance misalignment.</i>						
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Storskogen Group AB

Meeting Date: 05/07/2025 **Country:** Sweden **Ticker:** STOR.B
Record Date: 04/28/2025 **Meeting Type:** Annual
Primary Security ID: W91106117

Shares Voted: 255,232

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
5	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
6	Receive Financial Statements and Statutory Reports	Mgmt				
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
7.b	Approve Allocation of Income and Dividends of SEK 0.10 Per Share	Mgmt	For	For	For	No
7.c1	Approve Discharge of Annette Brodin Rampe	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.c2	Approve Discharge of Robert Belkic	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
7.c3	Approve Discharge of Alexander Bjargard	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
7.c4	Approve Discharge of Louise Hedberg	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
7.c5	Approve Discharge of Johan Thorell	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
7.c6	Approve Discharge of Christer Hansson (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
7.c.7	Approve Discharge of Daniel Kaplan (Former CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
7d	Approve Remuneration Report	Mgmt	For	For	For	No
8	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For	No
9.a	Approve Remuneration of Directors in the Amount of SEK 975,000 for Chair, and SEK 440,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
9.b	Approve Remuneration of Auditor	Mgmt	For	For	For	No
10.a	Reelect Robert Belkic as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Annette Brodin Rampe, Robert Belkic, Alexander Bjargard and Louise Hedberg (Items 10.a, 10.b, 10.c and 10.d) is warranted due to a lack of concern regarding the suitability of these individuals. Overboarding A vote AGAINST candidate Johan Thorell (Item 10.e) is warranted due to them being considered overboarded.</i>						
10.b	Reelect Alexander Bjargard as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Annette Brodin Rampe, Robert Belkic, Alexander Bjargard and Louise Hedberg (Items 10.a, 10.b, 10.c and 10.d) is warranted due to a lack of concern regarding the suitability of these individuals. Overboarding A vote AGAINST candidate Johan Thorell (Item 10.e) is warranted due to them being considered overboarded.</i>						
10.c	Reelect Annette Brodin Rampe as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Annette Brodin Rampe, Robert Belkic, Alexander Bjargard and Louise Hedberg (Items 10.a, 10.b, 10.c and 10.d) is warranted due to a lack of concern regarding the suitability of these individuals. Overboarding A vote AGAINST candidate Johan Thorell (Item 10.e) is warranted due to them being considered overboarded.</i>						

Storskogen Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.d	Reelect Louise Hedberg as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Annette Brodin Rampe, Robert Belkic, Alexander Bjargard and Louise Hedberg (Items 10.a, 10.b, 10.c and 10.d) is warranted due to a lack of concern regarding the suitability of these individuals. Overboarding A vote AGAINST candidate Johan Thorell (Item 10.e) is warranted due to them being considered overboarded.						
10.e	Reelect Johan Thorell as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR candidates Annette Brodin Rampe, Robert Belkic, Alexander Bjargard and Louise Hedberg (Items 10.a, 10.b, 10.c and 10.d) is warranted due to a lack of concern regarding the suitability of these individuals. Overboarding A vote AGAINST candidate Johan Thorell (Item 10.e) is warranted due to them being considered overboarded.						
10.f	Reelect Annette Brodin Rampe as Board Chair	Mgmt	For	For	For	No
10.g	Ratify Ernst & Young as Auditor	Mgmt	For	For	For	No
11	Approve Warrant Program 2025 for Key Employees	Mgmt	For	For	For	No
12	Approve Stock Option Plan (ESOP 2025) for Key Employees	Mgmt	For	For	For	No
13	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
15	Close Meeting	Mgmt				

Sun International Ltd.

Meeting Date: 05/07/2025	Country: South Africa	Ticker: SUI
Record Date: 05/02/2025	Meeting Type: Annual	
Primary Security ID: S8250P120		

Shares Voted: 18,723

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Resolutions	Mgmt				
1.1	Re-elect Nigel Payne as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 1.1-1.2 A vote FOR these Directors is considered warranted, although not without concern: * Nigel Payne and Sam Sithole are non-independent NEDs who serve as members of the Remuneration Committee on which there is no majority of independent NEDs among the members at present. The main reasons for support are: * The advisory agreement with Nigel Payne has been terminated in June 2024 following shareholder feedback. Thus, moving forward, he may be considered independent assuming no other potential independence concerns are identified. As such, while Sam Sithole remains non-independent, majority of NEDs on the Remuneration Committee will be considered independent. This will be reviewed again ahead of the next AGM. Item 1.3 A vote FOR this Director is considered warranted as no issues have been identified in relation to re-election of Zimkhitha Zatu Moloi.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Re-elect Sam Sithole as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 1.1-1.2 A vote FOR these Directors is considered warranted, although not without concern: * Nigel Payne and Sam Sithole are non-independent NEDs who serve as members of the Remuneration Committee on which there is no majority of independent NEDs among the members at present. The main reasons for support are: * The advisory agreement with Nigel Payne has been terminated in June 2024 following shareholder feedback. Thus, moving forward, he may be considered independent assuming no other potential independence concerns are identified. As such, while Sam Sithole remains non-independent, majority of NEDs on the Remuneration Committee will be considered independent. This will be reviewed again ahead of the next AGM. Item 1.3 A vote FOR this Director is considered warranted as no issues have been identified in relation to re-election of Zimkhitha Zatu Moloi.</i>						
1.3	Re-elect Zimkhitha Zatu Moloi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 1.1-1.2 A vote FOR these Directors is considered warranted, although not without concern: * Nigel Payne and Sam Sithole are non-independent NEDs who serve as members of the Remuneration Committee on which there is no majority of independent NEDs among the members at present. The main reasons for support are: * The advisory agreement with Nigel Payne has been terminated in June 2024 following shareholder feedback. Thus, moving forward, he may be considered independent assuming no other potential independence concerns are identified. As such, while Sam Sithole remains non-independent, majority of NEDs on the Remuneration Committee will be considered independent. This will be reviewed again ahead of the next AGM. Item 1.3 A vote FOR this Director is considered warranted as no issues have been identified in relation to re-election of Zimkhitha Zatu Moloi.</i>						
2	Reappoint Deloitte & Touche as Auditors with Carmeni Bester as the Designated Individual Auditor	Mgmt	For	For	For	No
3.1	Re-elect Caroline Henry as Member of the Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
3.2	Re-elect Sindi Mabaso-Koyana as Member of the Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
3.3	Re-elect Dawn Marole as Member of the Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
3.4	Re-elect Zimkhitha Zatu Moloi as Member of the Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
4.1	Elect Zimkhitha Zatu Moloi as Member of the Social and Ethics Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social and Ethics Committee.</i>						
4.2	Elect Anthony Leeming as Member of the Social and Ethics Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social and Ethics Committee.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.3	Elect Dawn Marole as Member of the Social and Ethics Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social and Ethics Committee.</i>						
4.4	Elect Nigel Payne as Member of the Social and Ethics Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social and Ethics Committee.</i>						
5	Approve Remuneration Policy	Mgmt	For	For	For	No
6	Approve Implementation of the Remuneration Policy	Mgmt	For	For	For	No
7	Ratify Any Resolutions or Agreements of Executive Directors and Prescribed Officers of the Company in Contravention of Section 75 of the Act	Mgmt	For	For	For	No
	Special Resolutions	Mgmt				
1	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For	No
2	Approve Remuneration of Non-Executive Chairman	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>						
3	Approve Remuneration of Lead Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>						
4	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>						
5.1	Approve Remuneration of Audit Committee Chairman	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>						
5.2	Approve Remuneration of Audit Committee Members	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>						
5.3	Approve Remuneration of Remuneration Committee Chairman	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.4	Approve Remuneration of Remuneration Committee Members	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
5.5	Approve Remuneration of Risk Committee Chairman	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
5.6	Approve Remuneration of Risk Committee Members	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
5.7	Approve Remuneration of Nomination Committee Chairman	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
5.8	Approve Remuneration of Nomination Committee Members	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
5.9	Approve Remuneration of Social and Ethics Committee Chairman	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
5.10	Approve Remuneration of Social and Ethics Committee Members	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
5.11	Approve Remuneration of Investment Committee Chairman	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
5.12	Approve Remuneration of Investment Committee Members	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
6	Approve Remuneration of UK Resident Non-Executive Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					

Sun International Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Financial Assistance Relating to the Issue of Securities to Employee Share Scheme Participants	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * This is a routine request, proposed as a result of the implementation of the Companies Act 2008.</i>						
8	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * This is a routine request, proposed as a result of the implementation of the Companies Act 2008.</i>						
9	Amend Memorandum of Incorporation	Mgmt	For	For	For	No

Technogym SpA

Meeting Date: 05/07/2025 **Country:** Italy **Ticker:** TGYM
Record Date: 04/25/2025 **Meeting Type:** Annual/Special
Primary Security ID: T9200L101

Shares Voted: 36,692

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
2	Approve Allocation of Income	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
3.1	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This item warrants a vote AGAINST because: * The CEO/chair's fixed pay is high compared to peers and market standards. * The derogation powers of the board remain too broad.</i>						
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This item warrants a vote AGAINST because of: * The significant increase in the high fixed pay of the chair/CEO and in the fixed remuneration of the executive vice chair. * Poor retrospective information on variable pay.</i>						
4.1.1	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt				
	Slate Submitted by TGH Srl	SH	None	Against	Against	No

Technogym SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	No
4.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For	No
4.3	Shareholder Proposal Submitted by TGH Srl	Mgmt				
	Approve Internal Auditors' Remuneration	SH	None	For	For	No
	Management Proposals	Mgmt				
5	Approve 2025-2027 Performance Shares Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: These items warrant a vote AGAINST because the company fails to disclose the performance targets of the plan. Also, accelerated vesting might apply to this plan in case of launch of tender offer or change of control.						
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
1	Extraordinary Business	Mgmt				
	Authorize Board to Increase Capital to Service 2025-2027 Performance Shares Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: These items warrant a vote AGAINST because the company fails to disclose the performance targets of the plan. Also, accelerated vesting might apply to this plan in case of launch of tender offer or change of control.						

Veidekke ASA

Meeting Date: 05/07/2025Country: NorwayTicker: VEI

Record Date: 04/29/2025Meeting Type: Annual

Primary Security ID: R9590N107

Shares Voted: 3,960						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting; Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Operational Update	Mgmt				
4	Approve Company's Corporate Governance Statement	Mgmt	For	For	For	No
5	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.00 Per Share	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Ratify KPMG as Auditor	Mgmt	For	For	For	No
7.1	Reelect Egil Haugsdal as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Egil Haugsdal (Item 7.1), Per-Ingemar Persson (Item 7.2), Hanne Ronneberg (Item 7.3), Carola Laven (Item 7.4), Pal Eitrheim (Item 7.5), and Anne-Lene Midseim (Item 7.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Nils Morten Boehler (Item 7.6) is warranted due to his position as a non-independent chairman of the audit committee.</i>						
7.2	Reelect Per-Ingemar Persson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Egil Haugsdal (Item 7.1), Per-Ingemar Persson (Item 7.2), Hanne Ronneberg (Item 7.3), Carola Laven (Item 7.4), Pal Eitrheim (Item 7.5), and Anne-Lene Midseim (Item 7.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Nils Morten Boehler (Item 7.6) is warranted due to his position as a non-independent chairman of the audit committee.</i>						
7.3	Reelect Hanne Ronneberg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Egil Haugsdal (Item 7.1), Per-Ingemar Persson (Item 7.2), Hanne Ronneberg (Item 7.3), Carola Laven (Item 7.4), Pal Eitrheim (Item 7.5), and Anne-Lene Midseim (Item 7.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Nils Morten Boehler (Item 7.6) is warranted due to his position as a non-independent chairman of the audit committee.</i>						
7.4	Reelect Carola Laven as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Egil Haugsdal (Item 7.1), Per-Ingemar Persson (Item 7.2), Hanne Ronneberg (Item 7.3), Carola Laven (Item 7.4), Pal Eitrheim (Item 7.5), and Anne-Lene Midseim (Item 7.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Nils Morten Boehler (Item 7.6) is warranted due to his position as a non-independent chairman of the audit committee.</i>						
7.5	Reelect Pal Eitrheim as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Egil Haugsdal (Item 7.1), Per-Ingemar Persson (Item 7.2), Hanne Ronneberg (Item 7.3), Carola Laven (Item 7.4), Pal Eitrheim (Item 7.5), and Anne-Lene Midseim (Item 7.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Nils Morten Boehler (Item 7.6) is warranted due to his position as a non-independent chairman of the audit committee.</i>						
7.6	Reelect Nils Morten Bohler as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Egil Haugsdal (Item 7.1), Per-Ingemar Persson (Item 7.2), Hanne Ronneberg (Item 7.3), Carola Laven (Item 7.4), Pal Eitrheim (Item 7.5), and Anne-Lene Midseim (Item 7.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Nils Morten Boehler (Item 7.6) is warranted due to his position as a non-independent chairman of the audit committee.</i>						
7.7	Reelect Anne-Lene Midseim as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Egil Haugsdal (Item 7.1), Per-Ingemar Persson (Item 7.2), Hanne Ronneberg (Item 7.3), Carola Laven (Item 7.4), Pal Eitrheim (Item 7.5), and Anne-Lene Midseim (Item 7.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Nils Morten Boehler (Item 7.6) is warranted due to his position as a non-independent chairman of the audit committee.</i>						
8	Approve Remuneration of Directors in the Amount of NOK 706,000 for Chair and NOK 358,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to a lack of concern regarding the proposed fees.</i>						

Veidekke ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.1	Reelect Arne Austreid (Chair) Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.</i>						
9.2	Reelect Erik Must as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.</i>						
9.3	Reelect Karl Mathisen as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.</i>						
10	Approve Remuneration of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to a lack of concern regarding the proposed fees.</i>						
11	Approve Remuneration Statement; Approve Guidelines for Compensation for Executive Management	Mgmt	For	For	For	No
12	Approve Remuneration of Auditor	Mgmt	For	For	For	No
13	Approve Creation of NOK 6.5 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
14	Approve Equity Plan Financing Through Issuance of Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted as the proposed decision would fund a share purchase program that does not raise concerns and a stock option program which has previously been approved by shareholders.</i>						
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
16	Approve Equity Plan Financing Through Repurchase of Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted as the proposed decision would fund a share purchase program that does not raise concerns and a stock option program which has previously been approved by shareholders.</i>						

Vermilion Energy Inc.

Meeting Date: 05/07/2025 **Country:** Canada **Ticker:** VET
Record Date: 03/19/2025 **Meeting Type:** Annual
Primary Security ID: 923725105

Shares Voted: 31,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Directors at Eight	Mgmt	For	For	For	No

Vermilion Energy Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2a	Elect Director Myron M. Stadnyk	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2b	Elect Director Dion Hatcher	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2c	Elect Director James J. Kleckner, Jr.	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2d	Elect Director Carin S. Knickel	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2e	Elect Director Stephen P. Larke	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2f	Elect Director William B. Roby	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2g	Elect Director Manjit K. Sharma	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2h	Elect Director Judy A. Steele	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
3	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No
5	Re-approve Omnibus Incentive Plan	Mgmt	For	For	For	No

AddLife AB

Meeting Date: 05/08/2025	Country: Sweden	Ticker: ALIF.B
Record Date: 04/29/2025	Meeting Type: Annual	
Primary Security ID: W0R093258		

Shares Voted: 5,040						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Receive CEO's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9a.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the approvals of the annual accounts and the consolidated annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>					
9a.2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the approvals of the annual accounts and the consolidated annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>					
9b	Approve Allocation of Income and Dividends of SEK 0.75 Per Share	Mgmt	For	For	For	No
9c.1	Approve Discharge of Johan Sjo	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9c.2	Approve Discharge of Hakan Roos	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9c.3	Approve Discharge of Stefan Hedelius	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9c.4	Approve Discharge of Eva Nilsagard	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9c.5	Approve Discharge of Birgit Stattin Norinder	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9c.6	Approve Discharge of Eva Elmstedt	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
9c.7	Approve Discharge of CEO Fredrik Dalborg	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
10	Receive Nominating Committee's Report	Mgmt				
11	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For	No
12.1	Approve Remuneration of Directors in the Amount of SEK 1 Million for Chair and SEK 425,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For	No
13.1	Reelect Johan Sjo as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Johan Sjo, Eva Elmstedt, Stefan Hedelius, Kristina Patek and Birgit Agneta Stattin Norinder (Items 13.1, 13.2, 13.3, 13.5 and 13.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Eva Nilsagard (Item 13.4) is warranted due to them being considered overboarded.</i>						
13.2	Elect Kristina Patek as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Johan Sjo, Eva Elmstedt, Stefan Hedelius, Kristina Patek and Birgit Agneta Stattin Norinder (Items 13.1, 13.2, 13.3, 13.5 and 13.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Eva Nilsagard (Item 13.4) is warranted due to them being considered overboarded.</i>						
13.3	Reelect Stefan Hedelius as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Johan Sjo, Eva Elmstedt, Stefan Hedelius, Kristina Patek and Birgit Agneta Stattin Norinder (Items 13.1, 13.2, 13.3, 13.5 and 13.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Eva Nilsagard (Item 13.4) is warranted due to them being considered overboarded.</i>						
13.4	Reelect Eva Nilsagard as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Johan Sjo, Eva Elmstedt, Stefan Hedelius, Kristina Patek and Birgit Agneta Stattin Norinder (Items 13.1, 13.2, 13.3, 13.5 and 13.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Eva Nilsagard (Item 13.4) is warranted due to them being considered overboarded.</i>						
13.5	Reelect Birgit Stattin Norinder as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Johan Sjo, Eva Elmstedt, Stefan Hedelius, Kristina Patek and Birgit Agneta Stattin Norinder (Items 13.1, 13.2, 13.3, 13.5 and 13.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Eva Nilsagard (Item 13.4) is warranted due to them being considered overboarded.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13.6	Reelect Eva Elmstedt as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Johan Sjo, Eva Elmstedt, Stefan Hedelius, Kristina Patek and Birgit Agneta Stattin Norinder (Items 13.1, 13.2, 13.3, 13.5 and 13.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Eva Nilsagard (Item 13.4) is warranted due to them being considered overboarded.						
13.7	Reelect Johan Sjo as Board Chair	Mgmt	For	For	For	No
14	Ratify Pricewaterhousecoopers AB as Auditors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because the auditor is being replaced without explanation.						
15	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because of the lack of disclosure of weights and performance targets linked to the STIP performance criteria.						
16.A	Approve Long-Term Incentive Program (LTIP 2025)	Mgmt	For	For	For	No
16.B	Approve Equity Plan Financing	Mgmt	For	For	For	No
16.C	Approve Alternative Equity Plan Financing Through Equity Swap Agreement with Third Party	Mgmt	For	For	For	No
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
18	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For	No
19	Close Meeting	Mgmt				

Alzchem Group AG

Meeting Date: 05/08/2025Country: GermanyTicker: ACT

Record Date: 04/16/2025Meeting Type: Annual

Primary Security ID: D0R02K100

Shares Voted: 1,471						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.80 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
5	Ratify RSM Ebner Stolz GmbH & Co. KG as Auditors for Fiscal Year 2025	Mgmt	For	For	For	No
6	Appoint RSM Ebner Stolz GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
7	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Discretionary payments were made to two management board members in FY24. * Ex-post disclosure to explain STI payouts remains limited. * The exercise of SARs in FY24 was partially based on share price retesting. * Shareholders would have benefitted from additional explanations surrounding transitional SAR grants.</i>						
8.a	Elect Markus Zoellner to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes FOR the proposed nominees Martina Heigl-Murauer, Steve Roeper, and Caspar Freiherr von Schnurbein are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board. A vote AGAINST the current board chair, Markus Zoellner, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i>						
8.b	Elect Martina Heigl-Murauer to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees Martina Heigl-Murauer, Steve Roeper, and Caspar Freiherr von Schnurbein are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board. A vote AGAINST the current board chair, Markus Zoellner, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i>						
8.c	Elect Caspar Frhr. von Schnurbein to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees Martina Heigl-Murauer, Steve Roeper, and Caspar Freiherr von Schnurbein are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board. A vote AGAINST the current board chair, Markus Zoellner, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i>						
8.d	Elect Steve Roeper to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees Martina Heigl-Murauer, Steve Roeper, and Caspar Freiherr von Schnurbein are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board. A vote AGAINST the current board chair, Markus Zoellner, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i>						
9	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The proposed policy continues affording the board significant room for discretion via an STI multiplier, the possibility to make payments under STI and LTI regardless of performance, transitional LTI grants, sign-on and retention payments, as well as a vague derogation clause.</i>						
10	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No

AmRest Holdings SE

Meeting Date: 05/08/2025

Record Date: 05/02/2025

Primary Security ID: E0525G105

Country: Spain

Meeting Type: Annual

Ticker: EAT

Shares Voted: 328						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
3	Approve Discharge of Board	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
5	Reelect Monica Cueva Diaz as Director	Mgmt	For	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	For	No
7	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No
8	Appoint PricewaterhouseCoopers Auditores as Verifiers for Sustainability Reporting	Mgmt	For	For	For	No
9	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For	No
10	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Athabasca Oil Corporation

Meeting Date: 05/08/2025

Record Date: 03/20/2025

Primary Security ID: 04682R107

Country: Canada

Meeting Type: Annual

Ticker: ATH

Shares Voted: 441,314						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Directors at Eight	Mgmt	For	For	For	No
2.1	Elect Director Ronald J. Eckhardt	Mgmt	For	For	For	No

Voting Policy Rationale: Vote WITHHOLD for John Festival as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).

Athabasca Oil Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director Angela Avery	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for John Festival as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).						
2.3	Elect Director Bryan Begley	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for John Festival as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).						
2.4	Elect Director Robert Broen	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for John Festival as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).						
2.5	Elect Director John Festival	Mgmt	For	Withhold	Withhold	Yes
Voting Policy Rationale: Vote WITHHOLD for John Festival as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).						
2.6	Elect Director Marty Proctor	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for John Festival as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).						
2.7	Elect Director Marnie Smith	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for John Festival as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).						
2.8	Elect Director Theresa Roessel	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for John Festival as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).						
3	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Balfour Beatty Plc

Meeting Date: 05/08/2025Country: United KingdomTicker: BBY

Record Date: 05/06/2025Meeting Type: Annual

Primary Security ID: G3224V108

Shares Voted: 205,980

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted: * An off-cycle salary increase of 15.2% was made to the CFO in February 2025, following a 4% increase made in July 2024. The increase is not considered to be supported by cogent rationale. * The resulting salary is competitively positioned against that of the FTSE 250 CFOs.						
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Charles Allen, Lord of Kensington as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Re-elect Gabrielle Costigan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
6	Re-elect Anne Drinkwater as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
7	Re-elect Louise Hardy as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
8	Re-elect Philip Harrison as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
9	Re-elect Robert MacLeod as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
10	Re-elect Barbara Moorhouse as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
11	Re-elect Leo Quinn as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
12	Elect Rudolph Wynter as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Bank Islam Malaysia Bhd.

Meeting Date: 05/08/2025

Record Date: 05/02/2025

Primary Security ID: Y0888K105

Country: Malaysia

Meeting Type: Annual

Ticker: 5258

Shares Voted: 190,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Ismail Haji Bakar as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2	Elect Nik Mohd Hasyudeen Yusoff as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3	Elect Mashitah Haji Osman as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Hamzah Bachee as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Approve Directors' Fees	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
6	Approve Directors' Benefits	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
7	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
9	Approve Renewal of Authority for Directors to Allot and Issue New Ordinary Shares in the Company in Relation to the Dividend Reinvestment Plan	Mgmt	For	For	For	No

Betsson AB

Meeting Date: 05/08/2025

Record Date: 04/29/2025

Primary Security ID: W1556V193

Country: Sweden

Meeting Type: Annual

Ticker: BETS.B

Shares Voted: 34,386

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Receive President's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
7	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9	Approve Remuneration Report	Mgmt	For	For	For	No
10	Approve Allocation of Income	Mgmt	For	For	For	No
11.1	Approve Discharge of Eva de Falck	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.2	Approve Discharge of Peter Hamberg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
113	Approve Discharge of Eva Leach	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.iv	Approve Discharge of Pontus Lindwall	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.5	Approve Discharge of Johan Lundberg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.6	Approve Discharge of Louise Nylen	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.7	Approve Discharge of Tristan Sjoberg	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.8	Approve Discharge of CEO Pontus Lindwall	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
12.a)	Determine Number of Members and Deputy Members of Board	Mgmt	For	For	For	No
12.b)	Determine Number of Auditors and Deputy Auditors	Mgmt	For	For	For	No
13.a)	Approve Remuneration of Directors	Mgmt	For	For	For	No
13.b)	Approve Remuneration of Auditors	Mgmt	For	For	For	No
14.a1	Reelect Eva de Falck as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Eva da Falck (Item 14.a1), Peter Hamberg (Item 14.a2), Eva Leach (Item 14.a3), Pontus Lindwall (Item 14.a4), Johan Lundberg (Item 14.a5), Louise Nylen (Item 14.a6), and Tristan Sjoberg (Item 14.a7) is warranted due to a lack of concern regarding the composition of the board and its committees.</i>						
14.a2	Reelect Peter Hamberg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Eva da Falck (Item 14.a1), Peter Hamberg (Item 14.a2), Eva Leach (Item 14.a3), Pontus Lindwall (Item 14.a4), Johan Lundberg (Item 14.a5), Louise Nylen (Item 14.a6), and Tristan Sjoberg (Item 14.a7) is warranted due to a lack of concern regarding the composition of the board and its committees.</i>						
14.a3	Reelect Eva Leach as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Eva da Falck (Item 14.a1), Peter Hamberg (Item 14.a2), Eva Leach (Item 14.a3), Pontus Lindwall (Item 14.a4), Johan Lundberg (Item 14.a5), Louise Nylen (Item 14.a6), and Tristan Sjoberg (Item 14.a7) is warranted due to a lack of concern regarding the composition of the board and its committees.</i>						
14.a4	Reelect Pontus Lindwall as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Eva da Falck (Item 14.a1), Peter Hamberg (Item 14.a2), Eva Leach (Item 14.a3), Pontus Lindwall (Item 14.a4), Johan Lundberg (Item 14.a5), Louise Nylen (Item 14.a6), and Tristan Sjoberg (Item 14.a7) is warranted due to a lack of concern regarding the composition of the board and its committees.</i>						
14.a5	Reelect Johan Lundberg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Eva da Falck (Item 14.a1), Peter Hamberg (Item 14.a2), Eva Leach (Item 14.a3), Pontus Lindwall (Item 14.a4), Johan Lundberg (Item 14.a5), Louise Nylen (Item 14.a6), and Tristan Sjoberg (Item 14.a7) is warranted due to a lack of concern regarding the composition of the board and its committees.</i>						
14.a6	Reelect Louise Nylen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Eva da Falck (Item 14.a1), Peter Hamberg (Item 14.a2), Eva Leach (Item 14.a3), Pontus Lindwall (Item 14.a4), Johan Lundberg (Item 14.a5), Louise Nylen (Item 14.a6), and Tristan Sjoberg (Item 14.a7) is warranted due to a lack of concern regarding the composition of the board and its committees.</i>						

Betsson AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14.a7	Reelect Tristan Sjoberg as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Eva da Falck (Item 14.a1), Peter Hamberg (Item 14.a2), Eva Leach (Item 14.a3), Pontus Lindwall (Item 14.a4), Johan Lundberg (Item 14.a5), Louise Nylen (Item 14.a6), and Tristan Sjoberg (Item 14.a7) is warranted due to a lack of concern regarding the composition of the board and its committees.						
14.b1	Reelect Johan Lundberg as Board Chair	Mgmt	For	For	For	No
14.c1	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For	No
15	Approve Nomination Committee Procedures	Mgmt	For	For	For	No
16.a)	Approve Performance Share Plan LTIP 2025	Mgmt	For	For	For	No
16.b)	Approve Equity Plan Financing Through Transfer of Shares	Mgmt	For	For	For	No
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
18	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
19	Close Meeting	Mgmt				

Cairn Homes Plc

Meeting Date: 05/08/2025Country: IrelandTicker: CSH

Record Date: 05/04/2025Meeting Type: Annual

Primary Security ID: G1858L107

Shares Voted: 199,899						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4a	Elect Bernard Byrne as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 4a to 4c and 4e to 4g A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 4d A vote FOR the re-election of Giles Davies is considered warranted, although it is not without concern: * As he has served as a NED on the Board for 10 years concurrently with the CEO, he is no longer deemed independent, but serves as a member of the Remuneration Committee. This falls short of the UK Code recommendation that all members of this Committee should be independent. The main reason for support is: * The Company announced that he is to step down by the end of 2025. Item 4h A vote FOR the re-election of Julie Sinnamon is considered warranted, although it is not without concern: * She is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the recommendation of having at least one Director from an ethnic minority background. The main reasons for support are: * The overall gender diversity of the Board improved during the year under review through the appointment of NED and a woman has been appointed to the SID position. * The Company has stated that ethnic diversity will be considered in future recruitment processes.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4b	Re-elect Michael Stanley as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4a to 4c and 4e to 4g A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 4d A vote FOR the re-election of Giles Davies is considered warranted, although it is not without concern: * As he has served as a NED on the Board for 10 years concurrently with the CEO, he is no longer deemed independent, but serves as a member of the Remuneration Committee. This falls short of the UK Code recommendation that all members of this Committee should be independent. The main reason for support is: * The Company announced that he is to step down by the end of 2025. Item 4h A vote FOR the re-election of Julie Sinnamon is considered warranted, although it is not without concern: * She is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the recommendation of having at least one Director from an ethnic minority background. The main reasons for support are: * The overall gender diversity of the Board improved during the year under review through the appointment of NED and a woman has been appointed to the SID position. * The Company has stated that ethnic diversity will be considered in future recruitment processes.</i>						
4c	Re-elect Richard Ball as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4a to 4c and 4e to 4g A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 4d A vote FOR the re-election of Giles Davies is considered warranted, although it is not without concern: * As he has served as a NED on the Board for 10 years concurrently with the CEO, he is no longer deemed independent, but serves as a member of the Remuneration Committee. This falls short of the UK Code recommendation that all members of this Committee should be independent. The main reason for support is: * The Company announced that he is to step down by the end of 2025. Item 4h A vote FOR the re-election of Julie Sinnamon is considered warranted, although it is not without concern: * She is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the recommendation of having at least one Director from an ethnic minority background. The main reasons for support are: * The overall gender diversity of the Board improved during the year under review through the appointment of NED and a woman has been appointed to the SID position. * The Company has stated that ethnic diversity will be considered in future recruitment processes.</i>						
4d	Re-elect Giles Davies as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4a to 4c and 4e to 4g A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 4d A vote FOR the re-election of Giles Davies is considered warranted, although it is not without concern: * As he has served as a NED on the Board for 10 years concurrently with the CEO, he is no longer deemed independent, but serves as a member of the Remuneration Committee. This falls short of the UK Code recommendation that all members of this Committee should be independent. The main reason for support is: * The Company announced that he is to step down by the end of 2025. Item 4h A vote FOR the re-election of Julie Sinnamon is considered warranted, although it is not without concern: * She is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the recommendation of having at least one Director from an ethnic minority background. The main reasons for support are: * The overall gender diversity of the Board improved during the year under review through the appointment of NED and a woman has been appointed to the SID position. * The Company has stated that ethnic diversity will be considered in future recruitment processes.</i>						
4e	Re-elect Linda Hickey as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4a to 4c and 4e to 4g A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 4d A vote FOR the re-election of Giles Davies is considered warranted, although it is not without concern: * As he has served as a NED on the Board for 10 years concurrently with the CEO, he is no longer deemed independent, but serves as a member of the Remuneration Committee. This falls short of the UK Code recommendation that all members of this Committee should be independent. The main reason for support is: * The Company announced that he is to step down by the end of 2025. Item 4h A vote FOR the re-election of Julie Sinnamon is considered warranted, although it is not without concern: * She is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the recommendation of having at least one Director from an ethnic minority background. The main reasons for support are: * The overall gender diversity of the Board improved during the year under review through the appointment of NED and a woman has been appointed to the SID position. * The Company has stated that ethnic diversity will be considered in future recruitment processes.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4f	Elect Orla O'Connor as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4a to 4c and 4e to 4g A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 4d A vote FOR the re-election of Giles Davies is considered warranted, although it is not without concern: * As he has served as a NED on the Board for 10 years concurrently with the CEO, he is no longer deemed independent, but serves as a member of the Remuneration Committee. This falls short of the UK Code recommendation that all members of this Committee should be independent. The main reason for support is: * The Company announced that he is to step down by the end of 2025. Item 4h A vote FOR the re-election of Julie Sinnamon is considered warranted, although it is not without concern: * She is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the recommendation of having at least one Director from an ethnic minority background. The main reasons for support are: * The overall gender diversity of the Board improved during the year under review through the appointment of NED and a woman has been appointed to the SID position. * The Company has stated that ethnic diversity will be considered in future recruitment processes.</i>						
4g	Re-elect Orla O'Gorman as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4a to 4c and 4e to 4g A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 4d A vote FOR the re-election of Giles Davies is considered warranted, although it is not without concern: * As he has served as a NED on the Board for 10 years concurrently with the CEO, he is no longer deemed independent, but serves as a member of the Remuneration Committee. This falls short of the UK Code recommendation that all members of this Committee should be independent. The main reason for support is: * The Company announced that he is to step down by the end of 2025. Item 4h A vote FOR the re-election of Julie Sinnamon is considered warranted, although it is not without concern: * She is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the recommendation of having at least one Director from an ethnic minority background. The main reasons for support are: * The overall gender diversity of the Board improved during the year under review through the appointment of NED and a woman has been appointed to the SID position. * The Company has stated that ethnic diversity will be considered in future recruitment processes.</i>						
4h	Re-elect Julie Sinnamon as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4a to 4c and 4e to 4g A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 4d A vote FOR the re-election of Giles Davies is considered warranted, although it is not without concern: * As he has served as a NED on the Board for 10 years concurrently with the CEO, he is no longer deemed independent, but serves as a member of the Remuneration Committee. This falls short of the UK Code recommendation that all members of this Committee should be independent. The main reason for support is: * The Company announced that he is to step down by the end of 2025. Item 4h A vote FOR the re-election of Julie Sinnamon is considered warranted, although it is not without concern: * She is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the recommendation of having at least one Director from an ethnic minority background. The main reasons for support are: * The overall gender diversity of the Board improved during the year under review through the appointment of NED and a woman has been appointed to the SID position. * The Company has stated that ethnic diversity will be considered in future recruitment processes.</i>						
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>						
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>						
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>						
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Cairn Homes Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For	For	No
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Cairo Communication SpA

Meeting Date: 05/08/2025 **Country:** Italy **Ticker:** CAI
Record Date: 04/28/2025 **Meeting Type:** Annual
Primary Security ID: T2809Y111

Shares Voted: 3,102						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>					
1b	Approve Allocation of Income	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>					
2a	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: This item warrants a vote AGAINST because: * The company continues not to disclose comprehensive information on the award levels and performance criteria applied to short-term incentives. * The board retains relevant discretion in granting variable pay.</i>					
2b	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: This item warrants a vote AGAINST because the company provides insufficient ex-post information on the performance criteria attached to variable remuneration and on the level of achievement of performance targets.</i>					

Cascades Inc.

Meeting Date: 05/08/2025 **Country:** Canada **Ticker:** CAS
Record Date: 03/14/2025 **Meeting Type:** Annual
Primary Security ID: 146900105

Shares Voted: 179,057

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Alain Lemaire	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.2	Elect Director Sylvie Lemaire	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.3	Elect Director Sylvie Vachon	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.4	Elect Director Hugues Simon	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.5	Elect Director Michelle Cormier	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.6	Elect Director Patrick Lemaire	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.7	Elect Director Hubert T. Lacroix	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.8	Elect Director Melanie Dunn	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.9	Elect Director Nelson Gentiletti	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.10	Elect Director Elif Levesque	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.11	Elect Director Alex N. Blanco	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No
4	SP A-1: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For	For	Yes
	<i>Voting Policy Rationale: A vote FOR this shareholder proposal is recommended at this time as virtual-only meetings may, among other things, hinder meaningful exchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the likelihood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights, while most investors have repeatedly expressed a preference for hybrid meetings.</i>					
5	SP A-3: Disclosure of Language Fluency of Employees	SH	Against	Against	Against	No

Meeting Date: 05/08/2025

Country: Germany

Ticker: DEZ

Record Date: 04/16/2025

Meeting Type: Annual

Primary Security ID: D39176108

Shares Voted: 36,674

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.17 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
5	Ratify BDO AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For	No
6	Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
7	Approve Remuneration Report	Mgmt	For	For	For	No
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For	No
9.1	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted due to a lack of concerns.</i>						
9.2	Amend Articles Re: Proxy Representation	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted due to a lack of concerns.</i>						
10	Approve EUR 491,299.60 Capitalization of Reserves	Mgmt	For	For	For	No
11	Approve Creation of EUR 71 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted because: * Total share issuances are limited to 40 percent of the share capital across all authorizations; * The exclusion of preemptive rights thereunder is limited to 10 percent of the share capital.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 125 Million; Approve Creation of EUR 71 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed authorizations are warranted because: * Total share issuances are limited to 40 percent of the share capital across all authorizations; * The exclusion of preemptive rights thereunder is limited to 10 percent of the share capital.						

GDH Supertime Group Co., Ltd.

Meeting Date: 05/08/2025	Country: China	Ticker: 001338
Record Date: 04/29/2025	Meeting Type: Annual	
Primary Security ID: Y268G2104		

Shares Voted: 124,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
3	Approve Annual Report and Summary	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
4	Approve Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
5	Approve Financial Budget Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted due to lack of disclosure.						
6	Approve Profit Distribution	Mgmt	For	For	For	No
7	Approve Application of Credit Lines	Mgmt	For	For	For	No
8	Approve Operating Performance Evaluation Indicators of Chairman of the Board and Senior Management Members	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted due to lack of sufficient disclosure.						

GDH Supertime Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Amend Investment Management System	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.						
10	Elect Wu Xinglong as Non-Independent Director	Mgmt	For	For	For	No

Hoist Finance AB

Meeting Date: 05/08/2025Country: SwedenTicker: HOFI

Record Date: 04/29/2025Meeting Type: Annual

Primary Security ID: W4R31M102

Shares Voted: 41,810						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
7	Receive Financial Statements and Statutory Reports	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
8	Receive CEO's Report	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
9	Receive Board Chair Report	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
11	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For	For	No

Hoist Finance AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because of the overall poor disclosure and lack of information regarding variable remuneration in the remuneration report.						
13	Approve Discharge of Board and President	Mgmt	For	For	For	No
14	Fix Number and Approve Remuneration of Directors and Auditors; Reelect Bengt Edholm, Camilla Philipson Watz, Christopher Rees, Rickard Westlund, Lars Wollung (Chair) and Peter Zonabend as Directors; Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
15	Approve SEK 1.1 Million Reduction in Share Capital via Share Cancellation; Approve SEK 1.1 Million Increase in Share Capital Through a Bonus Issue	Mgmt	For	For	For	No
16	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For	No
17	Authorize Share Repurchase Program	Mgmt	For	For	For	No
18	Close Meeting	Mgmt				

Indivior PLC

Meeting Date: 05/08/2025

Country: United Kingdom

Ticker: INDV

Record Date: 05/06/2025

Meeting Type: Annual

Primary Security ID: G4766E116

Shares Voted: 63,697						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Elect Joseph Ciaffoni as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
5	Elect Daniel Ninivaggi as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Elect David Wheadon as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
7	Re-elect Keith Humphreys as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
8	Re-elect Barbara Ryan as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
9	Re-elect Mark Stejbach as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
10	Re-elect Juliet Thompson as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted.</i>					
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted.</i>					
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within the recommended limits.</i>					
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within the recommended limits.</i>					
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within the recommended limits.</i>					
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
19	Adopt New Articles of Association	Mgmt	For	For	For	No

ITD Cementation India Limited

Meeting Date: 05/08/2025Country: IndiaTicker: 509496

Record Date: 04/04/2025Meeting Type: Special

Primary Security ID: Y4211W125

Shares Voted: 102,906

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Approve Reappointment and Remuneration of Santi Jongkongka as Whole Time Director Designated as Executive Vice Chairman	Mgmt	For	For	For	No
2	Approve Reappointment and Remuneration of Jayanta Basu as Managing Director	Mgmt	For	For	For	No

JOST Werke SE

Meeting Date: 05/08/2025Country: GermanyTicker: JST

Record Date: 04/16/2025Meeting Type: Annual

Primary Security ID: D3S57J100

Shares Voted: 2,958

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.50 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
5	Approve Remuneration Report	Mgmt	For	For	For	No
6	Approve Management Board Remuneration Policy	Mgmt	For	For	For	No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No
8	Elect Helmut Ernst to the Supervisory Board	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For	No
9.2	Ratify Spall & Koelsch GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No

Jupiter Fund Management Plc

Meeting Date: 05/08/2025

Record Date: 05/06/2025

Primary Security ID: G5207P107

Country: United Kingdom

Meeting Type: Annual

Ticker: JUP

Shares Voted: 31,186						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect James Macpherson as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 4-9 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 10 A vote FOR the re-election of Roger Yates is warranted, although it is not without concern for shareholders as their external mandates are strictly beyond the guidelines of ISS' UK & Ireland Policy. However, majority of these relate to investment trusts, where the time commitment is often considered less onerous.						
5	Re-elect Matthew Beesley as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 4-9 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 10 A vote FOR the re-election of Roger Yates is warranted, although it is not without concern for shareholders as their external mandates are strictly beyond the guidelines of ISS' UK & Ireland Policy. However, majority of these relate to investment trusts, where the time commitment is often considered less onerous.						
6	Re-elect David Cruickshank as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 4-9 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 10 A vote FOR the re-election of Roger Yates is warranted, although it is not without concern for shareholders as their external mandates are strictly beyond the guidelines of ISS' UK & Ireland Policy. However, majority of these relate to investment trusts, where the time commitment is often considered less onerous.						
7	Re-elect Wayne Mepham as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 4-9 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 10 A vote FOR the re-election of Roger Yates is warranted, although it is not without concern for shareholders as their external mandates are strictly beyond the guidelines of ISS' UK & Ireland Policy. However, majority of these relate to investment trusts, where the time commitment is often considered less onerous.						
8	Re-elect Dale Murray as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 4-9 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 10 A vote FOR the re-election of Roger Yates is warranted, although it is not without concern for shareholders as their external mandates are strictly beyond the guidelines of ISS' UK & Ireland Policy. However, majority of these relate to investment trusts, where the time commitment is often considered less onerous.						

Jupiter Fund Management Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Suzy Neubert as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 4-9 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 10 A vote FOR the re-election of Roger Yates is warranted, although it is not without concern for shareholders as their external mandates are strictly beyond the guidelines of ISS' UK & Ireland Policy. However, majority of these relate to investment trusts, where the time commitment is often considered less onerous.						
10	Re-elect Roger Yates as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 4-9 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 10 A vote FOR the re-election of Roger Yates is warranted, although it is not without concern for shareholders as their external mandates are strictly beyond the guidelines of ISS' UK & Ireland Policy. However, majority of these relate to investment trusts, where the time commitment is often considered less onerous.						
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Just Group Plc

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

Shares Voted: 161,994

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect James Brown as Director	Mgmt	For	For	For	No

Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Re-elect Michelle Cracknell as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
6	Re-elect Mark Godson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
7	Re-elect John Hastings-Bass as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
8	Re-elect Mary Kerrigan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
9	Re-elect Mary Phibbs as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
10	Re-elect David Richardson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Just Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
18	Authorise Issue of Equity in Relation to the Issuance Contingent of Convertible Securities	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Tier 1 Bonds and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.</i>						
19	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance Contingent of Convertible Securities	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Tier 1 Bonds and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.</i>						
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
21	Approve Share Incentive Plan	Mgmt	For	For	For	No

Killam Apartment Real Estate Investment Trust

Meeting Date: 05/08/2025 **Country:** Canada **Ticker:** KMP.UN
Record Date: 03/26/2025 **Meeting Type:** Annual
Primary Security ID: 49410M102

Shares Voted: 201,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Trustee Philip D. Fraser	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.2	Elect Trustee Aldea M. Landry	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.3	Elect Trustee James C. Lawley	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.4	Elect Trustee Karine L. MacIndoe	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.5	Elect Trustee Laurie M. MacKeigan	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						

Killam Apartment Real Estate Investment Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.6	Elect Trustee Doug McGregor	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.7	Elect Trustee Robert G. Richardson	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.8	Elect Trustee Manfred J. Walt	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.9	Elect Trustee Andree Savoie	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.10	Elect Trustee Shant Poladian	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Approve Ernst & Young LLP as Auditors and Authorize Trustees to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

Koninklijke BAM Groep NV

Meeting Date: 05/08/2025	Country: Netherlands	Ticker: BAMNB
Record Date: 04/10/2025	Meeting Type: Annual	
Primary Security ID: N0157T177		

Shares Voted: 159,381

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1.	Open Meeting and Announcements	Mgmt				
2.a.	Receive Report of Supervisory Board (Non-Voting)	Mgmt				
2.b.	Approve Remuneration Report Containing Remuneration Policy for Executive Board Members	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted as the proposed remuneration report is in in line with market practice, regarding actual content and disclosure.						
2.c.	Approve Remuneration Report Containing Remuneration Policy for Supervisory Board Members	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted as the proposed remuneration report is in in line with market practice, regarding actual content and disclosure.						
3.	Receive Report of Executive Board (Non-Voting)	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.	Adopt Financial Statements	Mgmt	For	For	For	No
5.	Approve Dividends	Mgmt	For	For	For	No
6.a.	Approve Discharge of Executive Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>						
6.b.	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>						
7.a.	Reelect N.M. Skorupska to Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
7.b.	Reelect M.P. Sheffield to Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
8.	Elect H. de Pater to Executive Board	Mgmt	For	For	For	No
9.	Approve Cancellation of Ordinary Shares	Mgmt	For	For	For	No
10.a.	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>						
10.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>						
11.	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
12.	Appoint KPMG Accountants N.V. as Auditor for the Financial Year 2026, 2027 and 2028 and Provide Assurance on the Sustainability Statements	Mgmt	For	For	For	No
13.	Appoint EY Accountants B.V. as Auditor for Sustainability Reporting for FY 2025	Mgmt	For	For	For	No
14.	Other Business (Non-Voting)	Mgmt				
15.	Close Meeting	Mgmt				

Lee & Man Chemical Co. Ltd.

Meeting Date: 05/08/2025

Country: Cayman Islands

Ticker: 746

Record Date: 04/30/2025

Meeting Type: Annual

Primary Security ID: G5427E114

Shares Voted: 28,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Lee Man Yan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted.</i>						
4	Elect Heng Victor Ja Wei as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted.</i>						
5	Authorize Board to Approve Terms of Appointment, Including Remuneration, for Wan Chi Keung, Aaron and Heng Victor Ja Wei as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted.</i>						
6	Authorize Board to Fix Remuneration and Bonuses of Directors	Mgmt	For	For	For	No
7	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
9	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
10	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Leon's Furniture Limited

Meeting Date: 05/08/2025

Country: Canada

Ticker: LNF

Record Date: 03/19/2025

Meeting Type: Annual/Special

Primary Security ID: 526682109

Shares Voted: 3,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Terrence Thomas Leon	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: Vote WITHHOLD for Terrence (Terry) Leon, Edward (Eddy) Leon and Lewis Leon for serving as executive directors on the on a board that lacks a nominating committee. Vote WITHHOLD for Terrence (Terry) Leon and Edward (Eddy) Leon for serving as executive directors on the Compensation Committee. Vote WITHHOLD for Terrence (Terry) Leon, Edward (Eddy) Leon, and Alan Lenczner for serving as members of the Compensation Committee, who are responsible for extending interest free loans totaling over \$25.4M to eligible participants under the Management Share Purchase Plan. Vote FOR the other proposed nominee(s).</i>						
1.2	Elect Director Edward Florian Leon	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: Vote WITHHOLD for Terrence (Terry) Leon, Edward (Eddy) Leon and Lewis Leon for serving as executive directors on the on a board that lacks a nominating committee. Vote WITHHOLD for Terrence (Terry) Leon and Edward (Eddy) Leon for serving as executive directors on the Compensation Committee. Vote WITHHOLD for Terrence (Terry) Leon, Edward (Eddy) Leon, and Alan Lenczner for serving as members of the Compensation Committee, who are responsible for extending interest free loans totaling over \$25.4M to eligible participants under the Management Share Purchase Plan. Vote FOR the other proposed nominee(s).</i>						
1.3	Elect Director Joseph Michael Leon, II	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote WITHHOLD for Terrence (Terry) Leon, Edward (Eddy) Leon and Lewis Leon for serving as executive directors on the on a board that lacks a nominating committee. Vote WITHHOLD for Terrence (Terry) Leon and Edward (Eddy) Leon for serving as executive directors on the Compensation Committee. Vote WITHHOLD for Terrence (Terry) Leon, Edward (Eddy) Leon, and Alan Lenczner for serving as members of the Compensation Committee, who are responsible for extending interest free loans totaling over \$25.4M to eligible participants under the Management Share Purchase Plan. Vote FOR the other proposed nominee(s).</i>						
1.4	Elect Director Lewis Mark Leon	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: Vote WITHHOLD for Terrence (Terry) Leon, Edward (Eddy) Leon and Lewis Leon for serving as executive directors on the on a board that lacks a nominating committee. Vote WITHHOLD for Terrence (Terry) Leon and Edward (Eddy) Leon for serving as executive directors on the Compensation Committee. Vote WITHHOLD for Terrence (Terry) Leon, Edward (Eddy) Leon, and Alan Lenczner for serving as members of the Compensation Committee, who are responsible for extending interest free loans totaling over \$25.4M to eligible participants under the Management Share Purchase Plan. Vote FOR the other proposed nominee(s).</i>						
1.5	Elect Director Alan John Lenczner	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: Vote WITHHOLD for Terrence (Terry) Leon, Edward (Eddy) Leon and Lewis Leon for serving as executive directors on the on a board that lacks a nominating committee. Vote WITHHOLD for Terrence (Terry) Leon and Edward (Eddy) Leon for serving as executive directors on the Compensation Committee. Vote WITHHOLD for Terrence (Terry) Leon, Edward (Eddy) Leon, and Alan Lenczner for serving as members of the Compensation Committee, who are responsible for extending interest free loans totaling over \$25.4M to eligible participants under the Management Share Purchase Plan. Vote FOR the other proposed nominee(s).</i>						
1.6	Elect Director Mary Ann Leon	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote WITHHOLD for Terrence (Terry) Leon, Edward (Eddy) Leon and Lewis Leon for serving as executive directors on the on a board that lacks a nominating committee. Vote WITHHOLD for Terrence (Terry) Leon and Edward (Eddy) Leon for serving as executive directors on the Compensation Committee. Vote WITHHOLD for Terrence (Terry) Leon, Edward (Eddy) Leon, and Alan Lenczner for serving as members of the Compensation Committee, who are responsible for extending interest free loans totaling over \$25.4M to eligible participants under the Management Share Purchase Plan. Vote FOR the other proposed nominee(s).</i>						

Leon's Furniture Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.7	Elect Director Frank Gagliano	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for Terrence (Terry) Leon, Edward (Eddy) Leon and Lewis Leon for serving as executive directors on the on a board that lacks a nominating committee. Vote WITHHOLD for Terrence (Terry) Leon and Edward (Eddy) Leon for serving as executive directors on the Compensation Committee. Vote WITHHOLD for Terrence (Terry) Leon, Edward (Eddy) Leon, and Alan Lenczner for serving as members of the Compensation Committee, who are responsible for extending interest free loans totaling over \$25.4M to eligible participants under the Management Share Purchase Plan. Vote FOR the other proposed nominee(s).						
1.8	Elect Director Lisa Raitt	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for Terrence (Terry) Leon, Edward (Eddy) Leon and Lewis Leon for serving as executive directors on the on a board that lacks a nominating committee. Vote WITHHOLD for Terrence (Terry) Leon and Edward (Eddy) Leon for serving as executive directors on the Compensation Committee. Vote WITHHOLD for Terrence (Terry) Leon, Edward (Eddy) Leon, and Alan Lenczner for serving as members of the Compensation Committee, who are responsible for extending interest free loans totaling over \$25.4M to eligible participants under the Management Share Purchase Plan. Vote FOR the other proposed nominee(s).						
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Re-approve Management Share Purchase Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Vote AGAINST this Management Share Purchase Plan as the plan does not have a disclosed limit on employee purchases (percentage of employee compensation or otherwise) through interest-free company loans under plan which amount to an extraordinary \$25.4M as of December 31, 2024.						
4	Authorize Proxyholder to Vote on Any Amendment to Previous Resolutions and Other Business	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Vote AGAINST this resolution as the content of the issues that may be raised under this blanket approval item is not known at this time.						

Medical Facilities Corporation

Meeting Date: 05/08/2025	Country: Canada	Ticker: DR
Record Date: 03/20/2025	Meeting Type: Annual	
Primary Security ID: 58457V503		

Shares Voted: 5,959						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Director Peter C. Brimm	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for Jason Redman for serving as an executive director and Michael Gisser for serving as a non-independent, non-executive director on a board that lacks compensation and nominating committees. Vote FOR the other proposed nominee(s).						
2	Elect Director Michael V. Gisser	Mgmt	For	Withhold	Withhold	Yes
Voting Policy Rationale: Vote WITHHOLD for Jason Redman for serving as an executive director and Michael Gisser for serving as a non-independent, non-executive director on a board that lacks compensation and nominating committees. Vote FOR the other proposed nominee(s).						
3	Elect Director Jeremy Klaperman	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for Jason Redman for serving as an executive director and Michael Gisser for serving as a non-independent, non-executive director on a board that lacks compensation and nominating committees. Vote FOR the other proposed nominee(s).						

Medical Facilities Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Elect Director Jason P. Redman	Mgmt	For	Withhold	Withhold	Yes
Voting Policy Rationale: Vote WITHHOLD for Jason Redman for serving as an executive director and Michael Gisser for serving as a non-independent, non-executive director on a board that lacks compensation and nominating committees. Vote FOR the other proposed nominee(s).						
5	Elect Director Adina G. Storch	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for Jason Redman for serving as an executive director and Michael Gisser for serving as a non-independent, non-executive director on a board that lacks compensation and nominating committees. Vote FOR the other proposed nominee(s).						
6	Approve Raymond Chabot Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Medistim ASA

Meeting Date: 05/08/2025Country: NorwayTicker: MEDI

Record Date:Meeting Type: Annual

Primary Security ID: R448B2105

Shares Voted: 697						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Notice of Meeting and Agenda; Registration of Attending Shareholders and Proxies	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Accept Annual Report	Mgmt	For	For	For	No
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
5	Approve Allocation of Income; Authorize Board to Distribute Dividends of NOK 6.00 Per Share	Mgmt	For	For	For	No
6a	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because the company deviates from the local corporate governance code, whereby executive remuneration is treated as one item by the general meeting. As such, there is no separate remuneration policy.						
6b	Approve Remuneration Statement	Mgmt	For	For	For	No
7	Approve Remuneration of Auditors	Mgmt	For	For	For	No

Medistim ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8a	Elect Oyvin Broymmer (Chair) as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Oyvin Broymmer, Anna Ahlberg and Rune Halvorsen (Items 8a, 8b and 8c) is warranted due to a lack of concern regarding the composition of the board or its committees.						
8b	Elect Anna Ahlberg as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Oyvin Broymmer, Anna Ahlberg and Rune Halvorsen (Items 8a, 8b and 8c) is warranted due to a lack of concern regarding the composition of the board or its committees.						
8c	Elect Rune Halvorsen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Oyvin Broymmer, Anna Ahlberg and Rune Halvorsen (Items 8a, 8b and 8c) is warranted due to a lack of concern regarding the composition of the board or its committees.						
9	Approve Remuneration of Directors in the Amount of NOK 517,500 for Chair and NOK 300,000 for Other Directors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to a lack of concern regarding the proposed fees.						
10a	Elect Bjorn Henrik Rasmussen as Member of Nominating Committee	Mgmt	For	For	For	No
11	Approve Remuneration of Nominating Committee	Mgmt	For	For	For	No
12.a	Approve Remuneration of Remuneration Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to a lack of concern regarding the proposed fees.						
12.b	Approve Remuneration of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this remuneration proposal is warranted due to a lack of concern regarding the proposed fees.						
13	Approve Financial Assistance to Senior Executives in Connection with Purchase of Shares Under a Long-Term Incentive Agreement	Mgmt	For	For	For	No
14	Approve Creation of NOK 458,433.25 Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
15	Authorize Share Repurchase Program	Mgmt	For	For	For	No

Melia Hotels International SA

Meeting Date: 05/08/2025	Country: Spain	Ticker: MEL
Record Date: 05/02/2025	Meeting Type: Annual	
Primary Security ID: E7366C101		

Shares Voted: 87,510

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Approve Standalone Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concerns regarding the accounts presented or audit procedures used.</i>					
1.2	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concerns regarding the accounts presented or audit procedures used.</i>					
1.3	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
1.4	Approve Discharge of Board	Mgmt	For	For	For	No
1.5	Approve Allocation of Income	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR item is warranted due to a lack of controversy surrounding the proposed income allocation and dividend payments.</i>					
1.6	Approve Dividends Charged Against Reserves	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR item is warranted due to a lack of controversy surrounding the proposed income allocation and dividend payments.</i>					
2.1	Reelect Carina Szpilka Lazaro as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the proposed appointments of the independent nominees under Items 2.1 and 2.3 is warranted due to a lack of concerns about the proposed nominees. A vote FOR the election of the NI-NED Ana Maria Mercedes Escarrer Jaume, under Item 2.2 is warranted, as the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies and there are no specific concerns about the nominee.</i>					
2.2	Ratify Appointment of and Elect Maria Mercedes Escarrer Jaume as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the proposed appointments of the independent nominees under Items 2.1 and 2.3 is warranted due to a lack of concerns about the proposed nominees. A vote FOR the election of the NI-NED Ana Maria Mercedes Escarrer Jaume, under Item 2.2 is warranted, as the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies and there are no specific concerns about the nominee.</i>					
2.3	Ratify Appointment of and Elect Cristobal Valdes Guinea as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the proposed appointments of the independent nominees under Items 2.1 and 2.3 is warranted due to a lack of concerns about the proposed nominees. A vote FOR the election of the NI-NED Ana Maria Mercedes Escarrer Jaume, under Item 2.2 is warranted, as the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies and there are no specific concerns about the nominee.</i>					
3.1	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
3.2	Approve Long-Term Incentive Plan	Mgmt	For	For	For	No
4.1	Authorize Share Repurchase Program	Mgmt	For	For	For	No
5.1	Receive Information on Euro Commercial Paper Program	Mgmt				
6.1	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Mensch & Maschine Software SE

Meeting Date: 05/08/2025

Record Date: 04/16/2025

Primary Security ID: D5345W108

Country: Germany

Meeting Type: Annual

Ticker: MUM

Shares Voted: 467

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Board of Directors for Fiscal Year 2024	Mgmt	For	For	For	No
4	Ratify dhpG GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For	No

MONY Group Plc

Meeting Date: 05/08/2025

Record Date: 05/06/2025

Primary Security ID: G6258H101

Country: United Kingdom

Meeting Type: Annual

Ticker: MONY

Shares Voted: 43,831

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Peter Duffy as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.						
5	Re-elect Sarah Warby as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.						
6	Re-elect Caroline Britton as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.						
7	Re-elect Lesley Jones as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.						
8	Re-elect Rakesh Sharma as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.						

MONY Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Niall McBride as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.						
10	Re-elect Mary Christie as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.						
11	Elect Jonathan Bewes as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.						
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.						
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.						
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.						
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Netel Holding AB

Meeting Date: 05/08/2025	Country: Sweden	Ticker: NETEL
Record Date: 04/29/2025	Meeting Type: Annual	
Primary Security ID: W5709Z118		

Shares Voted: 1,571

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Elect Chair of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
7	Receive Financial Statements and Statutory Reports	Mgmt				
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
8.c	Approve Discharge of Board and President	Mgmt	For	For	For	No
9	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
10	Approve Remuneration of Directors in the Amount of SEK 525,000 for Chair and SEK 315,000 for Other Directors; Approve Committee Remuneration; Approve Remuneration of Auditors	Mgmt	For	For	For	No
11.a	Reelect Alireza Etemad as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all five candidates (Items 11.a-11.e) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
11.b	Reelect Carl Jakobsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all five candidates (Items 11.a-11.e) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
11.c	Reelect Goran Lundgren as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all five candidates (Items 11.a-11.e) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
11.d	Reelect Nina Macpherson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all five candidates (Items 11.a-11.e) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						

Netel Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.e	Reelect Therese Lundstedt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all five candidates (Items 11.a-11.e) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
11.f	Reelect Alireza Etemad as Board Chair	Mgmt	For	For	For	No
12	Ratify Deloitte AB as Auditor	Mgmt	For	For	For	No
13	Approve Remuneration Report	Mgmt	For	For	For	No
14.a	Approve Incentive Program LTIP 2025 for Key Employees	Mgmt	For	For	For	No
14.b	Approve Transfer of Warrants to Participants in LTIP 2025	Mgmt	For	For	For	No
15	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For	No

Nilkamal Limited

Meeting Date: 05/08/2025 **Country:** India **Ticker:** 523385
Record Date: 03/28/2025 **Meeting Type:** Special
Primary Security ID: Y6362S118

Shares Voted: 1,092						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Approve Reappointment of Hiten V. Parekh as Executive Director designated as Managing Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted however it is not without concern: * There is no absolute monetary cap on the commission element. Further, there are no disclosures on the threshold and target performance that he needs to achieve to determine the commission element. The main reason for support is: * The executive's overall estimate pay quantum is in line with industry peers and is commensurate with the size and scale of the company's operations.</i>						
2	Approve Payment of Remuneration to Hiten V. Parekh as Executive Director designated as Managing Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted however it is not without concern: * There is no absolute monetary cap on the commission element. Further, there are no disclosures on the threshold and target performance that he needs to achieve to determine the commission element. The main reason for support is: * The executive's overall estimate pay quantum is in line with industry peers and is commensurate with the size and scale of the company's operations.</i>						

Nilkamal Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Reappointment of Manish V. Parekh as Executive Director designated as Joint Managing Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted however it is not without concern: * There is no absolute monetary cap on the commission element. Further, there are no disclosures on the threshold and target performance that he needs to achieve to determine the commission element. The main reason for support is: * The executive's overall estimate pay quantum is in line with industry peers and is commensurate with the size and scale of the company's operations.						
4	Approve Payment of Remuneration to Manish V. Parekh as Executive Director designated as Joint Managing Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted however it is not without concern: * There is no absolute monetary cap on the commission element. Further, there are no disclosures on the threshold and target performance that he needs to achieve to determine the commission element. The main reason for support is: * The executive's overall estimate pay quantum is in line with industry peers and is commensurate with the size and scale of the company's operations.						
5	Approve Reappointment of Nayan S. Parekh as Executive Director designated as Joint Managing Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted however it is not without concern: * There is no absolute monetary cap on the commission element. Further, there are no disclosures on the threshold and target performance that he needs to achieve to determine the commission element. The main reason for support is: * The executive's overall estimate pay quantum is in line with industry peers and is commensurate with the size and scale of the company's operations.						
6	Approve Payment of Remuneration to Nayan S. Parekh as Executive Director designated as Joint Managing Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted however it is not without concern: * There is no absolute monetary cap on the commission element. Further, there are no disclosures on the threshold and target performance that he needs to achieve to determine the commission element. The main reason for support is: * The executive's overall estimate pay quantum is in line with industry peers and is commensurate with the size and scale of the company's operations.						

OSB Group Plc

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

Shares Voted: 213,640						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Kal Atwal as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Elect Henry Daubeney as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
6	Elect Sally Jones-Evans as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
7	Re-elect Andrew Golding as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Noel Harwerth as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Elect Gareth Hoskin as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
10	Elect Victoria Hyde as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
11	Re-elect Simon Walker as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
12	Re-elect David Weymouth as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
17	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Regulatory Capital Convertible Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.</i>					
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					

OSB Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
20	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Regulatory Capital Convertible Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.						
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Pollard Banknote Limited

Meeting Date: 05/08/2025	Country: Canada	Ticker: PBL
Record Date: 03/20/2025	Meeting Type: Annual	
Primary Security ID: 73150R105		

Shares Voted: 1,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Dave Brown	Mgmt	For	For	For	No
Voting Policy Rationale: Vote AGAINST Gordon Pollard, John Pollard, and Douglas (Doug) Pollard for serving as executive directors on a non-majority independent board. Vote FOR the other proposed nominee(s).						
1.2	Elect Director Lee Meagher	Mgmt	For	For	For	No
Voting Policy Rationale: Vote AGAINST Gordon Pollard, John Pollard, and Douglas (Doug) Pollard for serving as executive directors on a non-majority independent board. Vote FOR the other proposed nominee(s).						
1.3	Elect Director Carmele Peter	Mgmt	For	For	For	No
Voting Policy Rationale: Vote AGAINST Gordon Pollard, John Pollard, and Douglas (Doug) Pollard for serving as executive directors on a non-majority independent board. Vote FOR the other proposed nominee(s).						
1.4	Elect Director Gordon Pollard	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Vote AGAINST Gordon Pollard, John Pollard, and Douglas (Doug) Pollard for serving as executive directors on a non-majority independent board. Vote FOR the other proposed nominee(s).						
1.5	Elect Director John Pollard	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Vote AGAINST Gordon Pollard, John Pollard, and Douglas (Doug) Pollard for serving as executive directors on a non-majority independent board. Vote FOR the other proposed nominee(s).						

Pollard Banknote Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.6	Elect Director Douglas Pollard	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Vote AGAINST Gordon Pollard, John Pollard, and Douglas (Doug) Pollard for serving as executive directors on a non-majority independent board. Vote FOR the other proposed nominee(s).						
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

SSR Mining Inc.

Meeting Date: 05/08/2025Country: CanadaTicker: SSRM

Record Date: 03/10/2025Meeting Type: Annual

Primary Security ID: 784730103

Shares Voted: 135,504						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Rod Antal	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.2	Elect Director Thomas R. Bates, Jr.	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.3	Elect Director Brian R. Booth	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.4	Elect Director Simon A. Fish	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.5	Elect Director Alan P. Krusi	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.6	Elect Director Daniel Malchuk	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.7	Elect Director Laura Mullen	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.8	Elect Director Kay Priestly	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.9	Elect Director Karen Swager	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP, United States as Auditors	Mgmt	For	For	For	No

Titan Cement International SA

Meeting Date: 05/08/2025

Country: Belgium

Ticker: TITC

Record Date: 04/24/2025

Meeting Type: Annual

Primary Security ID: B9152F101

Shares Voted: 1,512

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt				
2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
3	Appoint PwC, Represented by Didier Delanoye, for Sustainability Reporting and Approve Their Remuneration, for the Accounting Year 2024	Mgmt	For	For	For	No
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.00 per Share	Mgmt	For	For	For	No
5	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted, because: * Lack of disclosure of short term targets regarding individual objectives and representing 40 percent of the plan. * Excessive level of pay (EUR 850,000) for the chair of the board * Half of the LTI is in non-performance based RSUs, in deviation of best market practice.						
6	Approve Discharge of Directors	Mgmt	For	For	For	No
7	Approve Discharge of Auditors	Mgmt	For	For	For	No
8a	Reelect Andreas Artemis as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates						
8b	Reelect Marcel-Constantin Cobuz as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates						
8c	Reelect Michael Colakides as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates						
8d	Reelect Haralambos David as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates						

Titan Cement International SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8e	Reelect Lyn-Mary Grobler as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
8f	Reelect Paula Hadjisotiriou as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
8g	Reelect Leonidas Kanellopoulos as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
8h	Reelect Natalia Nikolaidi as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
8i	Reelect Dimitrios Papalexopoulos as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
8j	Reelect Alexandra Papalexopoulou as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
8k	Reelect Kyriacos Riris as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
8l	Reelect Dimitris Tsitsiragos as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
9	Approve Amended Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * the policy lacks disclosure for LTI performance conditions and actual targets under the STI metrics, which does not allow shareholders to correctly assess the stringency of these plans. * fees for the non-executive chair of the board of directors are considered excessive * the company implemented RSU award for the LTIP, leading to half of the LTI being non-performance based.</i>						
10	Ratify PwC, Represented by Didier Delanoye, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For	No

Titan Cement International SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Appoint PwC, Represented by Didier Delanoye, for Sustainability Reporting and Approve Their Remuneration, for the Accounting Years 2025, 2026, and 2027	Mgmt	For	For	For	No
12	Approve Change-of-Control Clause Re: Various Agreements	Mgmt	For	For	For	No
13	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For	No

Westports Holdings Berhad

Meeting Date: 05/08/2025

Country: Malaysia

Ticker: 5246

Record Date: 05/02/2025

Meeting Type: Annual

Primary Security ID: Y95440106

Shares Voted: 846,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Fees and Benefits	Mgmt	For	For	For	No
2	Elect Sing Chi IP as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3	Elect Ahmad Zubir Bin Zahid as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Marina binti Tunku Annuar as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Elect Lee Mun Tat as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
6	Approve Deloitte PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
8	Approve Proposed Dividend Reinvestment Plan	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this resolution is warranted.						

Westports Holdings Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Approve Issuance of New Westports Shares Pursuant to the Dividend Reinvestment Plan	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this resolution is warranted.						

Wickes Group Plc

Meeting Date: 05/08/2025	Country: United Kingdom	Ticker: WIX
Record Date: 05/06/2025	Meeting Type: Annual	
Primary Security ID: G8927W105		

Shares Voted: 201,848						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Christopher Rogers as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 4 A vote FOR this item is warranted, although it is not without concern: * As Chair of the Nomination Committee, Christopher Rogers is considered to be ultimately responsible for overseeing board composition. After the AGM, the Board comprises 29% women, and no women hold senior board positions, which is not aligned with the best practice recommendations. The main reason for support is: * The Company's commentary is duly noted. It is also recognised that gender diversity improved between the 2023 and 2024 AGMs. Board diversity will be reviewed again at the 2026 AGM. Items 5-10 A vote FOR these Directors is warranted as no significant concerns have been identified.						
5	Re-elect David Wood as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 4 A vote FOR this item is warranted, although it is not without concern: * As Chair of the Nomination Committee, Christopher Rogers is considered to be ultimately responsible for overseeing board composition. After the AGM, the Board comprises 29% women, and no women hold senior board positions, which is not aligned with the best practice recommendations. The main reason for support is: * The Company's commentary is duly noted. It is also recognised that gender diversity improved between the 2023 and 2024 AGMs. Board diversity will be reviewed again at the 2026 AGM. Items 5-10 A vote FOR these Directors is warranted as no significant concerns have been identified.						
6	Re-elect Mark George as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 4 A vote FOR this item is warranted, although it is not without concern: * As Chair of the Nomination Committee, Christopher Rogers is considered to be ultimately responsible for overseeing board composition. After the AGM, the Board comprises 29% women, and no women hold senior board positions, which is not aligned with the best practice recommendations. The main reason for support is: * The Company's commentary is duly noted. It is also recognised that gender diversity improved between the 2023 and 2024 AGMs. Board diversity will be reviewed again at the 2026 AGM. Items 5-10 A vote FOR these Directors is warranted as no significant concerns have been identified.						
7	Re-elect Mark Clare as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 4 A vote FOR this item is warranted, although it is not without concern: * As Chair of the Nomination Committee, Christopher Rogers is considered to be ultimately responsible for overseeing board composition. After the AGM, the Board comprises 29% women, and no women hold senior board positions, which is not aligned with the best practice recommendations. The main reason for support is: * The Company's commentary is duly noted. It is also recognised that gender diversity improved between the 2023 and 2024 AGMs. Board diversity will be reviewed again at the 2026 AGM. Items 5-10 A vote FOR these Directors is warranted as no significant concerns have been identified.						

Wickes Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Sonita Alleyne as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR this item is warranted, although it is not without concern: * As Chair of the Nomination Committee, Christopher Rogers is considered to be ultimately responsible for overseeing board composition. After the AGM, the Board comprises 29% women, and no women hold senior board positions, which is not aligned with the best practice recommendations. The main reason for support is: * The Company's commentary is duly noted. It is also recognised that gender diversity improved between the 2023 and 2024 AGMs. Board diversity will be reviewed again at the 2026 AGM. Items 5-10 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
9	Re-elect Laura Harricks as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR this item is warranted, although it is not without concern: * As Chair of the Nomination Committee, Christopher Rogers is considered to be ultimately responsible for overseeing board composition. After the AGM, the Board comprises 29% women, and no women hold senior board positions, which is not aligned with the best practice recommendations. The main reason for support is: * The Company's commentary is duly noted. It is also recognised that gender diversity improved between the 2023 and 2024 AGMs. Board diversity will be reviewed again at the 2026 AGM. Items 5-10 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
10	Re-elect Mike Iddon as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR this item is warranted, although it is not without concern: * As Chair of the Nomination Committee, Christopher Rogers is considered to be ultimately responsible for overseeing board composition. After the AGM, the Board comprises 29% women, and no women hold senior board positions, which is not aligned with the best practice recommendations. The main reason for support is: * The Company's commentary is duly noted. It is also recognised that gender diversity improved between the 2023 and 2024 AGMs. Board diversity will be reviewed again at the 2026 AGM. Items 5-10 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Zhejiang Semir Garment Co., Ltd.

Meeting Date: 05/08/2025

Country: China

Ticker: 002563

Record Date: 04/28/2025

Meeting Type: Annual

Primary Security ID: Y9894U106

Zhejiang Semir Garment Co., Ltd.

Shares Voted: 1,898,569

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
3	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
4	Approve Annual Report and Summary	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
5	Approve Profit Distribution	Mgmt	For	For	For	No
6	Approve to Appoint Auditor	Mgmt	For	For	For	No
7	Approve Use of Funds to Purchase Financial Products	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.</i>						
8	Approve Failure to Meet the Exercise Conditions for the First Exercise Period of the Stock Option Incentive Plan and the Cancellation of Some Stock Options	Mgmt	For	For	For	No
9	Approve Remuneration of Directors	Mgmt	For	For	For	No

Alaris Equity Partners Income Trust

Meeting Date: 05/09/2025

Country: Canada

Ticker: AD.UN

Record Date: 03/20/2025

Meeting Type: Annual

Primary Security ID: C01097101

Shares Voted: 10,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Trustees at Seven	Mgmt	For	For	For	No
2.1	Elect Trustee Robert Bertram	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.2	Elect Trustee Stephen (Steve) W. King	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						

Alaris Equity Partners Income Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Trustee Sophia Langlois	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.4	Elect Trustee Peter Grosskopf	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.5	Elect Trustee Kim Lynch Proctor	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.6	Elect Trustee Felix-Etienne Lebel	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.7	Elect Trustee Sarah Hughes	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
3	Approve KPMG LLP as Auditors and Authorize Trustees to Fix Their Remuneration	Mgmt	For	For	For	No

Almirall SA

Meeting Date: 05/09/2025 **Country:** Spain **Ticker:** ALM
Record Date: 05/02/2025 **Meeting Type:** Annual
Primary Security ID: E0459H111

Shares Voted: 4,092						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Standalone Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>						
2	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>						
3	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
4	Approve Discharge of Board	Mgmt	For	For	For	No
5	Approve Allocation of Income	Mgmt	For	For	For	No
6	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concerns about the proposed dividend distribution.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.1	Reelect Carlos Gallardo Pique as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST Carlos Gallardo Pique under Item 7.1 is warranted because he combines the roles of chair and CEO. It is furthermore noted he is not proposed for an interim term only and the company has failed to disclose any plans to separate CEO and chairman positions in the near term. A vote FOR the re-election of Karin Dorrepaal and Antonio Gallardo under Items 7.2 and 7.8 respectively is warranted, as the board meets the one-third independence expectation for controlled companies in this market. A vote FOR Items 7.3-7.7 is warranted due to a lack of concerns about the independent director nominees.</i>						
7.2	Reelect Karin Louise Dorrepaal as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Carlos Gallardo Pique under Item 7.1 is warranted because he combines the roles of chair and CEO. It is furthermore noted he is not proposed for an interim term only and the company has failed to disclose any plans to separate CEO and chairman positions in the near term. A vote FOR the re-election of Karin Dorrepaal and Antonio Gallardo under Items 7.2 and 7.8 respectively is warranted, as the board meets the one-third independence expectation for controlled companies in this market. A vote FOR Items 7.3-7.7 is warranted due to a lack of concerns about the independent director nominees.</i>						
7.3	Reelect Seth J. Orlow as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Carlos Gallardo Pique under Item 7.1 is warranted because he combines the roles of chair and CEO. It is furthermore noted he is not proposed for an interim term only and the company has failed to disclose any plans to separate CEO and chairman positions in the near term. A vote FOR the re-election of Karin Dorrepaal and Antonio Gallardo under Items 7.2 and 7.8 respectively is warranted, as the board meets the one-third independence expectation for controlled companies in this market. A vote FOR Items 7.3-7.7 is warranted due to a lack of concerns about the independent director nominees.</i>						
7.4	Reelect Enrique de Leyva Perez as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Carlos Gallardo Pique under Item 7.1 is warranted because he combines the roles of chair and CEO. It is furthermore noted he is not proposed for an interim term only and the company has failed to disclose any plans to separate CEO and chairman positions in the near term. A vote FOR the re-election of Karin Dorrepaal and Antonio Gallardo under Items 7.2 and 7.8 respectively is warranted, as the board meets the one-third independence expectation for controlled companies in this market. A vote FOR Items 7.3-7.7 is warranted due to a lack of concerns about the independent director nominees.</i>						
7.5	Reelect Alexandra B. Kimball as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Carlos Gallardo Pique under Item 7.1 is warranted because he combines the roles of chair and CEO. It is furthermore noted he is not proposed for an interim term only and the company has failed to disclose any plans to separate CEO and chairman positions in the near term. A vote FOR the re-election of Karin Dorrepaal and Antonio Gallardo under Items 7.2 and 7.8 respectively is warranted, as the board meets the one-third independence expectation for controlled companies in this market. A vote FOR Items 7.3-7.7 is warranted due to a lack of concerns about the independent director nominees.</i>						
7.6	Reelect Eva-Lotta Coulter as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Carlos Gallardo Pique under Item 7.1 is warranted because he combines the roles of chair and CEO. It is furthermore noted he is not proposed for an interim term only and the company has failed to disclose any plans to separate CEO and chairman positions in the near term. A vote FOR the re-election of Karin Dorrepaal and Antonio Gallardo under Items 7.2 and 7.8 respectively is warranted, as the board meets the one-third independence expectation for controlled companies in this market. A vote FOR Items 7.3-7.7 is warranted due to a lack of concerns about the independent director nominees.</i>						
7.7	Reelect Ruud Dobber as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Carlos Gallardo Pique under Item 7.1 is warranted because he combines the roles of chair and CEO. It is furthermore noted he is not proposed for an interim term only and the company has failed to disclose any plans to separate CEO and chairman positions in the near term. A vote FOR the re-election of Karin Dorrepaal and Antonio Gallardo under Items 7.2 and 7.8 respectively is warranted, as the board meets the one-third independence expectation for controlled companies in this market. A vote FOR Items 7.3-7.7 is warranted due to a lack of concerns about the independent director nominees.</i>						

Almirall SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.8	Reelect Antonio Gallardo Torrededia as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Carlos Gallardo Pique under Item 7.1 is warranted because he combines the roles of chair and CEO. It is furthermore noted he is not proposed for an interim term only and the company has failed to disclose any plans to separate CEO and chairman positions in the near term. A vote FOR the re-election of Karin Dorrepaal and Antonio Gallardo under Items 7.2 and 7.8 respectively is warranted, as the board meets the one-third independence expectation for controlled companies in this market. A vote FOR Items 7.3-7.7 is warranted due to a lack of concerns about the independent director nominees.						
8	Approve Scrip Dividends	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concerns about the proposed dividend distribution.						
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No
10	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No

Ensign Energy Services Inc.

Meeting Date: 05/09/2025Country: CanadaTicker: ESI

Record Date: 03/20/2025Meeting Type: Annual

Primary Security ID: 293570107

Shares Voted: 234,058

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Donna J. Carson	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.2	Elect Director Gary W. Casswell	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.3	Elect Director N. Murray Edwards	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.4	Elect Director Robert H. Geddes	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.5	Elect Director Darlene J. Haslam	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.6	Elect Director Len O. Kangas	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.7	Elect Director Karl A. Ruud	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						

Ensign Energy Services Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.8	Elect Director Barth E. Whitham	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

Green Landscaping Group AB

Meeting Date: 05/09/2025Country: SwedenTicker: GREEN

Record Date: 04/30/2025Meeting Type: Annual

Primary Security ID: W4R14Q104

Shares Voted: 2,635						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No

Green Landscaping Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Approve Remuneration of Directors in the Amount of SEK 385,000 for Chair and SEK 248,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For	No
12	Reelect Per Sjostrand (Chair), Monica Trolle, Staffan Salen, Asa Kallenius, Tomas Bergstrom and Bjorn Jansson as Directors; Ratify Grant Thornton Sweden as Auditors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because board chair Per Sjostrand holds three or more chairmanships in aggregate and subsequently, is considered overboarded						
13	Approve Remuneration Report	Mgmt	For	For	For	No
14	Approve Warrant Plan 2025/2028 for Key Employees	Mgmt	For	For	For	No
15	Approve Issuance of Up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For	No
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
17	Close Meeting	Mgmt				

Man Group Plc (Jersey)

Meeting Date: 05/09/2025Country: JerseyTicker: EMG

Record Date: 05/07/2025Meeting Type: Annual

Primary Security ID: G57991104

Shares Voted: 186,314						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Lucinda Bell as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
6	Re-elect Richard Berliand as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						

Man Group Plc (Jersey)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Re-elect Laurie Fitch as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
8	Re-elect Antoine Forterre as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
9	Re-elect Robyn Grew as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
10	Elect Dixit Joshi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
11	Re-elect Cecelia Kurzman as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
12	Elect Sarah Legg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
13	Re-elect Anne Wade as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
14	Elect Paco Ybarra as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Meeting Date: 05/09/2025	Country: Switzerland	Ticker: METN
Record Date:	Meeting Type: Annual	
Primary Security ID: H5386Y118		

Shares Voted: 71						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The CEO received a significant base salary increase during the year without a detailed explanation. * There is insufficient ex-post disclosure to explain outcomes under the variable incentive plan. * Special bonuses were awarded during the year without an accompanying and compelling justification. * There is no standalone long-term incentive that measures performance over a multi-year period. * Non-executive director fees were subject to material increases without an explanation.						
1.3	Approve Sustainability Report	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of CHF 2.00 per Registered Share Series A and CHF 20.00 per Registered Share Series B	Mgmt	For	For	For	No
3	Approve CHF 450,000 Investment in the CO2-Funds as Part of the CO2-Compensating Measures	Mgmt	For	For	For	No
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
5.1.a	Reelect Martin Wipfli as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Board elections (Items 5.1.a-5.1.e and 5.2.1) A vote AGAINST Martin Wipfli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Registered B shareholder representative (Item 5.1.f) A vote FOR Claudia Pletscher is warranted due to a lack of concerns. Board chair election (Item 5.3.1) A vote AGAINST Martin Wipfli as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.4.1-5.4.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.						
5.1.b	Reelect Dominik Berchtold as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Board elections (Items 5.1.a-5.1.e and 5.2.1) A vote AGAINST Martin Wipfli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Registered B shareholder representative (Item 5.1.f) A vote FOR Claudia Pletscher is warranted due to a lack of concerns. Board chair election (Item 5.3.1) A vote AGAINST Martin Wipfli as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.4.1-5.4.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.						
5.1.c	Reelect David Dean as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Board elections (Items 5.1.a-5.1.e and 5.2.1) A vote AGAINST Martin Wipfli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Registered B shareholder representative (Item 5.1.f) A vote FOR Claudia Pletscher is warranted due to a lack of concerns. Board chair election (Item 5.3.1) A vote AGAINST Martin Wipfli as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.4.1-5.4.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.1.d	Reelect Bernhard Eschermann as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1.a-5.1.e and 5.2.1) A vote AGAINST Martin Wipfli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Registered B shareholder representative (Item 5.1.f) A vote FOR Claudia Pletscher is warranted due to a lack of concerns. Board chair election (Item 5.3.1) A vote AGAINST Martin Wipfli as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.4.1-5.4.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
5.1.e	Reelect Claudia Pletscher as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1.a-5.1.e and 5.2.1) A vote AGAINST Martin Wipfli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Registered B shareholder representative (Item 5.1.f) A vote FOR Claudia Pletscher is warranted due to a lack of concerns. Board chair election (Item 5.3.1) A vote AGAINST Martin Wipfli as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.4.1-5.4.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
5.1.f	Reelect Claudia Pletscher as Shareholder Representative of Series B Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1.a-5.1.e and 5.2.1) A vote AGAINST Martin Wipfli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Registered B shareholder representative (Item 5.1.f) A vote FOR Claudia Pletscher is warranted due to a lack of concerns. Board chair election (Item 5.3.1) A vote AGAINST Martin Wipfli as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.4.1-5.4.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
5.2.1	Reelect Sandrine Zweifel as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1.a-5.1.e and 5.2.1) A vote AGAINST Martin Wipfli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Registered B shareholder representative (Item 5.1.f) A vote FOR Claudia Pletscher is warranted due to a lack of concerns. Board chair election (Item 5.3.1) A vote AGAINST Martin Wipfli as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.4.1-5.4.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
5.3.1	Reelect Martin Wipfli as Board Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1.a-5.1.e and 5.2.1) A vote AGAINST Martin Wipfli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Registered B shareholder representative (Item 5.1.f) A vote FOR Claudia Pletscher is warranted due to a lack of concerns. Board chair election (Item 5.3.1) A vote AGAINST Martin Wipfli as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.4.1-5.4.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
5.4.1	Reappoint Dominik Berchtold as Member of the Personnel and Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1.a-5.1.e and 5.2.1) A vote AGAINST Martin Wipfli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Registered B shareholder representative (Item 5.1.f) A vote FOR Claudia Pletscher is warranted due to a lack of concerns. Board chair election (Item 5.3.1) A vote AGAINST Martin Wipfli as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.4.1-5.4.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						

Metall Zug AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.4.2	Reappoint Bernhard Eschermann as Member of the Personnel and Compensation Committee	Mgmt	For	For	For	No
Voting Policy Rationale: Board elections (Items 5.1.a-5.1.e and 5.2.1) A vote AGAINST Martin Wipfli is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Registered B shareholder representative (Item 5.1.f) A vote FOR Claudia Pletscher is warranted due to a lack of concerns. Board chair election (Item 5.3.1) A vote AGAINST Martin Wipfli as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.4.1-5.4.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.						
5.5.1	Designate Blum & Partner AG as Independent Proxy	Mgmt	For	For	For	No
5.6.1	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For	For	For	No
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 800,000	Mgmt	For	For	For	No
Voting Policy Rationale: Item 6.2 A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns. Item 6.3 A vote AGAINST this item is warranted because the proposal reflects the award of discretionary bonuses in FY24, which are not supported by robust explanations.						
6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 100,000	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Item 6.2 A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns. Item 6.3 A vote AGAINST this item is warranted because the proposal reflects the award of discretionary bonuses in FY24, which are not supported by robust explanations.						
7	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

Source Energy Services Ltd.

Meeting Date: 05/09/2025	Country: Canada	Ticker: SHLE
Record Date: 03/25/2025	Meeting Type: Annual	
Primary Security ID: 83615X407		

Shares Voted: 2,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Directors at Four	Mgmt	For	For	For	No
2a	Elect Director Jeff Belford	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						

Source Energy Services Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2b	Elect Director Chris Johnson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2c	Elect Director Scott Melbourn	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2d	Elect Director Steven Sharpe	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
3	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

The Bank of East Asia, Limited

Meeting Date: 05/09/2025 **Country:** Hong Kong **Ticker:** 23
Record Date: 05/02/2025 **Meeting Type:** Annual
Primary Security ID: Y06942109

Shares Voted: 132,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3a	Elect David Li Kwok-po as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3b	Elect Allan Wong Chi-yun as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3c	Elect Aubrey Li Kwok-sing as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3d	Elect Stephen Charles Li Kwok-sze as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3e	Elect Daryl Ng Win-kong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						

The Bank of East Asia, Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3f	Elect Rita Fan Hsu Lai-tai as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the general issuance mandate is warranted given the company has not specified the discount limit for cash and non-cash consideration. A vote AGAINST share issuance request is warranted for the following reasons: * The share reissuance request would result to the aggregate share issuance limit exceeding 10 percent. * The company has not specified the discount limit for cash and non-cash consideration.						
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the general issuance mandate is warranted given the company has not specified the discount limit for cash and non-cash consideration. A vote AGAINST share issuance request is warranted for the following reasons: * The share reissuance request would result to the aggregate share issuance limit exceeding 10 percent. * The company has not specified the discount limit for cash and non-cash consideration.						
7	Approve Framework Agreement for Loan Transactions, Proposed Annual Caps and Related Transactions	Mgmt	For	For	For	No
8	Amend Articles of Association	Mgmt	For	For	For	No

Time Publishing & Media Co., Ltd.

Meeting Date: 05/09/2025	Country: China	Ticker: 600551
Record Date: 04/30/2025	Meeting Type: Annual	
Primary Security ID: Y92777104		

Shares Voted: 30,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
3	Approve Profit Distribution	Mgmt	For	For	For	No
4	Approve Annual Report and Summary	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
5	Approve Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						

Time Publishing & Media Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Provision of Guarantee	Mgmt	For	For	For	No
7	Approve Use of Own Funds to Invest in Financial Products	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.						
8	Approve Formulation of Regulations on Administration of External Guarantees	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.						
9	Approve Formulation of Profit Distribution Regulations	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.						
10	Approve Formulation of Independent Director Allowance Management Measures	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.						
11	Approve Report of the Independent Director - Meng Fengping	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
12	Approve Report of the Independent Director - Wu Chuanping	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
13	Approve Report of the Independent Director - Zhou Zhan	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
	ELECT INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING	Mgmt				
14.1	Elect Yang Ping as Director	Mgmt	For	For	For	No

Wereldhave NV

Meeting Date: 05/09/2025

Record Date: 04/11/2025

Primary Security ID: N95060120

Country: Netherlands

Meeting Type: Annual

Ticker: WHA

Shares Voted: 1,822						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1.	Open Meeting	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.a.	Receive Report of Management Board (Non-Voting)	Mgmt				
2.b.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2.c.	Approve Dividends	Mgmt	For	For	For	No
2.d.	Approve Discharge of Management Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>						
2.e.	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>						
2.f.	Approve Remuneration Report	Mgmt	For	For	For	No
3	Appoint Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For	No
4.	Amend Articles Re: Changes of Law and Relocation of Registered Office	Mgmt	For	For	For	No
5.a.	Grant Board Authority to Issue Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>						
5.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 5.a.	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>						
5.c.	Grant Board Authority to Issue Shares in Connection with a Rights Issue	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration for capital authorization that respect shareholders' preemptive subscription rights (through a rights issue).</i>						
5.d.	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 5.c.	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration for capital authorization that respect shareholders' preemptive subscription rights (through a rights issue).</i>						
6.	Authorize Repurchase of Shares	Mgmt	For	For	For	No
7.	Approve Remuneration Policy of Management Board	Mgmt	For	For	For	No
8	Allow Questions	Mgmt				
9.	Close Meeting	Mgmt				

West African Resources Limited

Meeting Date: 05/09/2025

Country: Australia

Ticker: WAF

Record Date: 05/07/2025

Meeting Type: Annual

Primary Security ID: Q9594D106

Shares Voted: 484,006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted. * To account for the fatality that was reported during FY24, disclosure indicates that the board exercised discretion to deduct only 5% from the STI bonus (i.e., from 100% achievement to 95%). This does not appear to reflect the level of accountability typically seen in the local market amongst ASX300 companies. Typically, at a minimum, the safety performance measure in the STI is reduced to a nil result. In this company, safety is 10% of the STI. * There appears no formal policy on fatality which is inconsistent with better market practice amongst ASX-listed miners. In 2025, wording is expected to be included for board discretion in the event of a major incident resulting in, amongst other things, a fatality. * Disclosure indicates that Executive Director fixed remuneration will be increased substantially in 2025 between 43% and 51%. This is excessive and highly irregular amongst ASX300 companies in the local market. Persisting concerns for poor corporate governance include the following: * No disclosure of outcomes of vesting (or forfeiture) for prior period performance rights grants, nor disclosure of the level of achievements against performance measures. This continues to be materially inconsistent with market standards amongst ASX300 companies. * There is disclosure of potential early testing and vesting of the 'Production' performance measure in the FY24 LTI. Accepted market standards for LTIs in ASX300 companies is for a performance period of at least 3 years prior to any vesting, and some gold mining peers are using performance periods of four years. * There is potential to reward twice for the same result, given that a production performance measure is included in both the STI and LTI.</i>						
2	Elect Lyndon Hopkins as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 2 A qualified vote FOR the re-election of Executive Director and COO Lyndon Hopkins is warranted. The qualification is to highlight concerns that the board comprises three executive directors, which is inconsistent with governance standards in the Australian market and results in a low level of board independence of 57 percent. Item 3 A vote FOR the election of Jayde Webb is warranted. No material issues have been identified in respect of board and committee composition, nor any wider corporate governance concerns.</i>						
3	Elect Jayde Webb as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 2 A qualified vote FOR the re-election of Executive Director and COO Lyndon Hopkins is warranted. The qualification is to highlight concerns that the board comprises three executive directors, which is inconsistent with governance standards in the Australian market and results in a low level of board independence of 57 percent. Item 3 A vote FOR the election of Jayde Webb is warranted. No material issues have been identified in respect of board and committee composition, nor any wider corporate governance concerns.</i>						
4	Approve Issuance of Fee Performance Rights to Jayde Webb in Lieu of Director Fees Under the Plan	Mgmt	For	For	For	No
5	Approve Issuance of Incentive Performance Rights to Richard Hyde Under Plan	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A qualified vote FOR these resolutions is warranted. Performance measures are well disclosed and aligned with improved company performance and shareholder outcomes. The qualification is to raise concerns for: * The FY25 STI equity component represents the deferred component of the FY25 STI bonus. This is an advance approval of a bonus which is inconsistent with good market practice, noting the FY25 performance period has not been completed. In mitigating, the performance targets for the FY25 STI are well presented which is in fact superior market practice. * The performance measures for the FY25 LTI grant are well disclosed and comprise production and sustainability goals and milestones which are aligned with improved shareholder interests. However, inconsistencies with market include, * double counting of production performance measures in the STI and LTI, essentially offering bonuses twice for the same performance, and * the LTI metrics lack any objective financial measures of performance such as TSR. * The quantum of the 2025 STI and LTI has increased substantially over the prior year following the substantial and excessive increases in fixed remuneration to the executive directors.</i>						

West African Resources Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Issuance of Incentive Performance Rights to Lyndon Hopkins Under Plan	Mgmt	For	For	For	No
Voting Policy Rationale: A qualified vote FOR these resolutions is warranted. Performance measures are well disclosed and aligned with improved company performance and shareholder outcomes. The qualification is to raise concerns for: * The FY25 STI equity component represents the deferred component of the FY25 STI bonus. This is an advance approval of a bonus which is inconsistent with good market practice, noting the FY25 performance period has not been completed. In mitigating, the performance targets for the FY25 STI are well presented which is in fact superior market practice. * The performance measures for the FY25 LTI grant are well disclosed and comprise production and sustainability goals and milestones which are aligned with improved shareholder interests. However, inconsistencies with market include, * double counting of production performance measures in the STI and LTI, essentially offering bonuses twice for the same performance, and * the LTI metrics lack any objective financial measures of performance such as TSR. * The quantum of the 2025 STI and LTI has increased substantially over the prior year following the substantial and excessive increases in fixed remuneration to the executive directors.						
7	Approve Issuance of Incentive Performance Rights to Elizabeth Mounsey Under Plan	Mgmt	For	For	For	No
Voting Policy Rationale: A qualified vote FOR these resolutions is warranted. Performance measures are well disclosed and aligned with improved company performance and shareholder outcomes. The qualification is to raise concerns for: * The FY25 STI equity component represents the deferred component of the FY25 STI bonus. This is an advance approval of a bonus which is inconsistent with good market practice, noting the FY25 performance period has not been completed. In mitigating, the performance targets for the FY25 STI are well presented which is in fact superior market practice. * The performance measures for the FY25 LTI grant are well disclosed and comprise production and sustainability goals and milestones which are aligned with improved shareholder interests. However, inconsistencies with market include, * double counting of production performance measures in the STI and LTI, essentially offering bonuses twice for the same performance, and * the LTI metrics lack any objective financial measures of performance such as TSR. * The quantum of the 2025 STI and LTI has increased substantially over the prior year following the substantial and excessive increases in fixed remuneration to the executive directors.						

Xinjiang Xinxin Mining Industry Co., Ltd.

Meeting Date: 05/09/2025		Country: Hong Kong	Ticker: 3833			
Record Date: 04/08/2025		Meeting Type: Extraordinary Shareholders				
Primary Security ID: Y9723Q102						
Shares Voted: 212,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	ORDINARY RESOLUTION	Mgmt				
	Approve Equity Transfer Agreement and Related Transactions	Mgmt	For	For	For	No
1	SPECIAL RESOLUTIONS	Mgmt				
	Amend Articles of Association I	Mgmt	For	For	For	No
Voting Policy Rationale: ITEM 1 A vote FOR this resolution is warranted given that no concerns have been identified in relation to the proposed amendments to the Articles II. Furthermore, such proposals were made in accordance with the company's actual circumstances. ITEM 2 A vote AGAINST the proposed amendments to the Articles II is warranted given the proposed amendments would include the removal of the class meeting requirement which would reduce the safeguards available to shareholders and would limit the ability of a particular class of shareholders to reject proposals that could result to unfavorable outcomes for minority shareholders.						

Xinjiang Xinxin Mining Industry Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Amend Articles of Association II	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: ITEM I A vote FOR this resolution is warranted given that no concerns have been identified in relation to the proposed amendments to the Articles II. Furthermore, such proposals were made in accordance with the company's actual circumstances. ITEM 2 A vote AGAINST the proposed amendments to the Articles II is warranted given the proposed amendments would include the removal of the class meeting requirement which would reduce the safeguards available to shareholders and would limit the ability of a particular class of shareholders to reject proposals that could result to unfavorable outcomes for minority shareholders.						

Xinjiang Xinxin Mining Industry Co., Ltd.

Meeting Date: 05/09/2025Country: Hong KongTicker: 3833

Record Date: 04/08/2025Meeting Type: Special

Primary Security ID: Y9723Q102

Shares Voted: 212,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	CLASS MEETING FOR HOLDERS OF H SHARES	Mgmt				
	Amend Articles of Association II	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the proposed amendments to the Articles II is warranted given the proposed amendments would include the removal of the class meeting requirement which would reduce the safeguards available to shareholders and would limit the ability of a particular class of shareholders to reject proposals that could result to unfavorable outcomes for minority shareholders.						

Ami Organics Ltd.

Meeting Date: 05/10/2025Country: IndiaTicker: 543349

Record Date: 05/02/2025Meeting Type: Extraordinary Shareholders

Primary Security ID: Y0123J111

Shares Voted: 14,908						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Change Company Name and Amend Memorandum and Articles of Association	Mgmt	For	For	For	No

E.I.D.-Parry (India) Limited

Meeting Date: 05/10/2025Country: IndiaTicker: 500125

Record Date: 04/04/2025Meeting Type: Special

Primary Security ID: Y67828163

Shares Voted: 17,577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Approve Waiver of the Recovery of Managerial Remuneration Paid to Muthiah Murugappan as Whole Time Director & Chief Executive Officer for the Financial Year 2024-25	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted although it is not without any concern: * There is inadequate information the achievement of performance targets based on which the incentive has been paid. The main reason for support is: * The overall pay for FY25 is deemed reasonable and commensurate with the scale and operations of the company.						
2	Approve Payment of Remuneration to Muthiah Murugappan as Whole Time Director & Chief Executive Officer for the Financial Year 2025-26 and 2026-27	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted although it is not without any concern: * There is inadequate information the achievement of performance targets based on which the incentive has been paid. The main reason for support is: * The overall pay for FY25 is deemed reasonable and commensurate with the scale and operations of the company.						
3	Approve Waiver of the Recovery of Managerial Remuneration Paid to S. Suresh as Managing Director for the Financial Year 2024-25	Mgmt	For	For	For	No

B Communications Ltd.

Meeting Date: 05/12/2025Country: IsraelTicker: BCOM
Record Date: 04/13/2025Meeting Type: Annual/Special
Primary Security ID: M15629104

Shares Voted: 13,207

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Discuss Financial Statements and the Report of the Board	Mgmt				
2	Reappoint Somekh Chaikin KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted given that audit fees are not itemized. As such, it cannot be determined if the non-audit fees are excessive.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.1	Reelect Darren Glatt as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: As the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning, the nominees, Darren Glatt, Phillip (Phil) Bacal, Ran Fuhrer, Stephen Joseph and Ajit Pai, warrant a vote FOR.</i>					
3.2	Reelect Phil Bacal as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: As the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning, the nominees, Darren Glatt, Phillip (Phil) Bacal, Ran Fuhrer, Stephen Joseph and Ajit Pai, warrant a vote FOR.</i>					
3.3	Reelect Ran Fuhrer as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: As the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning, the nominees, Darren Glatt, Phillip (Phil) Bacal, Ran Fuhrer, Stephen Joseph and Ajit Pai, warrant a vote FOR.</i>					
3.4	Reelect Ajit V. Pai as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: As the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning, the nominees, Darren Glatt, Phillip (Phil) Bacal, Ran Fuhrer, Stephen Joseph and Ajit Pai, warrant a vote FOR.</i>					
3.5	Reelect Stephen Joseph as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: As the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning, the nominees, Darren Glatt, Phillip (Phil) Bacal, Ran Fuhrer, Stephen Joseph and Ajit Pai, warrant a vote FOR.</i>					
4	Issue Exemption and Indemnification Agreements to Directors/Officers and Controllers Directors/Officers	Mgmt	For	For	For	No
5	Approve Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For	No
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against	No
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt				
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
	<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>					

B Communications Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	For	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						

Vaudoise Assurances Holding SA

Meeting Date: 05/12/2025	Country: Switzerland	Ticker: VAHN
Record Date:	Meeting Type: Annual	
Primary Security ID: H9051M110		

Shares Voted: 332						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
Voting Policy Rationale: These are non-voting items and routine formalities in Switzerland.						
2	Receive Auditor's Report (Non-Voting)	Mgmt				
Voting Policy Rationale: These are non-voting items and routine formalities in Switzerland.						
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these routine items are warranted.						
4	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these routine items are warranted.						
5	Approve Allocation of Income and Dividends of CHF 0.35 per Registered Share A and CHF 24.00 per Registered Share B	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The level of disclosure provided in the remuneration report does not allow for an independent assessment of remuneration practices. * Certain non-executive directors receive retirement benefits are granted to non-executive directors.</i>						
7	Approve Non-Financial Report	Mgmt	For	For	For	No
8	Approve Discharge of Board of Directors	Mgmt	For	For	For	No
9.1	Reelect Philippe Hebeisen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 9.1 – 10) Votes AGAINST the non-independent nominees, Javier Fernandez-Cid and Peter Kofmel are warranted because of the failure to establish a majority-independent audit committee and because Kofmel serves as chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 11.1 – 11.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
9.2	Reelect Martin Albers as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 9.1 – 10) Votes AGAINST the non-independent nominees, Javier Fernandez-Cid and Peter Kofmel are warranted because of the failure to establish a majority-independent audit committee and because Kofmel serves as chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 11.1 – 11.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
9.3	Reelect Nathalie Bourquenoud as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 9.1 – 10) Votes AGAINST the non-independent nominees, Javier Fernandez-Cid and Peter Kofmel are warranted because of the failure to establish a majority-independent audit committee and because Kofmel serves as chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 11.1 – 11.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
9.4	Reelect Javier Fernandez-Cid as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 9.1 – 10) Votes AGAINST the non-independent nominees, Javier Fernandez-Cid and Peter Kofmel are warranted because of the failure to establish a majority-independent audit committee and because Kofmel serves as chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 11.1 – 11.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
9.5	Reelect Eftychia Fischer as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 9.1 – 10) Votes AGAINST the non-independent nominees, Javier Fernandez-Cid and Peter Kofmel are warranted because of the failure to establish a majority-independent audit committee and because Kofmel serves as chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 11.1 – 11.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
9.6	Reelect Peter Kofmel as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 9.1 – 10) Votes AGAINST the non-independent nominees, Javier Fernandez-Cid and Peter Kofmel are warranted because of the failure to establish a majority-independent audit committee and because Kofmel serves as chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 11.1 – 11.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
9.7	Reelect Cedric Moret as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 9.1 – 10) Votes AGAINST the non-independent nominees, Javier Fernandez-Cid and Peter Kofmel are warranted because of the failure to establish a majority-independent audit committee and because Kofmel serves as chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 11.1 – 11.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.8	Reelect Jean-Philippe Rochat as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 9.1 – 10) Votes AGAINST the non-independent nominees, Javier Fernandez-Cid and Peter Kofmel are warranted because of the failure to establish a majority-independent audit committee and because Kofmel serves as chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 11.1 – 11.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
9.9	Elect Helene Beguin as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 9.1 – 10) Votes AGAINST the non-independent nominees, Javier Fernandez-Cid and Peter Kofmel are warranted because of the failure to establish a majority-independent audit committee and because Kofmel serves as chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 11.1 – 11.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
10	Reelect Philippe Hebeisen as Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 9.1 – 10) Votes AGAINST the non-independent nominees, Javier Fernandez-Cid and Peter Kofmel are warranted because of the failure to establish a majority-independent audit committee and because Kofmel serves as chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 11.1 – 11.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
11.1	Reappoint Jean-Philippe Rochat as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 9.1 – 10) Votes AGAINST the non-independent nominees, Javier Fernandez-Cid and Peter Kofmel are warranted because of the failure to establish a majority-independent audit committee and because Kofmel serves as chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 11.1 – 11.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
11.2	Reappoint Nathalie Bourquenoud as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 9.1 – 10) Votes AGAINST the non-independent nominees, Javier Fernandez-Cid and Peter Kofmel are warranted because of the failure to establish a majority-independent audit committee and because Kofmel serves as chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 11.1 – 11.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
11.3	Reappoint Cedric Moret as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 9.1 – 10) Votes AGAINST the non-independent nominees, Javier Fernandez-Cid and Peter Kofmel are warranted because of the failure to establish a majority-independent audit committee and because Kofmel serves as chair. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 11.1 – 11.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
12.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For	For	For	No
12.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.9 Million	Mgmt	For	For	For	No
13	Designate ACTA Notaires Associes as Independent Proxy	Mgmt	For	For	For	No
14	Ratify Ernst & Young SA as Auditors	Mgmt	For	For	For	No
15	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

Amarin Corporation Plc

Meeting Date: 05/13/2025

Country: United Kingdom

Ticker: AMRN

Record Date: 03/27/2025

Meeting Type: Annual

Primary Security ID: 023111404

Shares Voted: 229,660

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Meeting for ADR Holders	Mgmt				
1	Elect Director Aaron D. Berg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
2	Elect Director Patrice Bonfiglio	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
3	Elect Director Paul Cohen	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
4	Elect Director Keith L. Horn	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
5	Elect Director Odysseas Kostas	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
6	Elect Director Oliver O'Connor	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
7	Elect Director Louis Sterling, III	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
8	Elect Director Diane E. Sullivan	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
10	Appoint Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
11	Authorize Issue of Equity	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR both proposals is warranted because the proposed amounts and duration are within recommended limits.</i>					
12	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR both proposals is warranted because the proposed amounts and duration are within recommended limits.</i>					
13	Elect Director Michael Torok	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					

Bahnhof AB

Meeting Date: 05/13/2025

Country: Sweden

Ticker: BAHN.B

Record Date: 05/05/2025

Meeting Type: Annual

Primary Security ID: W1785Y117

Shares Voted: 29,687

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Receive Financial Statements and Statutory Reports	Mgmt				
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
7.b	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For	For	No
7.c	Approve Discharge of Board and President	Mgmt	For	For	For	No
8	Approve Remuneration of Directors; Approve Remuneration of Auditor	Mgmt	For	For	For	No
9	Reelect Andreas Norman, Jon Karlung, Anna Ahr, Eric Hasselqvist, Jens Nylander (Chair) and Anders Jensen as Directors; Ratify KPMG AB as Auditor	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because two executives sit on the board with no separate audit and remuneration committees in place.</i>					
10	Approve Issuance of up to 10 Million Shares without Preemptive Rights	Mgmt	For	For	For	No

Bausch Health Companies Inc.

Meeting Date: 05/13/2025

Country: Canada

Ticker: BHC

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 071734107

Shares Voted: 8,204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Thomas J. Appio	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Christian A. Garcia	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Brett M. Icahn	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Sarah B. Kavanagh	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director Frank D. Lee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1f	Elect Director Steven D. Miller	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1g	Elect Director Richard C. Mulligan	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1h	Elect Director John A. Paulson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1i	Elect Director Robert N. Power	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1j	Elect Director Amy B. Wechsler	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For	No
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Burkhalter Holding AG

Meeting Date: 05/13/2025

Country: Switzerland

Ticker: BRKN

Record Date:

Meeting Type: Annual

Primary Security ID: H1145M115

Shares Voted: 2,261

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
2.1	Accept Annual Report	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these routine items are warranted due to a lack of concerns.</i>					
2.2	Accept Annual Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these routine items are warranted due to a lack of concerns.</i>					
2.3	Accept Consolidated Annual Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these routine items are warranted due to a lack of concerns.</i>					
2.4	Receive Auditor's Report (Non-Voting)	Mgmt				
2.5	Approve Non-Financial Report	Mgmt	For	For	For	No
3.1	Approve Discharge of Director Gaudenz Domenig	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the formal discharge of the board of directors are warranted, as there is no evidence that the board members have not fulfilled their fiduciary duties.</i>					
3.2	Approve Discharge of Director Marco Syfrig	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the formal discharge of the board of directors are warranted, as there is no evidence that the board members have not fulfilled their fiduciary duties.</i>					
3.3	Approve Discharge of Director Willy Hueppi	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the formal discharge of the board of directors are warranted, as there is no evidence that the board members have not fulfilled their fiduciary duties.</i>					
3.4	Approve Discharge of Director Michele Novak-Moser	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the formal discharge of the board of directors are warranted, as there is no evidence that the board members have not fulfilled their fiduciary duties.</i>					
3.5	Approve Discharge of Director Nina Remmers	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the formal discharge of the board of directors are warranted, as there is no evidence that the board members have not fulfilled their fiduciary duties.</i>					
3.6	Approve Discharge of Director Diego Brueesch	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the formal discharge of the board of directors are warranted, as there is no evidence that the board members have not fulfilled their fiduciary duties.</i>					
4.1	Approve Allocation of Income and Dividends of CHF 2.425 per Share from Capital Contribution Reserves	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the allocation of income resolutions are warranted due to a lack of concerns.</i>					
4.2	Approve Dividends of CHF 2.425 per Share from Legal Reserves	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the allocation of income resolutions are warranted due to a lack of concerns.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.1	Reelect Gaudenz Domenig as Director and Board Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.6) Votes AGAINST the non-independent nominees: Diego Brueesch, Nina Remmers, Marco Syfrig, Gaudenz Domenig, Willy Hueppi, and Michele Novak-Moser are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members: Diego Brueesch, Marco Syfrig (committee chair), and Nina Remmers are warranted due to the failure to establish a sufficiently independent committee and because Syfrig and Brueesch are executive members. Compensation committee elections (Items 6.1– 6.3) Votes AGAINST the non-independent nominees: Gaudenz Domenig, Willy Hueppi, and Michele Novak-Moser are warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						
5.2	Reelect Marco Syfrig as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.6) Votes AGAINST the non-independent nominees: Diego Brueesch, Nina Remmers, Marco Syfrig, Gaudenz Domenig, Willy Hueppi, and Michele Novak-Moser are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members: Diego Brueesch, Marco Syfrig (committee chair), and Nina Remmers are warranted due to the failure to establish a sufficiently independent committee and because Syfrig and Brueesch are executive members. Compensation committee elections (Items 6.1– 6.3) Votes AGAINST the non-independent nominees: Gaudenz Domenig, Willy Hueppi, and Michele Novak-Moser are warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						
5.3	Reelect Willy Hueppi as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.6) Votes AGAINST the non-independent nominees: Diego Brueesch, Nina Remmers, Marco Syfrig, Gaudenz Domenig, Willy Hueppi, and Michele Novak-Moser are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members: Diego Brueesch, Marco Syfrig (committee chair), and Nina Remmers are warranted due to the failure to establish a sufficiently independent committee and because Syfrig and Brueesch are executive members. Compensation committee elections (Items 6.1– 6.3) Votes AGAINST the non-independent nominees: Gaudenz Domenig, Willy Hueppi, and Michele Novak-Moser are warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						
5.4	Reelect Michele Novak-Moser as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.6) Votes AGAINST the non-independent nominees: Diego Brueesch, Nina Remmers, Marco Syfrig, Gaudenz Domenig, Willy Hueppi, and Michele Novak-Moser are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members: Diego Brueesch, Marco Syfrig (committee chair), and Nina Remmers are warranted due to the failure to establish a sufficiently independent committee and because Syfrig and Brueesch are executive members. Compensation committee elections (Items 6.1– 6.3) Votes AGAINST the non-independent nominees: Gaudenz Domenig, Willy Hueppi, and Michele Novak-Moser are warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						
5.5	Reelect Nina Remmers as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.6) Votes AGAINST the non-independent nominees: Diego Brueesch, Nina Remmers, Marco Syfrig, Gaudenz Domenig, Willy Hueppi, and Michele Novak-Moser are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members: Diego Brueesch, Marco Syfrig (committee chair), and Nina Remmers are warranted due to the failure to establish a sufficiently independent committee and because Syfrig and Brueesch are executive members. Compensation committee elections (Items 6.1– 6.3) Votes AGAINST the non-independent nominees: Gaudenz Domenig, Willy Hueppi, and Michele Novak-Moser are warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.6	Reelect Diego Brueesch as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.6) Votes AGAINST the non-independent nominees: Diego Brueesch, Nina Remmers, Marco Syfrig, Gaudenz Domenig, Willy Hueppi, and Michele Novak-Moser are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members: Diego Brueesch, Marco Syfrig (committee chair), and Nina Remmers are warranted due to the failure to establish a sufficiently independent committee and because Syfrig and Brueesch are executive members. Compensation committee elections (Items 6.1– 6.3) Votes AGAINST the non-independent nominees: Gaudenz Domenig, Willy Hueppi, and Michele Novak-Moser are warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						
6.1	Reappoint Gaudenz Domenig as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.6) Votes AGAINST the non-independent nominees: Diego Brueesch, Nina Remmers, Marco Syfrig, Gaudenz Domenig, Willy Hueppi, and Michele Novak-Moser are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members: Diego Brueesch, Marco Syfrig (committee chair), and Nina Remmers are warranted due to the failure to establish a sufficiently independent committee and because Syfrig and Brueesch are executive members. Compensation committee elections (Items 6.1– 6.3) Votes AGAINST the non-independent nominees: Gaudenz Domenig, Willy Hueppi, and Michele Novak-Moser are warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						
6.2	Reappoint Willy Hueppi as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.6) Votes AGAINST the non-independent nominees: Diego Brueesch, Nina Remmers, Marco Syfrig, Gaudenz Domenig, Willy Hueppi, and Michele Novak-Moser are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members: Diego Brueesch, Marco Syfrig (committee chair), and Nina Remmers are warranted due to the failure to establish a sufficiently independent committee and because Syfrig and Brueesch are executive members. Compensation committee elections (Items 6.1– 6.3) Votes AGAINST the non-independent nominees: Gaudenz Domenig, Willy Hueppi, and Michele Novak-Moser are warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						
6.3	Reappoint Michele Novak-Moser as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1 – 5.6) Votes AGAINST the non-independent nominees: Diego Brueesch, Nina Remmers, Marco Syfrig, Gaudenz Domenig, Willy Hueppi, and Michele Novak-Moser are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members: Diego Brueesch, Marco Syfrig (committee chair), and Nina Remmers are warranted due to the failure to establish a sufficiently independent committee and because Syfrig and Brueesch are executive members. Compensation committee elections (Items 6.1– 6.3) Votes AGAINST the non-independent nominees: Gaudenz Domenig, Willy Hueppi, and Michele Novak-Moser are warranted because of the failure to establish a majority-independent committee and because their elections to the board do not warrant support.</i>						
7	Designate Dieter Brunner as Independent Proxy	Mgmt	For	For	For	No
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For	No
9.1	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For	For	No

Burkhalter Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	For	For	No
Voting Policy Rationale: Item 9.2 A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns. Item 9.3 A vote AGAINST this proposal is warranted because: * There are inadequate ex-post disclosures to explain performance achievements underlying the requested variable payouts. * While payouts under the LTI are capped relative to the EPS result, there is no absolute upper limit. * The report does not directly address last year's low approval rate. * The company has not provided shareholders with a non-binding resolution on the remuneration report, this is the most appropriate item for expressing a view on the company's variable remuneration practices.						
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Item 9.2 A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns. Item 9.3 A vote AGAINST this proposal is warranted because: * There are inadequate ex-post disclosures to explain performance achievements underlying the requested variable payouts. * While payouts under the LTI are capped relative to the EPS result, there is no absolute upper limit. * The report does not directly address last year's low approval rate. * The company has not provided shareholders with a non-binding resolution on the remuneration report, this is the most appropriate item for expressing a view on the company's variable remuneration practices.						
10	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

Buzzi SpA

Meeting Date: 05/13/2025	Country: Italy	Ticker: BZU
Record Date: 05/02/2025	Meeting Type: Annual/Special	
Primary Security ID: T2320M109		

Shares Voted: 55,112						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.						
2	Approve Allocation of Income	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST because the holding limit of up to 10 percent of share capital in treasury may be exceeded.						
4.1	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST because: The company failed to establish a remuneration committee. Termination payments may exceed 24 months' pay.						
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt				
5	Appoint Massimo De Buglio as Alternate Internal Statutory Auditor	SH	None	For	For	No
	Extraordinary Business	Mgmt				
	Management Proposal	Mgmt				
1	Amend Company Bylaws Re: Article 21	Mgmt	For	For	For	No

Chesnara Plc

Meeting Date: 05/13/2025Country: United KingdomTicker: CSN

Record Date: 05/09/2025Meeting Type: Annual

Primary Security ID: G20912104

Shares Voted: 5,345						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Steve Murray as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.						
5	Re-elect Carol Hagh as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.						
6	Re-elect Karin Bergstein as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.						
7	Re-elect Luke Savage as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Eamonn Flanagan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>						
9	Re-elect Tom Howard as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>						
10	Elect Gail Tucker as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>						
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise Issue of Equity in Relation to the Issuance of Restricted Tier 1 Instruments	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Restricted Tier 1 Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.</i>						
19	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Restricted Tier 1 Instruments	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Restricted Tier 1 Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.</i>						
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Meeting Date: 05/13/2025

Country: Sweden

Ticker: CONTX

Record Date: 05/05/2025

Meeting Type: Annual

Primary Security ID: W22435114

Shares Voted: 2,352

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Receive Financial Statements and Statutory Reports	Mgmt				
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
7.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
7.c	Approve Discharge of Board and President	Mgmt	For	For	For	No
8	Determine Number of Members (3) and Deputy Members (0) of Board (Monsun AS); Determine Number of Members (5) and Deputy Members (0) of Board (M. Hedlund and S. Gunter-Hanssen); Determine Number of Auditors (1) and Deputy (0) Auditors	Mgmt	For	For	For	No
9	Reelect O. Sanden and M. Ingvar as Directors; Elect C. Ljungberg as Director (Monsun AS); Reelect O. Sanden, M. Ingvar, M. Hedlund and S. Gunter-Hanssen as Directors; Elect C. Ljungberg as Director (M. Hedlund and S. Gunter-Hanssen); Ratify Auditor	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST both proposals is warranted because there is a lack of gender diversity on the board.</i>					

ContextVision AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Approve Remuneration of Directors in the Aggregate Amount of SEK 926,000 (Monsun AS); Approve Remuneration of Directors in the Aggregate Amount of SEK 1.5 Million (M. Hedlund and S. Gunter-Hanssen); Approve Remuneration of Auditors	Mgmt	For	For	For	No
11	Approve Nomination Committee Procedures	Mgmt	For	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	For	No
13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
14	Authorize Share Repurchase Program	Mgmt	For	For	For	No
15	Approve Incentive Program LTIP 2025 for Key Employees	Mgmt	For	For	For	No
16	Close Meeting	Mgmt				

Cuckoo Holdings Co., Ltd.

Meeting Date: 05/13/2025

Record Date: 04/16/2025

Primary Security ID: Y1823J104

Country: South Korea

Meeting Type: Special

Ticker: 192400

Shares Voted: 8,025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Koo Bon-hak as Inside Director	Mgmt	For	For	For	No

DMCI Holdings, Inc.

Meeting Date: 05/13/2025

Record Date: 03/31/2025

Primary Security ID: Y2088F100

Country: Philippines

Meeting Type: Annual

Ticker: DMC

Shares Voted: 955,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Minutes of the Special Stockholders' Meeting	Mgmt	For	For	For	No
2	Approve Management Report	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Ratify Acts of the Board of Directors and Officers as Contained in the Attached Annual Report, the Audited Financial Statements of the Corporation for the Year Ended December 31, 2024 and Discussed in Item 9 (2) of the Information Statement	Mgmt	For	For	For	No
4	Appoint SGV & Co. as Independent External Auditors	Mgmt	For	For	For	No
	Elect 9 Directors by Cumulative Voting	Mgmt				
5.1	Elect Isidro A. Consunji as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.2) is warranted due to overboarding concerns. A vote FOR the election of all other director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and the absence of other corporate governance concerns.</i>						
5.2	Elect Cesar A. Buenaventura as Director	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.2) is warranted due to overboarding concerns. A vote FOR the election of all other director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and the absence of other corporate governance concerns.</i>						
5.3	Elect Jorge A. Consunji as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.2) is warranted due to overboarding concerns. A vote FOR the election of all other director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and the absence of other corporate governance concerns.</i>						
5.4	Elect Ma. Edwina C. Laperal as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.2) is warranted due to overboarding concerns. A vote FOR the election of all other director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and the absence of other corporate governance concerns.</i>						
5.5	Elect Luz Consuelo A. Consunji as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.2) is warranted due to overboarding concerns. A vote FOR the election of all other director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and the absence of other corporate governance concerns.</i>						
5.6	Elect Maria Cristina C. Gotianun as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.2) is warranted due to overboarding concerns. A vote FOR the election of all other director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and the absence of other corporate governance concerns.</i>						
5.7	Elect Roberto L. Panlilio as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.2) is warranted due to overboarding concerns. A vote FOR the election of all other director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and the absence of other corporate governance concerns.</i>						

DMCI Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.8	Elect Bernardo M. Villegas as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.2) is warranted due to overboarding concerns. A vote FOR the election of all other director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and the absence of other corporate governance concerns.						
5.9	Elect Cynthia R. Del Castillo as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.2) is warranted due to overboarding concerns. A vote FOR the election of all other director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and the absence of other corporate governance concerns.						

DRI Healthcare Trust

Meeting Date: 05/13/2025Country: CanadaTicker: DHT.UN

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: 23344H109

Shares Voted: 15,251

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1A	Elect Trustee Gary Collins	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1B	Elect Trustee Ali Hedayat	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1C	Elect Trustee Kevin Layden	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1D	Elect Trustee Athana Mentzelopoulos	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1E	Elect Trustee Paul Mussenden	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1F	Elect Trustee Poonam Puri	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1G	Elect Trustee Tamara Vrooman	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For	No

Meeting Date: 05/13/2025	Country: Sweden	Ticker: EPEN
Record Date: 05/05/2025	Meeting Type: Annual	
Primary Security ID: W1252B103		

Shares Voted: 3,227

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
2.1	Elect Peter Nilsson as Chair of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
3	Prepare and Approve List of Shareholders	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
7	Receive President's Report	Mgmt				
	Voting Policy Rationale: These are routine, non-voting items.					
8	Receive Financial Statements and Statutory Reports	Mgmt				
	Voting Policy Rationale: These are routine, non-voting items.					
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9.b	Approve Allocation of Income and Dividends of SEK 1.25 Per Share	Mgmt	For	For	For	No
9.c1	Approve Discharge of Peter Nilsson	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.					
9.c2	Approve Discharge of Johan Wester	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.					
9.c3	Approve Discharge of Karin Gunnarsson	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.c4	Approve Discharge of Lars Eklof	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c5	Approve Discharge of Jonas Hard	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c6	Approve Discharge of CEO Jenny Sjodahl	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10	Approve Remuneration Report	Mgmt	For	For	For	No
11	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For	No
12	Approve Remuneration of Directors in the Amount of SEK 695,000 for Chair, and SEK 290,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For	No
13.1	Reelect Peter Nilsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per Allmer, Lars Eklof, Karin Gunnarsson, Jonas Hard and Johan Wester (Items 13.2-13.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Although Per Nilsson (13.1) would be considered overboarded upon election as chairman of the board, support for his election as a regular director is warranted because shareholders are able to vote on his election as board chairman separately.</i>						
13.2	Reelect Johan Wester as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per Allmer, Lars Eklof, Karin Gunnarsson, Jonas Hard and Johan Wester (Items 13.2-13.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Although Per Nilsson (13.1) would be considered overboarded upon election as chairman of the board, support for his election as a regular director is warranted because shareholders are able to vote on his election as board chairman separately.</i>						
13.3	Reelect Karin Gunnarsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per Allmer, Lars Eklof, Karin Gunnarsson, Jonas Hard and Johan Wester (Items 13.2-13.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Although Per Nilsson (13.1) would be considered overboarded upon election as chairman of the board, support for his election as a regular director is warranted because shareholders are able to vote on his election as board chairman separately.</i>						
13.4	Reelect Lars Eklof as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per Allmer, Lars Eklof, Karin Gunnarsson, Jonas Hard and Johan Wester (Items 13.2-13.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Although Per Nilsson (13.1) would be considered overboarded upon election as chairman of the board, support for his election as a regular director is warranted because shareholders are able to vote on his election as board chairman separately.</i>						
13.5	Reelect Jonas Hard as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per Allmer, Lars Eklof, Karin Gunnarsson, Jonas Hard and Johan Wester (Items 13.2-13.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Although Per Nilsson (13.1) would be considered overboarded upon election as chairman of the board, support for his election as a regular director is warranted because shareholders are able to vote on his election as board chairman separately.</i>						

Ependion AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13.6	Elect Per Allmer as New Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Per Allmer, Lars Eklof, Karin Gunnarsson, Jonas Hard and Johan Wester (Items 13.2-13.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Although Per Nilsson (13.1) would be considered overboarded upon election as chairman of the board, support for his election as a regular director is warranted because shareholders are able to vote on his election as board chairman separately.						
13.7	Reelect Peter Nilsson as Board Chair	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the election of Peter Nilsson as board chair is warranted as his election would classify him as overboarded, given his external executive position.						
14.1	Ratify KPMG AB as Auditor	Mgmt	For	For	For	No
15	Approve Issuance of Shares in Connection with Acquisition of Welotec GmbH	Mgmt	For	For	For	No
16	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For	No
17.A	Approve Long-Term Performance Based Incentive Program LTI 2025/2028	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because the performance period is less than three years.						
17.B	Approve Equity Plan Financing	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.						
18	Authorize Reissuance of Repurchased Shares in Connection with Incentive Plan	Mgmt	For	For	For	No
19	Close Meeting	Mgmt				

Ferretti SpA

Meeting Date: 05/13/2025	Country: Italy	Ticker: YACHT
Record Date: 05/02/2025	Meeting Type: Annual	
Primary Security ID: T4R20P128		

Shares Voted: 13,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.(a)	Ordinary Business	Mgmt				
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns.						
1.(b)	Approve Allocation of Income and Dividend Distribution	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.(a)	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST because: * Termination payments can be in excess of 24 months' pay. * The board maintains excessively broad derogation powers. * The lack of a long-term incentive plan and the generous fixed pay of the CEO suggests that the company's remuneration approach is primarily oriented toward the short-termism.						
2.(b)	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST because: * The level of pay for the CEO was excessive relative to peers and company performance. * The company provides insufficient ex-post information on variable remuneration.						
3.(a)	Elect Tan Ning as Director and Approve Director's Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: The election of these nominees warrants a vote AGAINST because the resulting board is insufficiently independent and gender diversity requirements are not met. In addition, executive director Tan Ning is a remuneration committee member.						
3.(b)	Elect Hao Qinggui as Director and Approve Director's Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: The election of these nominees warrants a vote AGAINST because the resulting board is insufficiently independent and gender diversity requirements are not met. In addition, executive director Tan Ning is a remuneration committee member.						

Finning International Inc.

Meeting Date: 05/13/2025Country: CanadaTicker: FTT

Record Date: 03/21/2025Meeting Type: Annual

Primary Security ID: 318071404

Shares Voted: 149,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Mary Lou Kelley	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.2	Elect Director Andres J. Kuhlmann	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.3	Elect Director Kevin Parkes	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.4	Elect Director Michael C. Putnam	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.5	Elect Director John R. Rhind	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.6	Elect Director Charles F. Ruigrok	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						

Finning International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.7	Elect Director Edward R. Seraphim	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.8	Elect Director Manjit K. Sharma	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.9	Elect Director Nancy G. Tower	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

freenet AG

Meeting Date: 05/13/2025

Country: Germany

Ticker: FNTN

Record Date: 05/06/2025

Meeting Type: Annual

Primary Security ID: D3689Q134

Shares Voted: 60,963

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.97 per Share	Mgmt	For	For	For	No
3.1	Approve Discharge of Management Board Member Christoph Vilanek for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3.2	Approve Discharge of Management Board Member Ingo Arnold for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3.3	Approve Discharge of Management Board Member Nicole Engenhardt-Gille for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.4	Approve Discharge of Management Board Member Stephan Esch for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3.5	Approve Discharge of Management Board Member Antonius Fromme for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3.6	Approve Discharge of Management Board Member Rickmann von Platen for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.1	Approve Discharge of Supervisory Board Member Marc Tuengler for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.2	Approve Discharge of Supervisory Board Member Knut Mackeprang for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.3	Approve Discharge of Supervisory Board Member Claudia Anderleit for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.4	Approve Discharge of Supervisory Board Member Theo-Benneke Bretsch for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.5	Approve Discharge of Supervisory Board Member Sabine Christiansen for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.6	Approve Discharge of Supervisory Board Member Thomas Karlovits for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.7	Approve Discharge of Supervisory Board Member Kerstin Lopatta for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.8	Approve Discharge of Supervisory Board Member Tobias Marx for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.9	Approve Discharge of Supervisory Board Member Frank Suwald for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.10	Approve Discharge of Supervisory Board Member Robert Weidinger for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.11	Approve Discharge of Supervisory Board Member Petra Winter for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.12	Approve Discharge of Supervisory Board Member Miriam Wohlfarth for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For	No
5.2	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	For	No
7	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For	No
8	Approve Creation of EUR 23.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed issuance authorizations are warranted because the exclusion of preemptive rights is limited to 10 percent of the share capital across all authorizations.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 594.5 Million; Approve Creation of EUR 11.9 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed issuance authorizations are warranted because the exclusion of preemptive rights is limited to 10 percent of the share capital across all authorizations.						

Information Services Corporation

Meeting Date: 05/13/2025	Country: Canada	Ticker: ISC
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 45676A105		

Shares Voted: 1,223						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Roger Brandvold	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1b	Elect Director Tony Guglielmin	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1c	Elect Director Iraj Pourian	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1d	Elect Director Laurie Powers	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1e	Elect Director Jim Roche	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1f	Elect Director Heather D. Ross	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1g	Elect Director Dion E. Tchorzewski	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

IONOS Group SE

Meeting Date: 05/13/2025	Country: Germany	Ticker: IOS
Record Date: 05/06/2025	Meeting Type: Annual	
Primary Security ID: D3R77H101		

Shares Voted: 31,474

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3.1	Approve Discharge of Supervisory Board Member Ralph Dommermuth for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3.2	Approve Discharge of Supervisory Board Member Rene Obermann for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3.3	Approve Discharge of Supervisory Board Member Claudia Borgas-Herold for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3.4	Approve Discharge of Supervisory Board Member Kurt Dobitsch for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3.5	Approve Discharge of Supervisory Board Member Vanessa Stuetzle for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3.6	Approve Discharge of Supervisory Board Member Martin Mildner for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for Fiscal Year 2025 and the First Quarter of Fiscal Year 2026	Mgmt	For	For	For	No

IONOS Group SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
5	Approve Remuneration Report	Mgmt	For	For	For	No
6	Elect Carsten Theurer to the Supervisory Board	Mgmt	For	For	For	No

Lindab International AB

Meeting Date: 05/13/2025 **Country:** Sweden **Ticker:** LIAB
Record Date: 05/05/2025 **Meeting Type:** Annual
Primary Security ID: W56316107

Shares Voted: 28,485						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Open Meeting; Elect Peter Nilsson as Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Receive CEO's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
7	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8.b	Approve Allocation of Income and Dividends of SEK 5.40 Per Share	Mgmt	For	For	For	No
8.c1	Approve Discharge of Peter Nilsson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.c2	Approve Discharge of Anette Frumerie	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c3	Approve Discharge of Marcus Hedblom	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c4	Approve Discharge of Per Bertland	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c5	Approve Discharge of Sonat Burman-Olsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c6	Approve Discharge of Staffan Pehrson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c7	Approve Discharge of Viveka Ekberg	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c8	Approve Discharge of Pontus Andersson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c9	Approve Discharge of Ulf Jonsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c10	Approve Discharge of CEO Ola Ringdahl	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For	No
10.1	Approve Remuneration of Directors in the Amount of SEK 1.47 Million for Chair, SEK 575,000 to Other Directors and SEK 26,250 to Employee Representatives; Approve Committee Fees	Mgmt	For	For	For	No
10.2	Approve Remuneration of Auditor	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.a	Reelect Peter Nilsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates (Items 11.a-11.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
11.b	Reelect Viveka Ekberg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates (Items 11.a-11.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
11.c	Reelect Sonat Burman-Olsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates (Items 11.a-11.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
11.d	Reelect Anette Frumerie as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates (Items 11.a-11.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
11.e	Reelect Per Bertland as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates (Items 11.a-11.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
11.f	Reelect Marcus Hedblom as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates (Items 11.a-11.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
11.g	Reelect Staffan Pehrson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates (Items 11.a-11.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
11.h	Reelect Peter Nilsson as Board Chair	Mgmt	For	For	For	No
12.1	Ratify Deloitte as Auditor	Mgmt	For	For	For	No
13	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the poor disclosure on the annual bonus performance metrics.</i>						
14	Approve Stock Option Plan for Key Employees	Mgmt	For	For	For	No
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
16	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For	No
17	Close Meeting	Mgmt				

Meeting Date: 05/13/2025

Country: United Kingdom

Ticker: MACF

Record Date: 05/09/2025

Meeting Type: Annual

Primary Security ID: G57316104

Shares Voted: 20,417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Aleen Gulvanessian as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
6	Re-elect Peter Atkinson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
7	Re-elect Ivor Gray as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
8	Re-elect James Baird as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
9	Re-elect Laura Whyte as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
10	Elect David Stirling as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Approve 2025 Performance Share Plan	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						

Macfarlane Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

OKEA ASA

Meeting Date: 05/13/2025	Country: Norway	Ticker: OKEA
Record Date: 05/06/2025	Meeting Type: Annual	
Primary Security ID: R6S49E100		

Shares Voted: 21,920						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	For	For	No
5	Approve Remuneration Statement	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because of the following: * The lack of rationale provided for the CEOs increase in annual base salary * The lack of metric disclosure for the STIP. * Performance being assessed annually under the company's LTIP.						
6	Approve Company's Corporate Governance Statement	Mgmt	For	For	For	No
7	Approve Remuneration of Auditors	Mgmt	For	For	For	No
8.1	Reelect Mike Fischer (Vice Chair) as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Phatpuree Chinkulkitnivat, Michael William (Mike) Fischer, Nicola Gordon, Jon Arnt Jacobsen, Pairoj Kaweeyanun, Rune Olav Pedersen and Elizabeth Anne (Liz) Williamson-Holland (Items 8.1-8.7) is warranted due to a lack of concern regarding the composition of the board or its committees.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.2	Reelect Rune Olav Pedersen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Phatpuree Chinkulkitnivat, Michael William (Mike) Fischer, Nicola Gordon, Jon Arnt Jacobsen, Pairoj Kaweeyanun, Rune Olav Pedersen and Elizabeth Anne (Liz) Williamson-Holland (Items 8.1-8.7) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
8.3	Reelect Nicola Gordon as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Phatpuree Chinkulkitnivat, Michael William (Mike) Fischer, Nicola Gordon, Jon Arnt Jacobsen, Pairoj Kaweeyanun, Rune Olav Pedersen and Elizabeth Anne (Liz) Williamson-Holland (Items 8.1-8.7) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
8.4	Reelect Jon Arnt Jacobsen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Phatpuree Chinkulkitnivat, Michael William (Mike) Fischer, Nicola Gordon, Jon Arnt Jacobsen, Pairoj Kaweeyanun, Rune Olav Pedersen and Elizabeth Anne (Liz) Williamson-Holland (Items 8.1-8.7) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
8.5	Reelect Phatpuree Chinkulkitnivat as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Phatpuree Chinkulkitnivat, Michael William (Mike) Fischer, Nicola Gordon, Jon Arnt Jacobsen, Pairoj Kaweeyanun, Rune Olav Pedersen and Elizabeth Anne (Liz) Williamson-Holland (Items 8.1-8.7) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
8.6	Reelect Elizabeth Williamson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Phatpuree Chinkulkitnivat, Michael William (Mike) Fischer, Nicola Gordon, Jon Arnt Jacobsen, Pairoj Kaweeyanun, Rune Olav Pedersen and Elizabeth Anne (Liz) Williamson-Holland (Items 8.1-8.7) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
8.7	Elect Pairoj Kaweeyanun as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Phatpuree Chinkulkitnivat, Michael William (Mike) Fischer, Nicola Gordon, Jon Arnt Jacobsen, Pairoj Kaweeyanun, Rune Olav Pedersen and Elizabeth Anne (Liz) Williamson-Holland (Items 8.1-8.7) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
9.1	Elect Sverre Strandenes as Member of the Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.</i>						
9.2	Elect Finn Haugan as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.</i>						
10	Approve Remuneration of Directors and Nominating Committee	Mgmt	For	For	For	No
11	Approve Creation of NOK 1.6 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because it may be used to thwart takeovers, and because the volume limit is excessive.</i>						
12	Authorize Board to Distribute Dividends	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Authorize Share Repurchase Program	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this repurchase authorization is warranted because it may be used to thwart takeovers.						

Paramount Resources Ltd.

Meeting Date: 05/13/2025	Country: Canada	Ticker: POU
Record Date: 03/28/2025	Meeting Type: Annual	
Primary Security ID: 699320206		

Shares Voted: 67,297						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director James Riddell	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for James Bell as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).						
1b	Elect Director James Bell	Mgmt	For	Withhold	Withhold	Yes
Voting Policy Rationale: Vote WITHHOLD for James Bell as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).						
1c	Elect Director Shane Fildes	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for James Bell as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).						
1d	Elect Director Wilfred Gobert	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for James Bell as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).						
1e	Elect Director Dirk Junge	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for James Bell as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).						
1f	Elect Director Kim Lynch Proctor	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for James Bell as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).						
1g	Elect Director Keith MacLeod	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for James Bell as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).						
1h	Elect Director Jill McAuley	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for James Bell as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).						
1i	Elect Director Susan Riddell Rose	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for James Bell as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

Total Energy Services Inc.

Meeting Date: 05/13/2025

Country: Canada

Ticker: TOT

Record Date: 03/25/2025

Meeting Type: Annual

Primary Security ID: 89154B102

Shares Voted: 5,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director George Chow	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.2	Elect Director Glenn Dagenais	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.3	Elect Director Daniel K. Halyk	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.4	Elect Director Jessica Kirstine	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.5	Elect Director Tim McMillan	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.6	Elect Director Ken Mullen	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
2	Approve MNP LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

VBG Group AB

Meeting Date: 05/13/2025

Country: Sweden

Ticker: VBG.B

Record Date: 05/05/2025

Meeting Type: Annual

Primary Security ID: W9807W100

Shares Voted: 7,816

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
7	Receive Financial Statements and Statutory Reports	Mgmt				
<i>Voting Policy Rationale: These are routine, non-voting items.</i>						
8	Receive Board's Report	Mgmt				
<i>Voting Policy Rationale: These are routine, non-voting items.</i>						
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9.b	Approve Allocation of Income and Dividends of SEK 7.25 Per Share	Mgmt	For	For	For	No
9.c1	Approve Discharge of Johnny Alvarsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c2	Approve Discharge of Peter Augustsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c3	Approve Discharge of Anders Birgersson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c4	Approve Discharge of Anders Erken	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c5	Approve Discharge of Louise Nicolin	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c6	Approve Discharge of Mats R Karlsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c7	Approve Discharge of Anna Stalenbring	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c8	Approve Discharge of Alexander Andersson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.c9	Approve Discharge of Cecilia Pettersson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c10	Approve Discharge of Anders Erken (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.a	Determine Number of Members (6) and Deputy Members of Board (0)	Mgmt	For	For	For	No
10.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
11.a	Approve Remuneration of Directors in the Amount of SEK 730,000 for Chair and SEK 315,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
11.b	Approve Remuneration of Auditor	Mgmt	For	For	For	No
12.a	Reelect Anders Birgersson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anders Birgersson, Anders Erken, Peter Augustsson, Mats Karlsson, Louise Nicolin and Anna Stalenbring (Items 12.a-12.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
12.b	Reelect Peter Augustsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anders Birgersson, Anders Erken, Peter Augustsson, Mats Karlsson, Louise Nicolin and Anna Stalenbring (Items 12.a-12.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
12.c	Reelect Louise Nicolin as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anders Birgersson, Anders Erken, Peter Augustsson, Mats Karlsson, Louise Nicolin and Anna Stalenbring (Items 12.a-12.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
12.d	Reelect Mats R Karlsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anders Birgersson, Anders Erken, Peter Augustsson, Mats Karlsson, Louise Nicolin and Anna Stalenbring (Items 12.a-12.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
12.e	Reelect Anna Stalenbring as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anders Birgersson, Anders Erken, Peter Augustsson, Mats Karlsson, Louise Nicolin and Anna Stalenbring (Items 12.a-12.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
12.f	Reelect Anders Erken as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anders Birgersson, Anders Erken, Peter Augustsson, Mats Karlsson, Louise Nicolin and Anna Stalenbring (Items 12.a-12.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						

VBG Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12.g	Reelect Anders Birgersson as Board Chair	Mgmt	For	For	For	No
13	Ratify Ernst & Young AB as Auditor	Mgmt	For	For	For	No
14	Approve Remuneration Report	Mgmt	For	For	For	No
15	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
16	Close Meeting	Mgmt				

WashTec AG

Meeting Date: 05/13/2025 **Country:** Germany **Ticker:** WSU
Record Date: 04/21/2025 **Meeting Type:** Annual
Primary Security ID: D9545B104

Shares Voted: 977						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 2.40 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
5	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the Fiscal Year 2025	Mgmt	For	For	For	No
6	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
7	Elect Susanne Heckelsberger to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i>						
8	Approve Increase in Size of Board to Six Members	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Elect Sabine Aissaoui to the Supervisory Board, if Item 8 is Approved	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.						
10	Approve Creation of EUR 8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For	No
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
12	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The company deviated from the remuneration system in connection with the appointment of the new CEO/CTO. Additionally, the new CEO/CTO received a guaranteed STI. Concern is raised regarding the lack of a detailed and compelling explanation for these actions. * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. * Performance-based variable compensation was paid to non-executive directors in FY 2024.						
13	Approve Management Board Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The proposed policy contains significant scope for the award of discretionary payments via extraordinary bonuses. * Performance targets under the STI are defined in vague terms without concrete KPIs and metric weightings. * While the derogation clause defines certain components, it does not specify to what extent derogation may apply.						
14	Approve Supervisory Board Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Item 14 A vote AGAINST the supervisory board remuneration policy is warranted because it states that the AGM may continue to resolve to establish one or more long-term variable remuneration components to non-executive directors. Item 15 A vote AGAINST this proposal is warranted because it introduces a new LTIP for non-executive directors.						
15	Approve Long-Term Variable Remuneration of Supervisory Board 2025-2027	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Item 14 A vote AGAINST the supervisory board remuneration policy is warranted because it states that the AGM may continue to resolve to establish one or more long-term variable remuneration components to non-executive directors. Item 15 A vote AGAINST this proposal is warranted because it introduces a new LTIP for non-executive directors.						
16	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For	No

Yield Microelectronics Corp.

Meeting Date: 05/13/2025Country: TaiwanTicker: 6423

Record Date: 03/14/2025Meeting Type: Annual

Primary Security ID: Y9840J106

Shares Voted: 43,394						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.</i>						
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve the Issuance of New Shares by Capitalization of Profit	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.</i>						
5	Approve Issuance of New Shares through Cash Capital Increase for Public Offering Before Transferring to the Main Board TSE/OTC and Existing Shareholders' Waiving of Preemption Rights on New Shares	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
6.1	Elect HUANG,WEN-CHIEN with SHAREHOLDER NO.0000002 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the director nominees PAN,YEN-MIN, WU,CHING-YI and LIN,YUEH-HSIA under Items 6.6-6.8 is warranted because considered by the company as independent directors, PAN,YEN-MIN, WU,CHING-YI and LIN,YUEH-HSIA are non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 6.2-6.5 is warranted because the independence level will be 11.11 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 6.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
6.2	Elect CHEN,HUNG-WEN with SHAREHOLDER NO.0000072 as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the director nominees PAN,YEN-MIN, WU,CHING-YI and LIN,YUEH-HSIA under Items 6.6-6.8 is warranted because considered by the company as independent directors, PAN,YEN-MIN, WU,CHING-YI and LIN,YUEH-HSIA are non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 6.2-6.5 is warranted because the independence level will be 11.11 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 6.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
6.3	Elect CHEN,YUNG-HUA with SHAREHOLDER NO.0000110 as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the director nominees PAN,YEN-MIN, WU,CHING-YI and LIN,YUEH-HSIA under Items 6.6-6.8 is warranted because considered by the company as independent directors, PAN,YEN-MIN, WU,CHING-YI and LIN,YUEH-HSIA are non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 6.2-6.5 is warranted because the independence level will be 11.11 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 6.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.4	Elect WEI,YA-AN with SHAREHOLDER NO.0000173 as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the director nominees PAN,YEN-MIN, WU,CHING-YI and LIN,YUEH-HSIA under Items 6.6-6.8 is warranted because considered by the company as independent directors, PAN,YEN-MIN, WU,CHING-YI and LIN,YUEH-HSIA are non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 6.2-6.5 is warranted because the independence level will be 11.11 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 6.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
6.5	Elect CHENG,YUEH-SHU with SHAREHOLDER NO.0000014 as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the director nominees PAN,YEN-MIN, WU,CHING-YI and LIN,YUEH-HSIA under Items 6.6-6.8 is warranted because considered by the company as independent directors, PAN,YEN-MIN, WU,CHING-YI and LIN,YUEH-HSIA are non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 6.2-6.5 is warranted because the independence level will be 11.11 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 6.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
6.6	Elect PAN,YEN-MIN with SHAREHOLDER NO.Q120437XXX as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the director nominees PAN,YEN-MIN, WU,CHING-YI and LIN,YUEH-HSIA under Items 6.6-6.8 is warranted because considered by the company as independent directors, PAN,YEN-MIN, WU,CHING-YI and LIN,YUEH-HSIA are non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 6.2-6.5 is warranted because the independence level will be 11.11 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 6.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
6.7	Elect WU,CHING-YI with SHAREHOLDER NO.Q120647XXX as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the director nominees PAN,YEN-MIN, WU,CHING-YI and LIN,YUEH-HSIA under Items 6.6-6.8 is warranted because considered by the company as independent directors, PAN,YEN-MIN, WU,CHING-YI and LIN,YUEH-HSIA are non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 6.2-6.5 is warranted because the independence level will be 11.11 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 6.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
6.8	Elect LIN,YUEH-HSIA with SHAREHOLDER NO.A223284XXX as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the director nominees PAN,YEN-MIN, WU,CHING-YI and LIN,YUEH-HSIA under Items 6.6-6.8 is warranted because considered by the company as independent directors, PAN,YEN-MIN, WU,CHING-YI and LIN,YUEH-HSIA are non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 6.2-6.5 is warranted because the independence level will be 11.11 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 6.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						

Yield Microelectronics Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.9	Elect LI,CHAN-NAN with SHAREHOLDER NO.0000189 as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the director nominees PAN,YEN-MIN, WU,CHING-YI and LIN,YUEH-HSIA under Items 6.6-6.8 is warranted because considered by the company as independent directors, PAN,YEN-MIN, WU,CHING-YI and LIN,YUEH-HSIA are non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 6.2-6.5 is warranted because the independence level will be 11.11 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 6.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
7	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of the proposal.</i>						

ACROBiosystems Co., Ltd.

Meeting Date: 05/14/2025 **Country:** China **Ticker:** 301080
Record Date: 05/08/2025 **Meeting Type:** Annual
Primary Security ID: Y002Z3104

Shares Voted: 33,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
3	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
4	Approve Profit Distribution	Mgmt	For	For	For	No
5	Approve Annual Report and Summary	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
6	Approve Remuneration of Directors and Senior Management Members	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>						
7	Approve Remuneration of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>						
8	Approve Use of Raised Funds and Own Funds for Cash Management	Mgmt	For	Against	Against	Yes

ACROBiosystems Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Approve Authorization of the Board to Handle Matters on Issuing Shares to Specific Parties Through Simplified Procedures	Mgmt	For	For	For	No

Amoy Diagnostics Co., Ltd.

Meeting Date: 05/14/2025 **Country:** China **Ticker:** 300685
Record Date: 05/07/2025 **Meeting Type:** Annual
Primary Security ID: Y0099T101

Shares Voted: 76,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
3	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
4	Approve Annual Report and Summary	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
5	Approve Profit Distribution	Mgmt	For	For	For	No
6	Approve Appointment of Auditor	Mgmt	For	For	For	No
7	Approve Application of Bank Credit Lines	Mgmt	For	For	For	No
8	Approve Use of Funds for Cash Management	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.</i>						
9	Amend Articles of Association	Mgmt	For	For	For	No

Asseco Poland SA

Meeting Date: 05/14/2025 **Country:** Poland **Ticker:** ACP
Record Date: 04/28/2025 **Meeting Type:** Annual
Primary Security ID: X02540130

Shares Voted: 39,063

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Management Proposals Open Meeting; Elect Meeting Chairman	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 1, 3, and 4 are warranted because these are routine meeting formalities. Item 2 is non-voting.</i>						
2	Acknowledge Proper Convening of Meeting	Mgmt				
<i>Voting Policy Rationale: Votes FOR Items 1, 3, and 4 are warranted because these are routine meeting formalities. Item 2 is non-voting.</i>						
3	Elect Members of Vote Counting Commission	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 1, 3, and 4 are warranted because these are routine meeting formalities. Item 2 is non-voting.</i>						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 1, 3, and 4 are warranted because these are routine meeting formalities. Item 2 is non-voting.</i>						
5	Receive Management Board Report on Company's and Group's Operations	Mgmt				
<i>Voting Policy Rationale: These items are non-voting.</i>						
6	Receive Standalone and Consolidated Financial Statements	Mgmt				
<i>Voting Policy Rationale: These items are non-voting.</i>						
7	Receive Auditor's Opinion on Financial Statements	Mgmt				
<i>Voting Policy Rationale: These items are non-voting.</i>						
8	Receive Supervisory Board Report	Mgmt				
<i>Voting Policy Rationale: These items are non-voting.</i>						
9.1	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For	No
9.2	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
9.3	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
10.1	Approve Discharge of Adam Goral (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.2	Approve Discharge of Grzegorz Bartler (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						
10.3	Approve Discharge of Andrzej Dopierala (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						
10.4	Approve Discharge of Krzysztof Groyecki (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						
10.5	Approve Discharge of Marek Panek (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						
10.6	Approve Discharge of Pawel Piwowar (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						
10.7	Approve Discharge of Zbigniew Pomianek (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						
10.8	Approve Discharge of Karolina Rzonca-Bajorek (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						
10.9	Approve Discharge of Slawomir Szmytkowski (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						
10.10	Approve Discharge of Artur Wiza (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						
10.11	Approve Discharge of Gabriela Zukowicz (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						
11.1	Approve Discharge of Jacek Duch (Supervisory Board Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						
11.2	Approve Discharge of Adam Noga (Supervisory Board Deputy Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.3	Approve Discharge of Izabela Albrycht (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						
11.4	Approve Discharge of Piotr Augustyniak (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						
11.5	Approve Discharge of Dariusz Brzeski (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						
11.6	Approve Discharge of Artur Gabor (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						
11.7	Approve Discharge of Piotr Maciag (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						
11.8	Approve Discharge of Tobiasz Solorz (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						
11.9	Approve Discharge of Piotr Zak (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal year 2024.</i>						
12	Approve Allocation of Income and Dividends of PLN 3.94 per Share	Mgmt	For	For	For	No
13	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The STI plan lacks disclosure on specific performance indicators, namely weights, thresholds, targets, as well as their levels of achievement; * The supervisory board is allowed to grant discretionary bonuses. The company offered individual, additional variable remuneration payments to its executive directors and did not disclose sufficient information regarding performance criteria applied.</i>						
14	Amend Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the proposed version of the remuneration policy does not address the major concerns with the current version of the policy.</i>						
	Shareholder Proposals Submitted by Nationale-Nederlanden OFE	Mgmt				

Asseco Poland SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15.1	Recall Supervisory Board Member	SH	None	Against	Against	No
Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because the proponent has failed to disclose the name of the director to be recalled and the name of the nominee to be elected.						
15.2	Elect Supervisory Board Member	SH	None	Against	Against	No
Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because the proponent has failed to disclose the name of the director to be recalled and the name of the nominee to be elected.						
	Management Proposals	Mgmt				
16	Amend Remuneration of Supervisory Board Members	Mgmt	For	For	For	No
17	Amend Statute	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the proposed amendments is warranted because the company has failed to disclose sufficiently compelling rationale to grant the right to appoint the auditor for sustainability reporting to the supervisory board. The proposal may diminish the rights of shareholders.						
18	Close Meeting	Mgmt				

Bird Construction Inc.

Meeting Date: 05/14/2025Country: CanadaTicker: BDT

Record Date: 03/24/2025Meeting Type: Annual

Primary Security ID: 09076P104

Shares Voted: 67,830

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Evelyn Angelle	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.2	Elect Director J. Richard Bird	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.3	Elect Director Steven L. Edwards	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.4	Elect Director J. Kim Fennell	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.5	Elect Director Jennifer F. Koury	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.6	Elect Director Terrance L. McKibbin	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.7	Elect Director Gary Merasty	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						

Bird Construction Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.8	Elect Director Luc J. Messier	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.9	Elect Director Paul R. Raboud	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.10	Elect Director Sophia Saeed	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Carmila SA

Meeting Date: 05/14/2025Country: FranceTicker: CARM

Record Date: 05/12/2025Meeting Type: Annual/Special

Primary Security ID: F1387K266

Shares Voted: 12,309						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.						
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.						
3	Approve Treatment of Losses and Dividends of EUR 1.25 per Share	Mgmt	For	For	For	No
4	Reelect Sogecap as Director	Mgmt	For	For	For	No
Voting Policy Rationale: * Votes FOR the (re)elections of the non-independent nominees (Victoria Tuckwell and Caroline Dassie) are warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 5). * Votes FOR the (re)elections of the independent nominees (Nathalie Robin Florence Habib-Deloncle) are warranted in the absence of specific concerns (Items 6-7).						
5	Reelect Caroline Dassié as Director	Mgmt	For	For	For	No
Voting Policy Rationale: * Votes FOR the (re)elections of the non-independent nominees (Victoria Tuckwell and Caroline Dassie) are warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 5). * Votes FOR the (re)elections of the independent nominees (Nathalie Robin Florence Habib-Deloncle) are warranted in the absence of specific concerns (Items 6-7).						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Reelect Cardiff Assurance Vie as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of the non-independent nominees (Victoria Tuckwell and Caroline Dassie) are warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 5). * Votes FOR the (re)elections of the independent nominees (Nathalie Robin Florence Habib-Deloncle) are warranted in the absence of specific concerns (Items 6-7).</i>						
7	Reelect Predica as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of the non-independent nominees (Victoria Tuckwell and Caroline Dassie) are warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 4 and 5). * Votes FOR the (re)elections of the independent nominees (Nathalie Robin Florence Habib-Deloncle) are warranted in the absence of specific concerns (Items 6-7).</i>						
8	Appoint Deloitte & Associés as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
10	Approve Compensation of Marie Cheval, Chairwoman and CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted as: * The disclosure regarding the annual bonus remains limited. * The company does not disclose the detailed vesting scale of the performance conditions of the granted LTIP. * The structure of the granted LTIP allows for compensation between criteria. * The company does not disclose the vesting level or the achievement of the performance conditions of the 2021 and 2022 LTIP plans.</i>						
11	Approve Compensation of Sébastien Vanhoove, Vice-CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted as: * The disclosure regarding the annual bonus remains limited. * The company does not disclose the detailed vesting scale of the performance conditions of the granted LTIP. * The structure of the granted LTIP allows for compensation between criteria. * The company does not disclose the vesting level or the achievement of the performance conditions of the 2021 and 2022 LTIP plans.</i>						
12	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the CEO's remuneration policy (Item 12) is warranted as: * The company fails to disclose any information regarding the LTIP (vesting period, performance period or performance conditions). * The derogation policy is too broad. A vote AGAINST the Vice-CEO's remuneration policy (Item 13) is warranted as: * Half of the remuneration is outsourced through Carrefour. * The company fails to disclose any information regarding the LTIP (vesting period, performance period or performance conditions). * The derogation policy is too broad.</i>						
13	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the CEO's remuneration policy (Item 12) is warranted as: * The company fails to disclose any information regarding the LTIP (vesting period, performance period or performance conditions). * The derogation policy is too broad. A vote AGAINST the Vice-CEO's remuneration policy (Item 13) is warranted as: * Half of the remuneration is outsourced through Carrefour. * The company fails to disclose any information regarding the LTIP (vesting period, performance period or performance conditions). * The derogation policy is too broad.</i>						
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as: * The company failed to provide a compelling rationale nor any information on the price setting process with respect to a consulting agreement with Carrefour. It is plausible that the continuation of this agreement is in shareholders' interest, but it is impossible to ascertain due to the lack of details. * The secondment agreement with Carrefour reduces Sebastien Vanhoove's remuneration transparency. Outsourcing management and its remuneration compromise the company's transparency.</i>						
16	Approve Company's Climate Transition Plan (Advisory)	Mgmt	For	For	For	No
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
18	Extraordinary Business	Mgmt				
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 400 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 18 and 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 19, 20, 22 and 24 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Items 19 and 20 warrant votes AGAINST because the maximum discount allowed could go beyond the acceptable limit of 10 percent.</i>						
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 165 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 18 and 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 19, 20, 22 and 24 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Items 19 and 20 warrant votes AGAINST because the maximum discount allowed could go beyond the acceptable limit of 10 percent.</i>						
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 165 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 18 and 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 19, 20, 22 and 24 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Items 19 and 20 warrant votes AGAINST because the maximum discount allowed could go beyond the acceptable limit of 10 percent.</i>						
21	Authorize Capital Increase of up to EUR 85 Million for Contributions in Kind	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 18 and 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 19, 20, 22 and 24 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Items 19 and 20 warrant votes AGAINST because the maximum discount allowed could go beyond the acceptable limit of 10 percent.</i>						

Carmila SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: * Votes FOR the authorizations under Items 18 and 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 19, 20, 22 and 24 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Items 19 and 20 warrant votes AGAINST because the maximum discount allowed could go beyond the acceptable limit of 10 percent.						
23	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: * Votes FOR the authorizations under Items 18 and 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 19, 20, 22 and 24 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Items 19 and 20 warrant votes AGAINST because the maximum discount allowed could go beyond the acceptable limit of 10 percent.						
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
27	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions. * The performance period is not disclosed.						
Ordinary Business		Mgmt				
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Cofinimmo SA

Meeting Date: 05/14/2025	Country: Belgium	Ticker: COFB
Record Date: 04/30/2025	Meeting Type: Annual	
Primary Security ID: B25654136		

Shares Voted: 5,156

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				

Cofinimmo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Directors' Reports (Non-Voting)	Mgmt				
<i>Voting Policy Rationale: No vote is required.</i>						
2	Receive Auditors' Reports (Non-Voting)	Mgmt				
<i>Voting Policy Rationale: No vote is required.</i>						
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
4	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
5	Approve Remuneration Report	Mgmt	For	For	For	No
6	Approve Discharge of Directors	Mgmt	For	For	For	No
7	Approve Discharge of Auditors	Mgmt	For	For	For	No
8	Elect Ann Caluwaerts as Independent Director	Mgmt	For	For	For	No
9	Appoint KPMG as Auditor for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For	No
10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For	No
11	Transact Other Business	Mgmt				

Conduit Holdings Ltd.

Meeting Date: 05/14/2025 **Country:** Bermuda **Ticker:** CRE
Record Date: 05/12/2025 **Meeting Type:** Annual
Primary Security ID: G24385109

Shares Voted: 61,183

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Neil Eckert as Director	Mgmt	For	For	For	No

*Voting Policy Rationale: Item 3 A vote FOR the re-election of Neil Eckert is warranted, although it is not without concern because: * He holds the combined office of Chair and CEO, which calls into question whether the Board can adequately oversee and evaluate the performance of senior officers and the Company. Mitigating, the main reason for support is: * His appointment as CEO is on an interim basis until a new CEO has been appointed. Items 4 to 10 A vote FOR the re-election/election of Elaine Whelan, Michelle Smith, Malcolm Furbert, Elizabeth Murphy, Ken Randall, Rebecca Shelley and Stephen Redmond is warranted because no significant concerns have been identified.*

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Re-elect Elaine Whelan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 3 A vote FOR the re-election of Neil Eckert is warranted, although it is not without concern because: * He holds the combined office of Chair and CEO, which calls into question whether the Board can adequately oversee and evaluate the performance of senior officers and the Company. Mitigating, the main reason for support is: * His appointment as CEO is on an interim basis until a new CEO has been appointed. Items 4 to 10 A vote FOR the re-election/election of Elaine Whelan, Michelle Smith, Malcolm Furbert, Elizabeth Murphy, Ken Randall, Rebecca Shelley and Stephen Redmond is warranted because no significant concerns have been identified.</i>						
5	Re-elect Michelle Smith as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 3 A vote FOR the re-election of Neil Eckert is warranted, although it is not without concern because: * He holds the combined office of Chair and CEO, which calls into question whether the Board can adequately oversee and evaluate the performance of senior officers and the Company. Mitigating, the main reason for support is: * His appointment as CEO is on an interim basis until a new CEO has been appointed. Items 4 to 10 A vote FOR the re-election/election of Elaine Whelan, Michelle Smith, Malcolm Furbert, Elizabeth Murphy, Ken Randall, Rebecca Shelley and Stephen Redmond is warranted because no significant concerns have been identified.</i>						
6	Re-elect Malcolm Furbert as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 3 A vote FOR the re-election of Neil Eckert is warranted, although it is not without concern because: * He holds the combined office of Chair and CEO, which calls into question whether the Board can adequately oversee and evaluate the performance of senior officers and the Company. Mitigating, the main reason for support is: * His appointment as CEO is on an interim basis until a new CEO has been appointed. Items 4 to 10 A vote FOR the re-election/election of Elaine Whelan, Michelle Smith, Malcolm Furbert, Elizabeth Murphy, Ken Randall, Rebecca Shelley and Stephen Redmond is warranted because no significant concerns have been identified.</i>						
7	Re-elect Elizabeth Murphy as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 3 A vote FOR the re-election of Neil Eckert is warranted, although it is not without concern because: * He holds the combined office of Chair and CEO, which calls into question whether the Board can adequately oversee and evaluate the performance of senior officers and the Company. Mitigating, the main reason for support is: * His appointment as CEO is on an interim basis until a new CEO has been appointed. Items 4 to 10 A vote FOR the re-election/election of Elaine Whelan, Michelle Smith, Malcolm Furbert, Elizabeth Murphy, Ken Randall, Rebecca Shelley and Stephen Redmond is warranted because no significant concerns have been identified.</i>						
8	Re-elect Ken Randall as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 3 A vote FOR the re-election of Neil Eckert is warranted, although it is not without concern because: * He holds the combined office of Chair and CEO, which calls into question whether the Board can adequately oversee and evaluate the performance of senior officers and the Company. Mitigating, the main reason for support is: * His appointment as CEO is on an interim basis until a new CEO has been appointed. Items 4 to 10 A vote FOR the re-election/election of Elaine Whelan, Michelle Smith, Malcolm Furbert, Elizabeth Murphy, Ken Randall, Rebecca Shelley and Stephen Redmond is warranted because no significant concerns have been identified.</i>						
9	Re-elect Rebecca Shelley as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 3 A vote FOR the re-election of Neil Eckert is warranted, although it is not without concern because: * He holds the combined office of Chair and CEO, which calls into question whether the Board can adequately oversee and evaluate the performance of senior officers and the Company. Mitigating, the main reason for support is: * His appointment as CEO is on an interim basis until a new CEO has been appointed. Items 4 to 10 A vote FOR the re-election/election of Elaine Whelan, Michelle Smith, Malcolm Furbert, Elizabeth Murphy, Ken Randall, Rebecca Shelley and Stephen Redmond is warranted because no significant concerns have been identified.</i>						
10	Elect Stephen Redmond as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 3 A vote FOR the re-election of Neil Eckert is warranted, although it is not without concern because: * He holds the combined office of Chair and CEO, which calls into question whether the Board can adequately oversee and evaluate the performance of senior officers and the Company. Mitigating, the main reason for support is: * His appointment as CEO is on an interim basis until a new CEO has been appointed. Items 4 to 10 A vote FOR the re-election/election of Elaine Whelan, Michelle Smith, Malcolm Furbert, Elizabeth Murphy, Ken Randall, Rebecca Shelley and Stephen Redmond is warranted because no significant concerns have been identified.</i>						

Conduit Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Reappoint KPMG Audit Limited as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
16	Authorise Market Purchase of Common Shares	Mgmt	For	For	For	No

Corbion NV

Meeting Date: 05/14/2025	Country: Netherlands	Ticker: CRBN
Record Date: 04/16/2025	Meeting Type: Annual	
Primary Security ID: N2334V109		

Shares Voted: 7,168

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1.	Open Meeting	Mgmt				
2.	Receive Report of Management Board (Non-Voting)	Mgmt				
3.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
4.	Approve Remuneration Report	Mgmt	For	For	For	No
5.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
6.	Approve Dividends	Mgmt	For	For	For	No
7.	Approve Discharge of Management Board	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>						
9.	Reelect Liz Doherty to Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
10.	Elect Karen-Marie Katholm to Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
11.	Elect Abhijit Bhattacharya to Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
12.	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital for General Purposes	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>						
13.	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 12	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>						
14.	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital in Case of Mergers, Acquisitions, or Strategic Alliances	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because it is not in line with commonly used safeguards regarding volume as this is cumulative to the authorization as requested under Item 12 and 13 (i.e. the management board would be able to issue share up to 20 percent of the issued share capital in total).</i>						
15.	Authorize Repurchase of Shares	Mgmt	For	For	For	No
16.	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For	No
17.	Amend Articles of Association	Mgmt	For	For	For	No
18.	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For	No
19.	Appoint Deloitte Accountants B.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
20.	Other Business (Non-Voting)	Mgmt				
21.	Close Meeting	Mgmt				

Gambling.com Group Limited

Meeting Date: 05/14/2025Country: JerseyTicker: GAMB

Record Date: 03/25/2025Meeting Type: Annual

Primary Security ID: G3R239101

Shares Voted: 16,929

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Director Susan Ball	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST Susan Ball is warranted for failing to address the material weakness in the company's internal controls in consecutive years. A vote FOR Fintan Costello is warranted.						
3	Elect Director Fintan Costello	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Susan Ball is warranted for failing to address the material weakness in the company's internal controls in consecutive years. A vote FOR Fintan Costello is warranted.						
4	Ratify BDO LLP as Auditors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted.						
5	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted.						

Gamma Communications Plc

Meeting Date: 05/14/2025Country: United KingdomTicker: GAMA

Record Date: 05/12/2025Meeting Type: Annual

Primary Security ID: G371B3109

Shares Voted: 50,241

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Remuneration Report	Mgmt	For	For	For	No
5	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Re-elect Martin Hellawell as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 7 A vote FOR the re-election of Martin Hellawell is warranted, although it is not without concern because: * He is the Chair of the Nomination Committee who is considered to be accountable for Board diversity. The current Board composition does not meet the ethnic diversity target set out in the revised UK Listing Rules. The main reasons for support are: * The Board is compliant with the gender diversity targets; and * The Company will consider ethnic diversity when appointing new directors. Items 8-13 A vote FOR the re-election of Bill Castell, Rachel Addison, Charlotta Ginman, Shaun Gregory and Xavier Robert is warranted because no significant concerns have been identified.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Andrew Belshaw as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 7 A vote FOR the re-election of Martin Hellawell is warranted, although it is not without concern because: * He is the Chair of the Nomination Committee who is considered to be accountable for Board diversity. The current Board composition does not meet the ethnic diversity target set out in the revised UK Listing Rules. The main reasons for support are: * The Board is compliant with the gender diversity targets; and * The Company will consider ethnic diversity when appointing new directors. Items 8-13 A vote FOR the re-election of Bill Castell, Rachel Addison, Charlotta Ginman, Shaun Gregory and Xavier Robert is warranted because no significant concerns have been identified.</i>						
9	Re-elect Bill Castell as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 7 A vote FOR the re-election of Martin Hellawell is warranted, although it is not without concern because: * He is the Chair of the Nomination Committee who is considered to be accountable for Board diversity. The current Board composition does not meet the ethnic diversity target set out in the revised UK Listing Rules. The main reasons for support are: * The Board is compliant with the gender diversity targets; and * The Company will consider ethnic diversity when appointing new directors. Items 8-13 A vote FOR the re-election of Bill Castell, Rachel Addison, Charlotta Ginman, Shaun Gregory and Xavier Robert is warranted because no significant concerns have been identified.</i>						
10	Re-elect Rachel Addison as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 7 A vote FOR the re-election of Martin Hellawell is warranted, although it is not without concern because: * He is the Chair of the Nomination Committee who is considered to be accountable for Board diversity. The current Board composition does not meet the ethnic diversity target set out in the revised UK Listing Rules. The main reasons for support are: * The Board is compliant with the gender diversity targets; and * The Company will consider ethnic diversity when appointing new directors. Items 8-13 A vote FOR the re-election of Bill Castell, Rachel Addison, Charlotta Ginman, Shaun Gregory and Xavier Robert is warranted because no significant concerns have been identified.</i>						
11	Re-elect Charlotta Ginman as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 7 A vote FOR the re-election of Martin Hellawell is warranted, although it is not without concern because: * He is the Chair of the Nomination Committee who is considered to be accountable for Board diversity. The current Board composition does not meet the ethnic diversity target set out in the revised UK Listing Rules. The main reasons for support are: * The Board is compliant with the gender diversity targets; and * The Company will consider ethnic diversity when appointing new directors. Items 8-13 A vote FOR the re-election of Bill Castell, Rachel Addison, Charlotta Ginman, Shaun Gregory and Xavier Robert is warranted because no significant concerns have been identified.</i>						
12	Re-elect Shaun Gregory as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 7 A vote FOR the re-election of Martin Hellawell is warranted, although it is not without concern because: * He is the Chair of the Nomination Committee who is considered to be accountable for Board diversity. The current Board composition does not meet the ethnic diversity target set out in the revised UK Listing Rules. The main reasons for support are: * The Board is compliant with the gender diversity targets; and * The Company will consider ethnic diversity when appointing new directors. Items 8-13 A vote FOR the re-election of Bill Castell, Rachel Addison, Charlotta Ginman, Shaun Gregory and Xavier Robert is warranted because no significant concerns have been identified.</i>						
13	Re-elect Xavier Robert as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 7 A vote FOR the re-election of Martin Hellawell is warranted, although it is not without concern because: * He is the Chair of the Nomination Committee who is considered to be accountable for Board diversity. The current Board composition does not meet the ethnic diversity target set out in the revised UK Listing Rules. The main reasons for support are: * The Board is compliant with the gender diversity targets; and * The Company will consider ethnic diversity when appointing new directors. Items 8-13 A vote FOR the re-election of Bill Castell, Rachel Addison, Charlotta Ginman, Shaun Gregory and Xavier Robert is warranted because no significant concerns have been identified.</i>						
14	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						

Gamma Communications Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Adopt New Articles of Association	Mgmt	For	For	For	No

Hafnia Ltd.

Meeting Date: 05/14/2025Country: SingaporeTicker: HAFNI

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

Primary Security ID: Y2990R101

Shares Voted: 507,961

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2.a	Reelect Andreas Sohmen-Pao as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR candidates Su Yin Anand, Peter Read, Donald John Ridgway and Emily Tan (Items 2.b, 2.c, 2.d and 3) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST board chair Andreas Sohmen-Pao (Item 2.a) is warranted due to him being considered overboarded. Additionally, he is the only current member on the remuneration committee while being non-independent.						
2.b	Reelect Donald John Ridgway as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Su Yin Anand, Peter Read, Donald John Ridgway and Emily Tan (Items 2.b, 2.c, 2.d and 3) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST board chair Andreas Sohmen-Pao (Item 2.a) is warranted due to him being considered overboarded. Additionally, he is the only current member on the remuneration committee while being non-independent.						
2.c	Reelect Peter Graham Read as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Su Yin Anand, Peter Read, Donald John Ridgway and Emily Tan (Items 2.b, 2.c, 2.d and 3) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST board chair Andreas Sohmen-Pao (Item 2.a) is warranted due to him being considered overboarded. Additionally, he is the only current member on the remuneration committee while being non-independent.						
2.d	Reelect Anand Su Yin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Su Yin Anand, Peter Read, Donald John Ridgway and Emily Tan (Items 2.b, 2.c, 2.d and 3) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST board chair Andreas Sohmen-Pao (Item 2.a) is warranted due to him being considered overboarded. Additionally, he is the only current member on the remuneration committee while being non-independent.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Elect Emily Tan as New Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Su Yin Anand, Peter Read, Donald John Ridgway and Emily Tan (Items 2.b, 2.c, 2.d and 3) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST board chair Andreas Sohmen-Pao (Item 2.a) is warranted due to him being considered overboarded. Additionally, he is the only current member on the remuneration committee while being non-independent.						
4	Reelect Andreas Sohmen-Pao as Board Chair	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.						
5	Receive Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt				
6.(a)	Elect Alicia Yik Jie Ting as Member of Nominating Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.						
6.(b)	Elect Elaine Yew Wen Suen (Chair) as Member of Nominating Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.						
7	Approve Remuneration of Directors in the Amount of USD 100,000 for Chair and USD 90,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
8	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
9	Authorize Share Repurchase Program	Mgmt	For	For	For	No
10	Approve Issuance of Shares and/or Instruments in the Company	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted as the potential share capital increase is excessive.						

Heliopolis Housing

Meeting Date: 05/14/2025	Country: Egypt	Ticker: HELI
Record Date:	Meeting Type: Annual	
Primary Security ID: M52987100		

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business Approve Board Report on Company Operations for FY 2024	Mgmt	For	For	Do Not Vote	No
2	Approve Auditors' Report on Company Financial Statements for FY 2024 after Discussing the Remarks and Reservations and the Responses Thereto on the Financial Statements of FY 2023 and 2024 and their Impact on Retained Earnings	Mgmt	For	For	Do Not Vote	No
3	Approve Central Auditing Organization Report for FY 2024	Mgmt	For	For	Do Not Vote	No
4	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: A vote AGAINST the approval of the annual accounts is warranted, due to non-compliance issues and given the concerns raised by the auditors.</i>						
5	Approve Corporate Governance Report, Related Auditor's Independent Assurance Report, Environmental, Social, Governance and Sustainability Practices, Financial Disclosures Related to Climate Change for FY 2024	Mgmt	For	For	Do Not Vote	No
6	Approve Board Proposal Regarding Allocation of Income and Dividends Including Distributing Part of the Profits as Cash Dividends in Two Installments, and Authorize the CEO and Managing Director to Determine the Payment Dates	Mgmt	For	For	Do Not Vote	No
7	Ratify Charitable Donations for FY 2024 and Authorize Board to Donate within the Allowed Limit During FY 2025	Mgmt	For	For	Do Not Vote	No
8	Approve Discharge of Chairman and Directors for FY 2024 and Ratify Board Decisions During the Period	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: Given the concerns highlighted by the auditor, a vote AGAINST is warranted.</i>						
9	Ratify Changes in the Composition of the Board until the Date of General Assembly 14/05/2025	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: Due to the lack of independence at the board level, this item warrants a vote AGAINST.</i>						

Heliopolis Housing

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Approve Salaries, Remuneration, Sitting Fees, Travel Allowances, and Other Benefits of Chairman, Directors, and Committees' Members for FY 2025	Mgmt	For	For	Do Not Vote	No
11	Ratify Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	For	Do Not Vote	No
12	Informing the General Assembly of the Rules for Distributing Employee Profit Shares	Mgmt	For	Against	Do Not Vote	No
Voting Policy Rationale: Due to the lack of disclosure regarding this proposal, a vote AGAINST is warranted.						
13	Authorize Board Members to Engage in Work and Serve on Boards of other Joint Stock Companies	Mgmt	For	For	Do Not Vote	No
14	Approve Increase in Issued and Paid-Up Capital by EGP 667,542,600 through Issuance of 2,670,170,400 as Bonus Shares Funded from the Profits of FY 2023	Mgmt	For	For	Do Not Vote	No
15	Amend Articles 6 and 7 of the Company's Articles of Association and the Amendment Contract	Mgmt	For	For	Do Not Vote	No
16	Authorize Chairman, Managing Director, and CEO, Individually, to Take all Necessary Legal Actions Before the Authorities Regarding the Capital Increase Including the Right to Delegate or Authorize Others	Mgmt	For	For	Do Not Vote	No
17	Approve Reformation of the Board of Directors for a New term of Three Years	Mgmt	For	Against	Do Not Vote	No
Voting Policy Rationale: A vote AGAINST is warranted due to lack of disclosure regarding this item.						

JSE Ltd.

Meeting Date: 05/14/2025

Record Date: 05/02/2025

Primary Security ID: S4254A102

Country: South Africa

Meeting Type: Annual

Ticker: JSE

Shares Voted: 8,721						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Thevendrie Brewer as Director	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	<i>Voting Policy Rationale: Items 1.1, 2.1 and 2.2 A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors. Item 1.2 A vote FOR this item is warranted, although it is not without concern: * Thabo Leeuw attended only two out of a total of three Board and committee meetings held during the year (i.e., 67% attendance). The Company has not provided a specific explanation for the number of absences. Directors who do not regularly attend board meetings cannot represent the interests of shareholders in an effective manner. The main reason for support is: * He was appointed to the Board on 1 September 2024 and a degree of flexibility is considered appropriate at this time.</i>					
1.2	Elect Thabo Leeuw as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Items 1.1, 2.1 and 2.2 A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors. Item 1.2 A vote FOR this item is warranted, although it is not without concern: * Thabo Leeuw attended only two out of a total of three Board and committee meetings held during the year (i.e., 67% attendance). The Company has not provided a specific explanation for the number of absences. Directors who do not regularly attend board meetings cannot represent the interests of shareholders in an effective manner. The main reason for support is: * He was appointed to the Board on 1 September 2024 and a degree of flexibility is considered appropriate at this time.</i>					
2.1	Re-elect Phuthuma Nhleko as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Items 1.1, 2.1 and 2.2 A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors. Item 1.2 A vote FOR this item is warranted, although it is not without concern: * Thabo Leeuw attended only two out of a total of three Board and committee meetings held during the year (i.e., 67% attendance). The Company has not provided a specific explanation for the number of absences. Directors who do not regularly attend board meetings cannot represent the interests of shareholders in an effective manner. The main reason for support is: * He was appointed to the Board on 1 September 2024 and a degree of flexibility is considered appropriate at this time.</i>					
2.2	Re-elect Ben Kruger as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Items 1.1, 2.1 and 2.2 A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors. Item 1.2 A vote FOR this item is warranted, although it is not without concern: * Thabo Leeuw attended only two out of a total of three Board and committee meetings held during the year (i.e., 67% attendance). The Company has not provided a specific explanation for the number of absences. Directors who do not regularly attend board meetings cannot represent the interests of shareholders in an effective manner. The main reason for support is: * He was appointed to the Board on 1 September 2024 and a degree of flexibility is considered appropriate at this time.</i>					
3	Reappoint Ernst & Young Inc as Auditors with Kuben Moodley as Designated Auditor	Mgmt	For	For	For	No
4.1	Elect Zarina Bassa as Chairman of the Group Audit Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>					
4.2	Re-elect Faith Khanyile as Member of the Group Audit Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>					
4.3	Elect Thevendrie Brewer as Member of the Group Audit Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>					
5.1	Elect Siobhan Cleary as Chairman of the Group Sustainability Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social and Ethics Committee.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.2	Elect Faith Khanyile as Member of the Group Sustainability Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social and Ethics Committee.</i>						
5.3	Elect Thabo Leeuw as Member of the Group Sustainability Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social and Ethics Committee.</i>						
6	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For	No
7	Approve Remuneration Policy	Mgmt	For	For	For	No
8	Approve Implementation Report	Mgmt	For	For	For	No
9	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For	No
10	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted: * This proposal includes a general authority relating to the provision of financial assistance to Directors. Such proposals should be considered by shareholders on a specific rather than a general basis.</i>						
11	Approve Non-Executive Directors' Emoluments	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The proposed level of fees already appears relatively high for a company of this size and are being further increased, albeit broadly aligned with the current inflation rate, for similar reasons as the prior year.</i>						

Keller Group Plc

Meeting Date: 05/14/2025

Country: United Kingdom

Ticker: KLR

Record Date: 05/12/2025

Meeting Type: Annual

Primary Security ID: G5222K109

Shares Voted: 28,161

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
5	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Elect Carl-Peter Forster as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
7	Elect Stephen King as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Paula Bell as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Re-elect David Burke as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
10	Re-elect Juan Hernandez Abrams as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
11	Re-elect Annette Kelleher as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
12	Re-elect Baroness Kate Rock as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
13	Re-elect Michael Speakman as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
14	Authorise Issue of Equity	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Meeting Date: 05/14/2025

Country: Sweden

Ticker: NETI.B

Record Date: 05/06/2025

Meeting Type: Annual

Primary Security ID: W57102118

Shares Voted: 13,529

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Receive CEO's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
7	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
8.c	Approve Discharge of Board and CEO	Mgmt	For	For	For	No
9	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because of lack of disclosure of performance metrics, targets and weights for the STIP.</i>					
10	Determine Number of Members (5) and Deputy Members (1) of Board	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of SEK 800,000 for Chair and SEK 290,000 for Other Directors; Approve Committee Remuneration	Mgmt	For	For	For	No
12	Reelect Anna Soderblom, Jan Barchan, Cecilia de Leeuw, Karl Thedeén and Torbjorn Wingardh as Directors; Reelect Axel Barchan as Deputy Director	Mgmt	For	For	For	No

Net Insight AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Elect Anna Soderblom as Board Chair	Mgmt	For	For	For	No
14	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
15	Approve Remuneration of Auditor	Mgmt	For	For	For	No
16	Ratify KPMG AB as Auditor	Mgmt	For	For	For	No
17	Approve Performance Plan for Key Employees; Approve Equity Plan Financing	Mgmt	For	For	For	No
18	Approve SEK 273,542.80 Reduction in Share Capital via Share Cancellation; Approve Increase in Share Capital Through a Bonus Issue	Mgmt	For	For	For	No
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
20	Close Meeting	Mgmt				

Nexus Industrial REIT

Meeting Date: 05/14/2025Country: CanadaTicker: NXR.UN

Record Date: 03/26/2025Meeting Type: Annual

Primary Security ID: 65344U101

Shares Voted: 25,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1A	Elect Trustee Floriana Cipollone	Mgmt	For	Withhold	Withhold	Yes
Voting Policy Rationale: Vote WITHHOLD for all members of the Audit Committee (Benjamin (Ben) Rodney, Floriana Cipollone, and Bradley (Brad) Cutsey) as non-audit fees paid in the most recent fiscal year exceeded 50 percent of total fees paid to the auditor. Vote FOR the other proposed nominee(s).						
1B	Elect Trustee Bradley Cutsey	Mgmt	For	Withhold	Withhold	Yes
Voting Policy Rationale: Vote WITHHOLD for all members of the Audit Committee (Benjamin (Ben) Rodney, Floriana Cipollone, and Bradley (Brad) Cutsey) as non-audit fees paid in the most recent fiscal year exceeded 50 percent of total fees paid to the auditor. Vote FOR the other proposed nominee(s).						
1C	Elect Trustee Kelly C. Hanczyk	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for all members of the Audit Committee (Benjamin (Ben) Rodney, Floriana Cipollone, and Bradley (Brad) Cutsey) as non-audit fees paid in the most recent fiscal year exceeded 50 percent of total fees paid to the auditor. Vote FOR the other proposed nominee(s).						
1D	Elect Trustee Daniel M. Oberste	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for all members of the Audit Committee (Benjamin (Ben) Rodney, Floriana Cipollone, and Bradley (Brad) Cutsey) as non-audit fees paid in the most recent fiscal year exceeded 50 percent of total fees paid to the auditor. Vote FOR the other proposed nominee(s).						

Nexus Industrial REIT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1E	Elect Trustee Ben Rodney	Mgmt	For	Withhold	Withhold	Yes
Voting Policy Rationale: Vote WITHHOLD for all members of the Audit Committee (Benjamin (Ben) Rodney, Floriana Cipollone, and Bradley (Brad) Cutsey) as non-audit fees paid in the most recent fiscal year exceeded 50 percent of total fees paid to the auditor. Vote FOR the other proposed nominee(s).						
1F	Elect Trustee Mary Vitug	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for all members of the Audit Committee (Benjamin (Ben) Rodney, Floriana Cipollone, and Bradley (Brad) Cutsey) as non-audit fees paid in the most recent fiscal year exceeded 50 percent of total fees paid to the auditor. Vote FOR the other proposed nominee(s).						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Trustees to Fix Their Remuneration	Mgmt	For	Withhold	Withhold	Yes
Voting Policy Rationale: Vote WITHHOLD as the percentage of non-audit related fees (64 percent) paid to PricewaterhouseCoopers LLP exceeded 50 percent of total fees paid. This raises substantial doubt over the independence of the auditor.						

NV BEKAERT SA

Meeting Date: 05/14/2025Country: BelgiumTicker: BEKB

Record Date: 04/30/2025Meeting Type: Annual

Primary Security ID: B6346B111

Shares Voted: 1,465						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Annual Meeting Agenda	Mgmt				
	Receive Directors' Reports (Non-Voting)	Mgmt				
Voting Policy Rationale: No vote is required.						
2	Receive Auditors' Reports (Non-Voting)	Mgmt				
Voting Policy Rationale: No vote is required.						
3	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
4.1	Approve Discharge of Directors	Mgmt	For	For	For	No
4.2	Approve Discharge of Auditors	Mgmt	For	For	For	No
5	Approve Remuneration Report	Mgmt	For	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	For	No
7.1	Reelect Henriette Fenger Ellekrog as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the elections of Henriette Fenger Ellekrog, Eriikka Soderstrom, and Toralf Haag is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates. A vote AGAINST the non-independent nominee Nicolas D'heygere is warranted as the overall board lacks independence.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.2	Reelect Eriikka Soderstrom as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the elections of Henriette Fenger Ellekrog, Eriikka Soderstrom, and Toralf Haag is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominee Nicolas D'heygere is warranted as the overall board lacks independence.</i>						
7.3	Elect Nicolas D'heygere as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the elections of Henriette Fenger Ellekrog, Eriikka Soderstrom, and Toralf Haag is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominee Nicolas D'heygere is warranted as the overall board lacks independence.</i>						
7.4	Elect Toralf Haag as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the elections of Henriette Fenger Ellekrog, Eriikka Soderstrom, and Toralf Haag is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominee Nicolas D'heygere is warranted as the overall board lacks independence.</i>						
8.1	Approve Remuneration of Non-Executive Directors, Excluding the Chairman, for their Performance of the Duties as Members of the Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any signs of excessiveness.</i>						
8.2	Approve Remuneration of Non-Executive Directors, Excluding the Chairman, for their Performance of the Duties as Member or Chairperson of a Committee of the Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any signs of excessiveness.</i>						
8.3	Approve Remuneration of Directors in Relation to Specific Tasks in ESG and Cybersecurity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any signs of excessiveness.</i>						
8.4	Approve Remuneration of Chairman for the Performance of His Duties in the Company	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any signs of excessiveness.</i>						
8.5	Approve that Without Prejudice to His Remuneration in His Capacity as Executive Manager, the Chief Executive Officer Will Not Receive Remuneration for His Mandate as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any signs of excessiveness.</i>						
9	Approve Auditors' Remuneration	Mgmt	For	For	For	No

NV BEKAERT SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Approve Change-of-Control Clause Re: Provisions in Accordance with Article 7:151 of the Belgian Code on Companies and Associations	Mgmt	For	For	For	No
11	Receive Consolidated Financial Statements and Statutory Reports of Bekaert Group (Non-Voting)	Mgmt				

OSK Holdings Berhad

Meeting Date: 05/14/2025

Record Date: 05/05/2025

Primary Security ID: Y6495E119

Country: Malaysia

Meeting Type: Extraordinary Shareholders

Ticker: 5053

Shares Voted: 487,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Proposed Bonus Issue of New Ordinary Shares	Mgmt	For	For	For	No

OSK Holdings Berhad

Meeting Date: 05/14/2025

Record Date: 05/05/2025

Primary Security ID: Y6495E119

Country: Malaysia

Meeting Type: Annual

Ticker: 5053

Shares Voted: 487,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Final Dividend	Mgmt	For	For	For	No
2	Approve Directors' Fees	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
3	Approve Directors' Benefits	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
4	Elect Ong Leong Huat @ Wong Joo Hwa as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Elect Wong Wen Miin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

OSK Holdings Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Elect Mazidah binti Abdul Malik as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
7	Approve BDO PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
9	Approve Share Repurchase Program	Mgmt	For	For	For	No

Paradox Interactive AB

Meeting Date: 05/14/2025Country: SwedenTicker: PDX

Record Date: 05/06/2025Meeting Type: Annual

Primary Security ID: W7S83E109

Shares Voted: 31,117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
7	Receive Financial Statements and Statutory Reports	Mgmt				
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8.b	Approve Allocation of Income and Dividends of SEK 3.00 Per Share; Approve Extra Dividends of SEK 2.00 Per Share	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.c.1	Approve Discharge of Hakan Sjunnesson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c.2	Approve Discharge of Fredrik Wester	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c.3	Approve Discharge of Mathias Hermansson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c.4	Approve Discharge of Linda Hoglund	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c.5	Approve Discharge of Andras Vajlok	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For	No
10.a	Approve Remuneration of Directors in the Amount of SEK 800,000 for Chair and SEK 400,000 for Other Directors	Mgmt	For	For	For	No
10.b	Approve Remuneration of Auditors	Mgmt	For	For	For	No
11.a	Reelect Hakan Sjunnesson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all five candidates (Items 11.a-11.e) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
11.b	Reelect Fredrik Wester as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all five candidates (Items 11.a-11.e) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
11.c	Reelect Mathias Hermansson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all five candidates (Items 11.a-11.e) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
11.d	Reelect Linda Hoglund as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all five candidates (Items 11.a-11.e) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
11.e	Reelect Andras Vajlok as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all five candidates (Items 11.a-11.e) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
11.f	Reelect Hakan Sjunnesson as Board Chairman	Mgmt	For	For	For	No

Paradox Interactive AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For	No
13	Approve Creation of 10 Percent of Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
14	Approve Stock Option Plan 2025/2029 for Key Employees	Mgmt	For	For	For	No
15	Close Meeting	Mgmt				

R&S Group Holding AG

Meeting Date: 05/14/2025Country: SwitzerlandTicker: RSGN

Record Date:Meeting Type: Annual

Primary Security ID: H9232B116

Shares Voted: 7,345						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of CHF 0.50 per Share from Capital Contribution Reserves	Mgmt	For	For	For	No
4	Approve Non-Financial Report	Mgmt	For	For	For	No
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
6.1.1	Reelect Heinz Kundert as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Board elections (Items 6.1.1 – 6.1.5) A vote AGAINST Andreas Leutenegger is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6.2) A vote FOR Heinz Kundert as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 6.3.1 – 6.3.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.						
6.1.2	Reelect Beatrix Natter as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Board elections (Items 6.1.1 – 6.1.5) A vote AGAINST Andreas Leutenegger is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6.2) A vote FOR Heinz Kundert as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 6.3.1 – 6.3.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.						
6.1.3	Reelect Andreas Leutenegger as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Board elections (Items 6.1.1 – 6.1.5) A vote AGAINST Andreas Leutenegger is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6.2) A vote FOR Heinz Kundert as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 6.3.1 – 6.3.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.1.4	Elect Deborah Carlson-Burkart as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.1.1 – 6.1.5) A vote AGAINST Andreas Leutenegger is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6.2) A vote FOR Heinz Kundert as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 6.3.1 – 6.3.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
6.1.5	Elect Monika Kruesi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.1.1 – 6.1.5) A vote AGAINST Andreas Leutenegger is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6.2) A vote FOR Heinz Kundert as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 6.3.1 – 6.3.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
6.2	Reelect Heinz Kundert as Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.1.1 – 6.1.5) A vote AGAINST Andreas Leutenegger is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6.2) A vote FOR Heinz Kundert as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 6.3.1 – 6.3.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
6.3.1	Reappoint Beatrix Natter as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.1.1 – 6.1.5) A vote AGAINST Andreas Leutenegger is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6.2) A vote FOR Heinz Kundert as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 6.3.1 – 6.3.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
6.3.2	Appoint Deborah Carlson-Burkart as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.1.1 – 6.1.5) A vote AGAINST Andreas Leutenegger is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6.2) A vote FOR Heinz Kundert as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 6.3.1 – 6.3.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>						
6.4	Ratify Deloitte AG as Auditors	Mgmt	For	For	For	No
6.5	Designate Buis Buergi AG as Independent Proxy	Mgmt	For	For	For	No
7.1	Approve Remuneration of Directors in the Amount of CHF 700,000	Mgmt	For	For	For	No
7.2	Approve Additional Remuneration of Executive Committee in the Amount of CHF 176,000	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i>						
7.3	Approve Remuneration of Executive Committee in the Amount of CHF 3.5 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i>						

R&S Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Amend Articles Re: Variable Remuneration of Executive Committee	Mgmt	For	For	For	No
9	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes

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

SmartCentres Real Estate Investment Trust

Meeting Date: 05/14/2025 **Country:** Canada **Ticker:** SRU.UN
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: 83179X108

Shares Voted: 41,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Trustees at Eight	Mgmt	For	For	For	No
2.1	Elect Trustee Janet Bannister	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.2	Elect Trustee Neil Cunningham	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.3	Elect Trustee Garry Foster	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.4	Elect Trustee Sylvie Lachance	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.5	Elect Trustee Sharm Powell	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.6	Elect Trustee Michael Young	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Trustees to Fix Their Remuneration	Mgmt	For	For	For	No
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

Smartgroup Corporation Limited

Meeting Date: 05/14/2025

Country: Australia

Ticker: SIQ

Record Date: 05/12/2025

Meeting Type: Annual

Primary Security ID: Q8515C106

Shares Voted: 63,281

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Remuneration Report	Mgmt	For	For	For	No
2	Elect Carolyn Colley as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the re-election of Carolyn Colley (Item 2) and Anne McDonald (Item 3) is warranted. No material concerns have been identified in respect of board and committee composition resulting from their nominations.</i>						
3	Elect Anne McDonald as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the re-election of Carolyn Colley (Item 2) and Anne McDonald (Item 3) is warranted. No material concerns have been identified in respect of board and committee composition resulting from their nominations.</i>						
4	Approve Future Issues of Securities Under the Short Term Incentive Plan	Mgmt	None	For	For	No
5	Approve Issuance of Shares to Scott Wharton Under the Loan Funded Share Plan	Mgmt	For	For	For	No
6	Approve Issuance of Performance Rights to Scott Wharton Under the Short Term Incentive Plan	Mgmt	For	For	For	No

SOL SpA

Meeting Date: 05/14/2025

Country: Italy

Ticker: SOL

Record Date: 05/05/2025

Meeting Type: Annual/Special

Primary Security ID: T8711D103

Shares Voted: 10,911

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
2	Approve Allocation of Income and Dividend Distribution	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This item warrants a vote AGAINST because: * The board maintains excessively broad derogation powers. * Termination payments may theoretically exceed 24 months' pay when including indemnities for non-compete agreements.</i>						
4	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This item warrants a vote AGAINST because: * the disclosure on variable pay is limited and disclosed with a one-year delay. * the company paid significant amounts to all the executives under "other compensation" without providing any further detail. * a one-off bonus was paid to the GM (non-director).</i>						
	Shareholder Proposal Submitted by Gas and Technologies World BV	Mgmt				
5	Fix Number of Directors	SH	None	For	For	No
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt				
6.1	Slate Submitted by Gas and Technologies World BV	SH	None	Against	Against	No
6.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	No
	Shareholder Proposals Submitted by Gas and Technologies World BV	Mgmt				
7	Fix Board Terms for Directors	SH	None	For	For	No
8	Approve Remuneration of Directors	SH	None	For	For	No
	Extraordinary Business	Mgmt				
	Management Proposal	Mgmt				
1	Amend Company Bylaws Re: Article 11	Mgmt	For	For	For	No

Stillfront Group AB

Meeting Date: 05/14/2025 **Country:** Sweden **Ticker:** SF
Record Date: 05/06/2025 **Meeting Type:** Annual
Primary Security ID: W87819145

Shares Voted: 225,815

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						

Stillfront Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
4	Designate Inspector(s) of Minutes of Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
5	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
7	Receive Financial Statements and Statutory Reports	Mgmt				
8.(a)	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8.(b)	Approve Treatment of Net Loss	Mgmt	For	For	For	No
8.c1	Approve Discharge of Katarina G. Bonde	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c2	Approve Discharge of Erik Forsberg	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c3	Approve Discharge of Maria Hedengren	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c4	Approve Discharge of Birgitta Henriksson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c5	Approve Discharge of Marcus Jacobs	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c6	Approve Discharge of Lars-Johan Jarnheimer	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c7	Approve Discharge of David Nordberg	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c8	Approve Discharge of Ulrika Viklund	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.c9	Approve Discharge of CEO Alexis Bonte	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
8.c10	Approve Discharge of Former CEO Jorgen Larsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9	Approve Remuneration Report	Mgmt	For	For	For	No
10	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For	No
11.1	Approve Remuneration of Directors in the Amount of SEK 870,000 for Chair and SEK 340,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For	No
12.1	Reelect Katarina G. Bonde as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Katarina Bonde, Erik Forsberg, Maria Hedengren, Marcus Jacobs, Lars-Johan Jarnheimer and David Nordberg (Items 12.1-12.6) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
12.2	Reelect Erik Forsberg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Katarina Bonde, Erik Forsberg, Maria Hedengren, Marcus Jacobs, Lars-Johan Jarnheimer and David Nordberg (Items 12.1-12.6) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
12.3	Reelect Maria Hedengren as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Katarina Bonde, Erik Forsberg, Maria Hedengren, Marcus Jacobs, Lars-Johan Jarnheimer and David Nordberg (Items 12.1-12.6) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
12.4	Reelect Marcus Jacobs as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Katarina Bonde, Erik Forsberg, Maria Hedengren, Marcus Jacobs, Lars-Johan Jarnheimer and David Nordberg (Items 12.1-12.6) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
12.5	Reelect Lars-Johan Jarnheimer as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Katarina Bonde, Erik Forsberg, Maria Hedengren, Marcus Jacobs, Lars-Johan Jarnheimer and David Nordberg (Items 12.1-12.6) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
12.6	Reelect David Nordberg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Katarina Bonde, Erik Forsberg, Maria Hedengren, Marcus Jacobs, Lars-Johan Jarnheimer and David Nordberg (Items 12.1-12.6) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
12.7	Reelect Katarina G. Bonde as Board Chair	Mgmt	For	For	For	No

Stillfront Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
15	Approve Issuance of Shares for a Private Placement for the Sellers of Everguild Ltd	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted as the private placements are made to comply with agreements that the company have made in relation to previous acquisitions where the sellers are entitled to a earn-out to be paid partially in shares.</i>						
16	Approve Issuance of Shares for a Private Placement for the Sellers of Jawaker FZ LLC	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted as the private placements are made to comply with agreements that the company have made in relation to previous acquisitions where the sellers are entitled to a earn-out to be paid partially in shares.</i>						
17	Approve Issuance of Shares for a Private Placement for the Sellers of Sandbox Interactive GmbH	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted as the private placements are made to comply with agreements that the company have made in relation to previous acquisitions where the sellers are entitled to a earn-out to be paid partially in shares.</i>						
18	Approve Issuance of Shares for a Private Placement for the Sellers of Six Waves Inc	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted as the private placements are made to comply with agreements that the company have made in relation to previous acquisitions where the sellers are entitled to a earn-out to be paid partially in shares.</i>						
19	Approve Issuance of Up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For	No
20	Authorize Share Repurchase Program	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals to repurchase and reissue company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.</i>						
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals to repurchase and reissue company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.</i>						
22	Approve Performance Share Plan for Key Employees (LTIP 2025/2029)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the performance period is less than three years.</i>						

Stillfront Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
23	Approve Equity Plan Financing Through Issuance of Warrants of Series 2025/2029; Approve Transfer of Warrants to Participants	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.						
24	Approve Equity Plan Financing Through Issuance of Warrants of Series 2024/2028; Approve Transfer of Warrants to Participants	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted as they would fund an incentive plan already approved by shareholders. However, the vote is qualified as the concerned plan has annual performance periods.						
25	Approve Transfer of Warrants to Participants in LTIP 2025/2029	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.						
26	Approve Transfer of Warrants to Participants in LTIP 2024/2028	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted as they would fund an incentive plan already approved by shareholders. However, the vote is qualified as the concerned plan has annual performance periods.						
27	Close Meeting	Mgmt				

Ten Square Games SA

Meeting Date: 05/14/2025Country: PolandTicker: TEN

Record Date: 04/28/2025Meeting Type: Annual

Primary Security ID: X89766111

Shares Voted: 13,236

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
2	Elect Meeting Chairman	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
3	Acknowledge Proper Convening of Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Receive Standalone and Consolidated Financial Statements, Management Board Report on Company's and Group's Operations, and Proposal on Allocation of Income and Dividends	Mgmt				
<i>Voting Policy Rationale: These are non-voting items.</i>						
6	Receive Supervisory Board Reports on Standalone and Consolidated Financial Statements, Management Board Reports on Company's and Group's Operations, and Management Board Proposal on Allocation of Income and Dividends	Mgmt				
<i>Voting Policy Rationale: These are non-voting items.</i>						
7	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 7 and 11 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
8	Approve Standalone Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
9	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
10	Approve Allocation of Income and Dividends of PLN 15.73 per Share	Mgmt	For	For	For	No
11	Approve Supervisory Board Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 7 and 11 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
12	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The company does not provide any rationale for a significant (+11%) increase in the fixed pay of the company's CEO, Andrzej Ilczuk; * The company's CEO received variable remuneration from contracts that do not cover activities falling within the scope of functions serving in the management board. The detailed conditions for awarding this remuneration, the method of calculating and payment are specified in the service agreement and are not disclosed further in the report; * The vesting period of options under LTIP 2024-2025 is not disclosed; however, the provided information suggests that it is less than three years. It should also be noted that the performance period for achieving the financial criteria of this LTIP is only two years. The acquired shares are subject to a very short lock-up period of only 180 days; * The members of the company's supervisory board received retirement benefits in the framework of the Employee Capital Plan. However, we note that non-executive participation in the Employee Capital Plan is a common market practice.</i>						
13.1	Approve Discharge of Andrzej Ilczuk (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						

Ten Square Games SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13.2	Approve Discharge of Janusz Dziemidowicz (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13.3	Approve Discharge of Magdalena Jurewicz (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
14.1	Approve Discharge of Rafal Olesinski (Supervisory Board Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
14.2	Approve Discharge of Wiktor Schmidt (Supervisory Board Deputy Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
14.3	Approve Discharge of Maciej Marszalek (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
14.4	Approve Discharge of Kinga Stanislawska (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
14.5	Approve Discharge of Marcin Bilos (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
14.6	Approve Discharge of Arkadiusz Pernal (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
15	Approve Incentive Plan	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Qualified votes FOR these items are warranted because: * The overall level of disclosure is beyond market practice; * Vesting period is at least three years; * The dilution level does not exceed our policy limits; * The earnings performance condition, which has a relative weight value of 80 percent, seems challenging. However, we note that the targets of the consolidated adjusted EBITDA for next tranches will be approved by supervisory board in the future. In addition, the market performance condition, which has a relative weight value of 20 percent, relates to the increase in the general WIG index and cannot be considered particularly challenging given the company's business profile.</i>						

Ten Square Games SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16	Approve Issuance of Subscription Warrants Without Preemptive Rights to Subscribe to Series B Shares for Incentive Plan; Approve Conditional Increase in Share Capital via Issuance of Series B Shares; Approve Listing of New Shares; Amend Statute Accordingly	Mgmt	For	For	For	No
Voting Policy Rationale: Qualified votes FOR these items are warranted because: * The overall level of disclosure is beyond market practice; * Vesting period is at least three years; * The dilution level does not exceed our policy limits; * The earnings performance condition, which has a relative weight value of 80 percent, seems challenging. However, we note that the targets of the consolidated adjusted EBITDA for next tranches will be approved by supervisory board in the future. In addition, the market performance condition, which has a relative weight value of 20 percent, relates to the increase in the general WIG index and cannot be considered particularly challenging given the company's business profile.						
17	Amend Statute Re: Corporate Purpose	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR are warranted because the proposed amendments are unlikely to have any negative impact on shareholder value at the company.						
18	Approve Consolidated Text of Statute	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR are warranted because the proposed amendments are unlikely to have any negative impact on shareholder value at the company.						
19	Close Meeting	Mgmt				

TP ICAP Group Plc

Meeting Date: 05/14/2025	Country: Jersey	Ticker: TCAP
Record Date: 05/12/2025	Meeting Type: Annual	
Primary Security ID: G8963N100		

Shares Voted: 186,459						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the remuneration policy is considered warranted, in recognition of concerns raised regarding material uplifts proposed to the CEO's remuneration, including an increase to bonus opportunity from 250% to 300% of salary and an increase to restricted share opportunity from 125% to 200% of salary. The increased opportunity and certainty of reward is not considered sufficiently substantiated by the rationale provided by the Company. Furthermore, the bonus increase further builds on an already competitively positioned bonus opportunity.						
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Richard Berliand as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Re-elect Nicolas Breteau as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
7	Re-elect Kath Cates as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
8	Re-elect Tracy Clarke as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
9	Re-elect Angela Crawford-Ingle as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
10	Re-elect Michael Heaney as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
11	Re-elect Mark Hemsley as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
12	Re-elect Philip Price as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
13	Re-elect Robin Stewart as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
14	Re-elect Amy Yip as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
18	Approve Executive Share Plan	Mgmt	For	Against	Against	Yes
19	Approve Equity Deferral Plan	Mgmt	For	For	For	No
20	Approve Global Employee Share Purchase Plan	Mgmt	For	For	For	No
21	Amend Savings-Related Share Option Plan	Mgmt	For	For	For	No
22	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>						
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>						

TP ICAP Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>						
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
26	Amend Articles of Association	Mgmt	For	For	For	No
27	Authorise the Company to Hold Any Repurchased Shares as Treasury Shares	Mgmt	For	For	For	No
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

XTB SA

Meeting Date: 05/14/2025 **Country:** Poland **Ticker:** XTB
Record Date: 04/28/2025 **Meeting Type:** Annual
Primary Security ID: X98169117

Shares Voted: 10,535

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
<i>Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>						
2	Elect Meeting Chairman	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>						
3	Acknowledge Proper Convening of Meeting	Mgmt				
<i>Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>						
5	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 5 and 10 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
6	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
8	Approve Allocation of Income and Dividends of PLN 5.45 per Share	Mgmt	For	For	For	No
9.1	Approve Discharge of Omar Arnaout (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
9.2	Approve Discharge of Pawel Szejko (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
9.3	Approve Discharge of Filip Kaczmarzyk (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
9.4	Approve Discharge of Jakub Kubacki (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
9.5	Approve Discharge of Andrzej Przybylski (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
10	Approve Supervisory Board Report on Its Activities	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 5 and 10 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
11.1	Approve Discharge of Jan Byrski (Supervisory Board Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
11.2	Approve Discharge of Jakub Leonkiewicz (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
11.3	Approve Discharge of Lukasz Baszczynski (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.4	Approve Discharge of Bartosz Zablocki (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
11.5	Approve Discharge of Grzegorz Grabowicz (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
11.6	Approve Discharge of Katarzyna Dabrowska (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
11.7	Approve Discharge of Ewa Stefaniak (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
12	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * The report does not provide a justification for the significant increases (up to 19%) in the fixed pay of executives; * The company has failed to disclose the exhaustive, well-defined lists of performance conditions for the STI with applicable weights, targets, minimum and maximum thresholds, level of achievement of each of the targets, as well as the corresponding payouts; * The report does not provide any information regarding awards vested in 2024; * There is limited disclosure regarding the LTI awarded in 2024; * Some terms of the management contracts are not disclosed; * The members of company's supervisory board received retirement benefits in the framework of the Employee Capital Plan. However, we note that non-executive participation in the ECP is a common market practice, and the contributions are insignificant in comparison with the total remuneration of directors.						
13	Elect Jakub Zablocki as Supervisory Board Member	Mgmt	For	For	For	No
14	Approve Individual Suitability of Jakub Zablocki (Supervisory Board Member) and Collective Suitability of Supervisory Board Members	Mgmt	For	For	For	No
15	Approve Terms of Remuneration of Supervisory Board Members	Mgmt	For	For	For	No
16	Close Meeting	Mgmt				

AF Gruppen ASA

Meeting Date: 05/15/2025Country: NorwayTicker: AFG

Record Date: 05/08/2025Meeting Type: Annual

Primary Security ID: R0027Y105

Shares Voted: 16,667

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Receive Briefing on the Operations	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
5	Receive Board's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
6	Approve Remuneration Statement (Advisory Vote)	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the STIP framework has no explicit maximum cap, and because the long-term incentive plan has an insufficient vesting period for parts of the granted awards.</i>					
7	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 5.00 Per Share	Mgmt	For	For	For	No
8	Approve Remuneration of Auditors	Mgmt	For	For	For	No
9	Approve Remuneration of Directors in the Amount of NOK 621,000 for Chair, NOK 370,000 for Shareholder Elected Directors and NOK 316,000 for Employee Elected Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
	Elect Directors Bundled in item 10 or Vote for Each Candidate Individually in items 10.1-10.7 Below	Mgmt				
10	Elect Directors (Bundled)	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted for the following reasons: * The overall level of independence of the board falls below one-third. * Less than half of the members on the audit and remuneration committees are considered independent. * The chairman of the audit committee is non-independent.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.1	Elect Oistein Andresen as New Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidate Saloume Djoudat (Item 10.3) is warranted due to a lack of concern regarding the suitability of this individual. Independence A vote AGAINST candidates Morten Grongstad, Oeistein Andresen, Marianne Ebbesen, Anne Harris, Kristian Holth and Erik Veiby (Items 10.1, 10.2, 10.4, 10.5, 10.6 and 10.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidate Kristian Holth (Item 10.5) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Kristian Holth is non-independent. Remuneration Committee A vote AGAINST candidates Morten Grongstad, Marianne Ebbesen and Erik Veiby (Items 10.4, 10.6 and 10.7) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>						
10.2	Elect Anne Harris as New Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidate Saloume Djoudat (Item 10.3) is warranted due to a lack of concern regarding the suitability of this individual. Independence A vote AGAINST candidates Morten Grongstad, Oeistein Andresen, Marianne Ebbesen, Anne Harris, Kristian Holth and Erik Veiby (Items 10.1, 10.2, 10.4, 10.5, 10.6 and 10.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidate Kristian Holth (Item 10.5) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Kristian Holth is non-independent. Remuneration Committee A vote AGAINST candidates Morten Grongstad, Marianne Ebbesen and Erik Veiby (Items 10.4, 10.6 and 10.7) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>						
10.3	Reelect Saloume Djoudat as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidate Saloume Djoudat (Item 10.3) is warranted due to a lack of concern regarding the suitability of this individual. Independence A vote AGAINST candidates Morten Grongstad, Oeistein Andresen, Marianne Ebbesen, Anne Harris, Kristian Holth and Erik Veiby (Items 10.1, 10.2, 10.4, 10.5, 10.6 and 10.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidate Kristian Holth (Item 10.5) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Kristian Holth is non-independent. Remuneration Committee A vote AGAINST candidates Morten Grongstad, Marianne Ebbesen and Erik Veiby (Items 10.4, 10.6 and 10.7) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>						
10.4	Reelect Erik T. Veiby as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidate Saloume Djoudat (Item 10.3) is warranted due to a lack of concern regarding the suitability of this individual. Independence A vote AGAINST candidates Morten Grongstad, Oeistein Andresen, Marianne Ebbesen, Anne Harris, Kristian Holth and Erik Veiby (Items 10.1, 10.2, 10.4, 10.5, 10.6 and 10.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidate Kristian Holth (Item 10.5) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Kristian Holth is non-independent. Remuneration Committee A vote AGAINST candidates Morten Grongstad, Marianne Ebbesen and Erik Veiby (Items 10.4, 10.6 and 10.7) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>						
10.5	Reelect Kristian Holth as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidate Saloume Djoudat (Item 10.3) is warranted due to a lack of concern regarding the suitability of this individual. Independence A vote AGAINST candidates Morten Grongstad, Oeistein Andresen, Marianne Ebbesen, Anne Harris, Kristian Holth and Erik Veiby (Items 10.1, 10.2, 10.4, 10.5, 10.6 and 10.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidate Kristian Holth (Item 10.5) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Kristian Holth is non-independent. Remuneration Committee A vote AGAINST candidates Morten Grongstad, Marianne Ebbesen and Erik Veiby (Items 10.4, 10.6 and 10.7) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.6	Reelect Marianne E. Gjertsen as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidate Saloume Djoudat (Item 10.3) is warranted due to a lack of concern regarding the suitability of this individual. Independence A vote AGAINST candidates Morten Grongstad, Oeistein Andresen, Marianne Ebbesen, Anne Harris, Kristian Holth and Erik Veiby (Items 10.1, 10.2, 10.4, 10.5, 10.6 and 10.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidate Kristian Holth (Item 10.5) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Kristian Holth is non-independent. Remuneration Committee A vote AGAINST candidates Morten Grongstad, Marianne Ebbesen and Erik Veiby (Items 10.4, 10.6 and 10.7) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>						
10.7	Reelect Morten Grongstad (Chair) as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidate Saloume Djoudat (Item 10.3) is warranted due to a lack of concern regarding the suitability of this individual. Independence A vote AGAINST candidates Morten Grongstad, Oeistein Andresen, Marianne Ebbesen, Anne Harris, Kristian Holth and Erik Veiby (Items 10.1, 10.2, 10.4, 10.5, 10.6 and 10.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidate Kristian Holth (Item 10.5) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Kristian Holth is non-independent. Remuneration Committee A vote AGAINST candidates Morten Grongstad, Marianne Ebbesen and Erik Veiby (Items 10.4, 10.6 and 10.7) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>						
	Elect Members of Nominating Committee Bundled in item 11 or Vote for Each Candidate Individually in items 11.1-11.4 Below	Mgmt				
11	Elect Members of Nominating Committee (Bundled)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>						
11.1	Elect Fredrik Holth as New Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>						
11.2	Reelect Christina Stray as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>						
11.3	Reelect Tor Oyvind Fjeld Jr. as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>						
11.4	Reelect Roar Engeland as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>						
12	Approve Remuneration of Nominating Committee	Mgmt	For	For	For	No
13	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No

AF Gruppen ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Approve Issuance of Shares to Employees	Mgmt	For	For	For	No
15	Approve Creation of NOK 163,934 Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
16	Approve Equity Plan Financing	Mgmt	For	For	For	No
17	Authorize Board to Distribute Dividends	Mgmt	For	For	For	No
18	Amend Articles of Association	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because the proposed changes would allow for longer board terms.						

Alpha Group International Plc

Meeting Date: 05/15/2025Country: United KingdomTicker: ALPH

Record Date: 05/13/2025Meeting Type: Annual

Primary Security ID: G021A9108

Shares Voted: 23,670						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Increase in the Limit of Aggregate Fees Paid to Non-Executive Directors	Mgmt	For	For	For	No
5	Approve Final Dividend	Mgmt	For	For	For	No
6	Elect Dame Jayne-Anne Gadhia as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
7	Elect Nicole Coll as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
8	Re-elect Timothy Butters as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
9	Re-elect Vijay Thakrar as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
10	Re-elect Timothy Powell as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						

Alpha Group International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Re-elect Clive Kahn as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
12	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
20	Approve Relevant Distributions of Interim Dividends	Mgmt	None	For	For	No

Brunel International NV

Meeting Date: 05/15/2025Country: NetherlandsTicker: BRNL

Record Date: 04/17/2025Meeting Type: Annual

Primary Security ID: N1677J186

Shares Voted: 485						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1.	Open Meeting	Mgmt				
2.	Receive Report of Management Board (Non-Voting)	Mgmt				
3.	Approve Remuneration Report	Mgmt	For	For	For	No
4.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.	Approve Discharge of Management Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>						
6.	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>						
7.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
8.	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
9.a.	Grant Board Authority to Issue Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>						
9.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>						
10.	Authorize Repurchase of Shares	Mgmt	For	For	For	No
11.	Amend Articles of Association	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the company did not provide a compelling rationale for the amendments to the articles of association related to the possibility of convening a virtual-only AGM, nor did it provide in which circumstances the virtual meetings would occur or how it planned to ensure shareholders' rights. Moreover, Dutch law does not yet contain any provision that would allow for such virtual meetings.</i>						
12.	Discussion on Company's Corporate Governance Structure	Mgmt				
13.	Elect T. van Doremalen to Management Board	Mgmt	For	For	For	No
14.	Reelect F.I.M. van der Vloed to Supervisory Board	Mgmt	For	For	For	No
15.	Amend Remuneration of the Supervisory Board	Mgmt				
16.a.	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For	No
16.b.	Appoint Ernst & Young accountants LLP as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
17.	Other Business (Non-Voting)	Mgmt				
18.	Close Meeting	Mgmt				

Calfrac Well Services Ltd.

Meeting Date: 05/15/2025

Country: Canada

Ticker: CFW

Record Date: 03/21/2025

Meeting Type: Annual

Primary Security ID: 129584405

Shares Voted: 3,501

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Ronald P. Mathison	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote AGAINST George Armoyan for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).</i>					
1b	Elect Director Douglas R. Ramsay	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote AGAINST George Armoyan for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).</i>					
1c	Elect Director George S. Armoyan	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: Vote AGAINST George Armoyan for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).</i>					
1d	Elect Director Anuroop Duggal	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote AGAINST George Armoyan for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).</i>					
1e	Elect Director Charles Pellerin	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote AGAINST George Armoyan for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).</i>					
1f	Elect Director Chetan Mehta	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote AGAINST George Armoyan for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).</i>					
1g	Elect Director Holly A. Benson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote AGAINST George Armoyan for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).</i>					
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Central Asia Metals Plc

Meeting Date: 05/15/2025

Country: United Kingdom

Ticker: CAML

Record Date: 05/13/2025

Meeting Type: Annual

Primary Security ID: G2069H109

Shares Voted: 91,023

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Remuneration Committee Report	Mgmt	For	For	For	No
5	Re-elect Nick Clarke as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the re-election of Nick Clarke, Gavin Ferrar, Louise Wrathall, Mike Armitage, Roger Davey, Gillian Davidson, Mike Prentis, Nigel Robinson and David Swan is warranted because no significant concerns have been identified.</i>						
6	Re-elect Gavin Ferrar as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the re-election of Nick Clarke, Gavin Ferrar, Louise Wrathall, Mike Armitage, Roger Davey, Gillian Davidson, Mike Prentis, Nigel Robinson and David Swan is warranted because no significant concerns have been identified.</i>						
7	Re-elect Louise Wrathall as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the re-election of Nick Clarke, Gavin Ferrar, Louise Wrathall, Mike Armitage, Roger Davey, Gillian Davidson, Mike Prentis, Nigel Robinson and David Swan is warranted because no significant concerns have been identified.</i>						
8	Re-elect Mike Armitage as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the re-election of Nick Clarke, Gavin Ferrar, Louise Wrathall, Mike Armitage, Roger Davey, Gillian Davidson, Mike Prentis, Nigel Robinson and David Swan is warranted because no significant concerns have been identified.</i>						
9	Re-elect Roger Davey as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the re-election of Nick Clarke, Gavin Ferrar, Louise Wrathall, Mike Armitage, Roger Davey, Gillian Davidson, Mike Prentis, Nigel Robinson and David Swan is warranted because no significant concerns have been identified.</i>						
10	Re-elect Gillian Davidson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the re-election of Nick Clarke, Gavin Ferrar, Louise Wrathall, Mike Armitage, Roger Davey, Gillian Davidson, Mike Prentis, Nigel Robinson and David Swan is warranted because no significant concerns have been identified.</i>						
11	Re-elect Mike Prentis as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the re-election of Nick Clarke, Gavin Ferrar, Louise Wrathall, Mike Armitage, Roger Davey, Gillian Davidson, Mike Prentis, Nigel Robinson and David Swan is warranted because no significant concerns have been identified.</i>						
12	Re-elect Nigel Robinson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the re-election of Nick Clarke, Gavin Ferrar, Louise Wrathall, Mike Armitage, Roger Davey, Gillian Davidson, Mike Prentis, Nigel Robinson and David Swan is warranted because no significant concerns have been identified.</i>						
13	Re-elect David Swan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the re-election of Nick Clarke, Gavin Ferrar, Louise Wrathall, Mike Armitage, Roger Davey, Gillian Davidson, Mike Prentis, Nigel Robinson and David Swan is warranted because no significant concerns have been identified.</i>						
14	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No

Central Asia Metals Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Costain Group Plc

Meeting Date: 05/15/2025

Record Date: 05/13/2025

Primary Security ID: G24472204

Country: United Kingdom

Meeting Type: Annual

Ticker: COST

Shares Voted: 69,040						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Kate Rock as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
5	Re-elect Alex Vaughan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
6	Re-elect Helen Willis as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
7	Re-elect Amanda Fisher as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
8	Re-elect Fiona MacAulay as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						

Costain Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Steve Mogford as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
10	Re-elect Tony Quinlan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
15	Approve Scrip Dividend Scheme	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Cuckoo Homesys Co., Ltd.

Meeting Date: 05/15/2025	Country: South Korea	Ticker: 284740
Record Date: 04/18/2025	Meeting Type: Special	
Primary Security ID: Y18256100		

Shares Voted: 8,180						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Heo Jae-young as Inside Director	Mgmt	For	For	For	No

Meeting Date: 05/15/2025

Country: Poland

Ticker: CBF

Record Date: 04/29/2025

Meeting Type: Annual

Primary Security ID: X7405P112

Shares Voted: 4,251

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting; Elect Meeting Chairman	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 1, 2.2, and 3 are warranted because these are routine meeting formalities. Item 2.1 is non-voting.</i>					
2.1	Acknowledge Proper Convening of Meeting	Mgmt				
	<i>Voting Policy Rationale: Votes FOR Items 1, 2.2, and 3 are warranted because these are routine meeting formalities. Item 2.1 is non-voting.</i>					
2.2	Elect Members of Vote Counting Commission	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 1, 2.2, and 3 are warranted because these are routine meeting formalities. Item 2.1 is non-voting.</i>					
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 1, 2.2, and 3 are warranted because these are routine meeting formalities. Item 2.1 is non-voting.</i>					
4	Receive Management Board Report on Company's and Group's Operations	Mgmt				
	<i>Voting Policy Rationale: Items 4-7 and 11-12 are non-voting.</i>					
5	Receive Financial Statements	Mgmt				
	<i>Voting Policy Rationale: Items 4-7 and 11-12 are non-voting.</i>					
6	Receive Auditor's Report on Financial Statements	Mgmt				
	<i>Voting Policy Rationale: Items 4-7 and 11-12 are non-voting.</i>					
7	Receive Supervisory Board Report on Its Activities	Mgmt				
	<i>Voting Policy Rationale: Items 4-7 and 11-12 are non-voting.</i>					
8	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>					
9	Approve Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>					
10	Approve Supervisory Board Report	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Receive Consolidated Financial Statements	Mgmt				
<i>Voting Policy Rationale: Items 4-7 and 11-12 are non-voting.</i>						
12	Receive Auditor's Report on Consolidated Financial Statements	Mgmt				
<i>Voting Policy Rationale: Items 4-7 and 11-12 are non-voting.</i>						
13	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
14	Approve Allocation of Income and Dividends of PLN 2.00 per Share	Mgmt	For	For	For	No
15.1	Approve Discharge of Jakub Dwernicki (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board during fiscal 2024.</i>						
15.2	Approve Discharge of Robert Stasik (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board during fiscal 2024.</i>						
15.3	Approve Discharge of Katarzyna Juskiewicz (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board during fiscal 2024.</i>						
15.4	Approve Discharge of Konrad Kowalski (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board during fiscal 2024.</i>						
15.5	Approve Discharge of Artur Pajkert (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board during fiscal 2024.</i>						
16.1	Approve Discharge of Jacek Duch (Supervisory Board Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board during fiscal 2024.</i>						
16.2	Approve Discharge of Wojciech Cellary (Supervisory Board Deputy Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board during fiscal 2024.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16.3	Approve Discharge of Magdalena Dwernicka (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board during fiscal 2024.</i>						
16.4	Approve Discharge of Katarzyna Zimnicka-Jankowska (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board during fiscal 2024.</i>						
16.5	Approve Discharge of Kamil Palyska (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board during fiscal 2024.</i>						
17	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because of the following main concerns: * The company has failed to disclose the performance metrics, their weights, targets, and their levels of achievement for the STI payout provided to executives; * The full list of the performance metrics, the vesting period, as well as other essential details of the LTIP are not disclosed, while the plan participants received full value awards; * The CEO total pay has not been disclosed, which does not allow for calculation of the CEO pay ratio.</i>						
18	Amend May 27, 2024, AGM, Resolution Re: Approve Allocation of Income	Mgmt	For	For	For	No
19	Amend Performance Share Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * Vesting and performance periods are not clearly disclosed and appear to be less than three years; * The company does not disclose the full list of performance metrics, while the plan participants would be entitled to receive full value awards.</i>						
20	Authorize Share Repurchase Program; Approve Creation of Reserve Capital for Purposes of Share Repurchase Program	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted following our negative vote recommendation for Item 19 as the share repurchase program is intended in part for the incentive plan for the period 2023-2027.</i>						
21	Approve Management Board Authorization to Increase Share Capital within Limits of Target Capital with Exclusion of Preemptive Rights; Amend Statute Accordingly	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The volume of the capital authorization (15 percent) is considered excessive; * Although the company's current shareholders owning at least 0.5 percent of share capital would have priority rights to participate in the issuance, this threshold might potentially prevent some minority shareholders from taking up newly issued shares.</i>						
22.1	Amend Statute Re: Voting Rights Cap; Approve Consolidated Text of Statute	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the proposed amendments will limit the ability of company's shareholders to fully exercise their voting rights.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
22.2	Amend Statute	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the proposed amendments is warranted because the company has failed to disclose sufficiently compelling rationale to grant the right to appoint the financial auditor as well as auditor for sustainability reporting to the supervisory board. The proposal may diminish the rights of shareholders.						
23	Close Meeting	Mgmt				

Edan Instruments, Inc.

Meeting Date: 05/15/2025Country: ChinaTicker: 300206

Record Date: 05/08/2025Meeting Type: Annual

Primary Security ID: Y2247R102

Shares Voted: 32,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report and Summary	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
2	Approve Report of the Board of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
4	Approve Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
5	Approve to Appoint Financial Auditor	Mgmt	For	For	For	No
6	Approve Profit Distribution	Mgmt	For	For	For	No
	APPROVE REMUNERATION OF DIRECTORS AND SENIOR MANAGEMENT MEMBERS	Mgmt				
7.1	Approve Remuneration of Zhang Hao	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.						
7.2	Approve Remuneration of Zu Youdong	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.						
7.3	Approve Remuneration of Xie Xicheng	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.						
7.4	Approve Allowance of External Directors (Including Independent Directors)	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Approve Use of Funds to Purchase Short-term Capital Guaranteed Financial Products	Mgmt	For	For	For	No
9	Approve Special Explanation on the Company's Non-operating Fund Occupation and Other Related Fund Transactions	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
10	Approve Remuneration of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>						
11	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
12	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>						
13	Amend Working System for Independent Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>						
14	Amend the External Investment Management System	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>						
15	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>						
16	Amend Implementation Rules for Online Voting at Shareholders' Meetings	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>						
17	Amend the Accounting Firm Selection System	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>						
18	Amend the Implementation Rules of Cumulative Voting System	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>						
19	Amend the External Guarantee Management System	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
20	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>						
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
21.1	Elect Zhang Hao as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
21.2	Elect Zu Youdong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
21.3	Elect Xie Tiecheng as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
21.4	Elect Yuan Shixin as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
22.1	Elect Zheng Quanlu as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
22.2	Elect Wu Ying as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
22.3	Elect He Qing as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt				
23.1	Elect Wang Hongchao as Supervisor	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>						
23.2	Elect Zhou Yirong as Supervisor	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>						

Meeting Date: 05/15/2025

Country: Sweden

Ticker: ENGCON.B

Record Date: 05/07/2025

Meeting Type: Annual

Primary Security ID: W3R14Y109

Shares Voted: 4,325

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Elect Annika Baremo as Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Prepare and Approve List of Shareholders	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive CEO's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9b	Approve Allocation of Income and Dividends of SEK 1.0 Per Share	Mgmt	For	For	For	No
9c.A	Approve Discharge of Annika Baremo	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9c.B	Approve Discharge of Monica Engstrom	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9c.C	Approve Discharge of Stig Engstrom	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9c.D	Approve Discharge of Bob Persson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
9c.E	Approve Discharge of Peter Hofvenstam	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
9c.F	Approve Discharge of Anna Stalenbring	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
9c.G	Approve Discharge of Krister Blomgren	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
10	Approve Remuneration Report	Mgmt	For	For	For	No
11.A	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For	No
11.B	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
12.A	Approve Remuneration of Directors in the Amount of SEK 546,000 to Chair and SEK 273,000 to Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12.B	Approve Remuneration of Auditor	Mgmt	For	For	For	No
13.1A	Reelect Annika Baremo as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Monica Engstrom, Stig Engstrom, Peter Hofvenstam and Anna Stalenbring (Items 13.1B-13.1E) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR candidate Annika Baremo (Item 13.1A) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as board chair under a separate item (see Item 13.2).</i>						
13.1B	Reelect Anna Stalenbring as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Monica Engstrom, Stig Engstrom, Peter Hofvenstam and Anna Stalenbring (Items 13.1B-13.1E) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR candidate Annika Baremo (Item 13.1A) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as board chair under a separate item (see Item 13.2).</i>						
13.1C	Reelect Monica Engstrom as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Monica Engstrom, Stig Engstrom, Peter Hofvenstam and Anna Stalenbring (Items 13.1B-13.1E) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR candidate Annika Baremo (Item 13.1A) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as board chair under a separate item (see Item 13.2).</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13.1D	Reelect Peter Hofvenstam as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Monica Engstrom, Stig Engstrom, Peter Hofvenstam and Anna Stalenbring (Items 13.1B-13.1E) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR candidate Annika Baremo (Item 13.1A) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as board chair under a separate item (see Item 13.2).						
13.1E	Reelect Stig Engstrom as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Monica Engstrom, Stig Engstrom, Peter Hofvenstam and Anna Stalenbring (Items 13.1B-13.1E) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote FOR candidate Annika Baremo (Item 13.1A) as a regular director is warranted as shareholders are able to raise concerns regarding overboarding of the candidate as board chair under a separate item (see Item 13.2).						
13.2	Reelect Annika Baremo as Board Chair	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted as Annika Baremo would be considered overboarded as board chair.						
13.3	Ratify Deloitte AB as Auditor	Mgmt	For	For	For	No
14	Approve Issuance of Class B Shares without Preemptive Rights	Mgmt	For	For	For	No
15.A	Approve Long-Term Incentive Program for Key Employees	Mgmt	For	For	For	No
15.B	Approve Equity Plan Financing	Mgmt	For	For	For	No
15.C	Approve Alternative Equity Plan Financing	Mgmt	For	For	For	No
16	Approve Distribution of Shares in Foreign Subsidiary 694,827 B to Shareholders	Mgmt	For	For	For	No
17	Close Meeting	Mgmt				

Eurocash SA

Meeting Date: 05/15/2025Country: PolandTicker: EUR

Record Date: 04/29/2025Meeting Type: Annual

Primary Security ID: X2382S106

Shares Voted: 7,899						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 3 and 5 are warranted because these are routine meeting formalities. Items 1, 2, and 4 are non-voting.						
2	Acknowledge Proper Convening of Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 3 and 5 are warranted because these are routine meeting formalities. Items 1, 2, and 4 are non-voting.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Elect Meeting Chairman	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 3 and 5 are warranted because these are routine meeting formalities. Items 1, 2, and 4 are non-voting.</i>						
4	Prepare List of Shareholders	Mgmt				
<i>Voting Policy Rationale: Votes FOR Items 3 and 5 are warranted because these are routine meeting formalities. Items 1, 2, and 4 are non-voting.</i>						
5	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 3 and 5 are warranted because these are routine meeting formalities. Items 1, 2, and 4 are non-voting.</i>						
6.a	Approve Financial Statements and Management Board Report on Company's Operations	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
6.b	Approve Consolidated Financial Statements and Management Board Report on Group's Operations	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
7	Receive Supervisory Board Report	Mgmt				
8	Approve Allocation of Income	Mgmt	For	For	For	No
9.1	Approve Discharge of Pawel Surowka (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
9.2	Approve Discharge of Katarzyna Kopaczewska (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
9.3	Approve Discharge of Jacek Owczarek (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
9.4	Approve Discharge of Przemyslaw Cias (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
9.5	Approve Discharge of Tomasz Polanski (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.6	Approve Discharge of Dariusz Stolarczyk (Management Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
9.7	Approve Discharge of Szymon Mitoraj (Management Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
9.8	Approve Discharge of Marcin Celejowski (Management Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
9.9	Approve Discharge of Piotr Nowjalis (Management Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
10.1	Approve Discharge of Luis Manuel Conceicao Pais do Amaral (Supervisory Board Chairman)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
10.2	Approve Discharge of Hans Joachim Koerber (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
10.3	Approve Discharge of Francisco Jose Valente Hipolito dos Santos (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
10.4	Approve Discharge of Jorge Mora (Supervisory Board Membe)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
10.5	Approve Discharge of Przemyslaw Budkowski (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The remuneration of supervisory board members exceeds average non-executive fees paid in Poland. In addition, the supervisory board chairman (Luis Amaral) received benefits in the amount of PLN 1,031,430, which significantly exceeds market practice in Poland; * The STI lacks disclosure on specific performance indicators, thresholds, targets, and metrics, as well as the realized values of the performance indicators. However, the executives did not receive variable remuneration during 2024; * Some contractual terms for the CEO and other executives were not disclosed by the company, which makes it impossible to assess whether the company complied with the European market standards; * The company did not disclose the exit terms of two executives who left the company in 2024, namely Przemyslaw Cias and Jacek Owczarek; * The supervisory board member (Przemyslaw Budkowski) received retirement benefits in the framework of the Employee Capital Plan. However, we note that non-executive participation in the Employee Capital Plan is a common market practice.</i>						
12	Elect Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the company has failed to disclose the nominee's name.</i>						
13	Amend Statute	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST are warranted because the justification presented by the company is not sufficiently compelling to transfer the right of the general meeting to the supervisory board. This proposal may lead to diminishing the rights of shareholders.</i>						
14	Approve Consolidated Text of Statute	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST are warranted because the justification presented by the company is not sufficiently compelling to transfer the right of the general meeting to the supervisory board. This proposal may lead to diminishing the rights of shareholders.</i>						
15	Amend Regulations on Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * Based on the company's rationale, the proposed amendments are directly linked to the statute changes under Items 13 and 14, enabling the supervisory board to appoint the sustainability auditor; * The justification presented by the company is not sufficiently compelling to transfer the right of the general meeting to the supervisory board. This proposal may lead to diminishing the rights of shareholders.</i>						
16	Approve Merger by Absorption with Eurocash VC3 sp. z o.o.	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted because: * The proposed transactions will simplify the company's organizational structure; * The mergers will be conducted without any share increases or share exchanges; * There are no known concerns with the proposed transactions.</i>						
17	Approve Merger by Absorption with ABC na kolach sp. z o.o.	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted because: * The proposed transactions will simplify the company's organizational structure; * The mergers will be conducted without any share increases or share exchanges; * There are no known concerns with the proposed transactions.</i>						
18	Receive Information on Amendment of Incentive Plan for Employees and on Elimination of Preemptive Rights with Regards to Series A Warrants, Series B Warrants and Series N Shares for Purpose of Incentive Plan	Mgmt				
19	Amend Jun. 30, 2022, AGM, Resolution Re: Approve Incentive Plan for Employees	Mgmt	For	For	For	No
20	Close Meeting	Mgmt				

Meeting Date: 05/15/2025	Country: South Africa	Ticker: EXX
Record Date: 05/09/2025	Meeting Type: Annual	
Primary Security ID: S26949107		

Shares Voted: 42,739

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Ordinary Resolutions Re-elect Geraldine Fraser-Moleketi as Director	Mgmt				
		Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.					
1.2	Re-elect Isaac Malevu as Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.					
1.3	Re-elect Billy Mawasha as Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.					
2.1	Re-elect Billy Mawasha as Member of the Audit Committee	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.					
2.2	Re-elect Nondumiso Medupe as Member of the Audit Committee	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.					
2.3	Re-elect Nosipho Molope as Member of the Audit Committee	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.					
2.4	Re-elect Chanda Nxumalo as Member of the Audit Committee	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.					
3.1	Re-elect Geraldine Fraser-Moleketi as Member of the Social, Ethics and Responsibility Committee	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.					
3.2	Re-elect Phumla Mnganga as Member of the Social, Ethics and Responsibility Committee	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.3	Re-elect Peet Snyders as Member of the Social, Ethics and Responsibility Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.</i>						
3.4	Re-elect Nosipho Molohe as Member of the Social, Ethics and Responsibility Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.</i>						
3.5	Re-elect Karin Ireton as Member of the Social, Ethics and Responsibility Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.</i>						
4	Reappoint KPMG Inc. as Auditors with Safeera Loonat as the Designated Audit Partner	Mgmt	For	For	For	No
5	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	For	For	No
6	Authorise Board to Issue Shares for Cash	Mgmt	For	For	For	No
7	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For	No
	Special Resolutions	Mgmt				
1	Approve Non-executive Directors' Fees	Mgmt	For	For	For	No
2	Approve Financial Assistance in Terms of Section 44 of the Companies Act	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Item 2 A vote AGAINST this item is warranted: * The Company seeks an authority to provide financial assistance to "to any one or more persons" in connection with the subscription of options or securities issued or to be issued by the Company, or in relation to the purchase of securities. This is a broader authority than what many shareholders may prefer to approve in advance. Item 3 A vote FOR this item is warranted: * This is a routine request, proposed as a result of the implementation of the Companies Act 2008.</i>						
3	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 2 A vote AGAINST this item is warranted: * The Company seeks an authority to provide financial assistance to "to any one or more persons" in connection with the subscription of options or securities issued or to be issued by the Company, or in relation to the purchase of securities. This is a broader authority than what many shareholders may prefer to approve in advance. Item 3 A vote FOR this item is warranted: * This is a routine request, proposed as a result of the implementation of the Companies Act 2008.</i>						
4	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For	No
	Non-binding Advisory Votes	Mgmt				
1	Approve Remuneration Policy	Mgmt	For	For	For	No
2	Approve Implementation of the Remuneration Policy	Mgmt	For	For	For	No

Games Workshop Group Plc

Meeting Date: 05/15/2025Country: United KingdomTicker: GAW

Record Date: 05/13/2025Meeting Type: Special

Primary Security ID: G3715N102

Shares Voted: 12,582

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the remuneration policy is not considered warranted because: * The Company is proposing to make a one-off award for the CEO of 300% of base salary, which is not considered to be supported by cogent rationale. For shareholder awareness, it is also noted that concerns have also been identified in respect of proposed changes to the annual bonus and the introduction of a Triennial Share Award. However, these concerns alone would not have led to an adverse recommendation in the absence of the one-off award.						
2	Approve Share Awards Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is considered warranted for the Share Awards Plan because: * It facilitates a material one-off award of restricted shares to the CEO, which has not been supported by cogent rationale.						

HUGO BOSS AG

Meeting Date: 05/15/2025Country: GermanyTicker: BOSS

Record Date: 05/08/2025Meeting Type: Annual

Primary Security ID: D34902102

Shares Voted: 28,466

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.40 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
5.a	Elect Iris Epple-Righi to the Supervisory Board	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST the proposed nominees are warranted as their terms of office would exceed four years.						
5.b	Elect Andreas Kurali to the Supervisory Board	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST the proposed nominees are warranted as their terms of office would exceed four years.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.c	Elect Luca Marzotto to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the proposed nominees are warranted as their terms of office would exceed four years.</i>						
5.d	Elect Michael Murray to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the proposed nominees are warranted as their terms of office would exceed four years.</i>						
5.e	Elect Christina Rosenberg to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the proposed nominees are warranted as their terms of office would exceed four years.</i>						
5.f	Elect Stephan Sturm to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the proposed nominees are warranted as their terms of office would exceed four years.</i>						
6.a	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For	No
6.b	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
7	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * There remains a third-party compensation agreement between the CEO and the reference shareholder. The potential for asymmetric accountability towards shareholders continues to raise significant governance concerns * The base salary to the CFO/COO was increased significantly during the year without a detailed explanation. * Pension contributions are considered high in the context of European market practice.</i>						
8	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * In addition to a somewhat vague derogation clause, the policy allows for broad discretionary adjustments to the STI and LTI in case of exceptional developments. * Pension contributions are considered high in the context of European market practice. * The third-party remuneration agreement between the CEO and majority shareholder continues to raise significant governance concerns and will continue to be of concern as long as the agreement is in place.</i>						
9	Approve Creation of EUR 14.1 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted due to a lack of concerns.</i>						
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million; Approve Creation of EUR 14.1 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted due to a lack of concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
12	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For	No
13	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the proposed article amendments in regard to virtual-only shareholder meetings is warranted because: * The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only. * The rationale regarding why it was considered necessary to hold a virtual-only meeting in the past three years, or why the company chose the virtual-only format again for the 2025 AGM, is not considered compelling. * The company has not given shareholders the option to attend the AGM in-person since prior to the pandemic, and there is no commitment by the boards to giving shareholders an in-person attendance option in the near future.						
14	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	For	No

Inchcape Plc

Meeting Date: 05/15/2025Country: United KingdomTicker: INCH

Record Date: 05/13/2025Meeting Type: Annual

Primary Security ID: G47320208

Shares Voted: 72,828						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is considered warranted as the Company's rationale for the CEO's 7% salary increase and the grant of a one-off LTIP award to Executives is not considered sufficiently compelling.						
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Nayantara Bali as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
5	Re-elect Jerry Buhlmann as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
6	Re-elect Juan Pablo Del Rio Goudie as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
7	Re-elect Byron Grote as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						

Inchcape Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Alex Jensen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
9	Re-elect Adrian Lewis as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
10	Re-elect Alison Platt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
11	Re-elect Stuart Rowley as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
12	Re-elect Duncan Tait as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>						
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>						
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>						
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

InMode Ltd.

Meeting Date: 05/15/2025

Country: Israel

Ticker: INMD

Record Date: 04/11/2025

Meeting Type: Annual

Primary Security ID: M5425M103

Shares Voted: 5,281

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Reelect Moshe Mizrahy as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: As the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning, the nominees, Moshe Mizrahy and Michael Kreindel, warrant a vote FOR.</i>						
1b	Reelect Michael Kreindel as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: As the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning, the nominees, Moshe Mizrahy and Michael Kreindel, warrant a vote FOR.</i>						
2	Reappoint Kesselman & Kesselman as Auditors	Mgmt	For	For	For	No
3	Approve Grant of RSUs to Certain Directors	Mgmt	For	For	For	No

Inwido AB

Meeting Date: 05/15/2025

Country: Sweden

Ticker: INWI

Record Date: 05/07/2025

Meeting Type: Annual

Primary Security ID: W5R447107

Shares Voted: 20,220

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
7a	Receive Financial Statements and Statutory Reports	Mgmt				
<i>Voting Policy Rationale: These are routine, non-voting items.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7b	Receive Board's Dividend Proposal	Mgmt				
<i>Voting Policy Rationale: These are routine, non-voting items.</i>						
7c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt				
<i>Voting Policy Rationale: These are routine, non-voting items.</i>						
8	Receive Report on Work of Board and Committees	Mgmt				
<i>Voting Policy Rationale: These are routine, non-voting items.</i>						
9	Receive Managing Directors' Report	Mgmt				
<i>Voting Policy Rationale: These are routine, non-voting items.</i>						
10a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
10b	Approve Allocation of Income and Dividends of SEK 5.50 Per Share	Mgmt	For	For	For	No
10c1	Approve Discharge of Per Bertland	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c2	Approve Discharge of Mikael Jonson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c3	Approve Discharge of Kerstin Lindell	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c4	Approve Discharge of Henriette Schütze	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c5	Approve Discharge of Anders Wassberg	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c6	Approve Discharge of Tony Johansson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c7	Approve Discharge of Robert Wernersson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10c8	Approve Discharge of Carin Karra	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c9	Approve Discharge of Christer Wahlquist	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c10	Approve Discharge of CEO Peter Welin	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10c11	Approve Discharge of CEO Fredrik Meuller	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11.1	Determine Number of Directors (5) and Deputy Directors (0) of Board	Mgmt	For	For	For	No
11.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
12.1	Approve Remuneration of Directors in the Amount of SEK 920,000 for Chair and SEK 370,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For	No
13.1a	Reelect Per Bertland as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per Bertland, Mikael Jonson, Kerstin Lindell, Henriette Schutze and Anders Wassberg (Items 13.1a- 13.1e) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
13.1b	Reelect Mikael Jonson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per Bertland, Mikael Jonson, Kerstin Lindell, Henriette Schutze and Anders Wassberg (Items 13.1a- 13.1e) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
13.1c	Reelect Kerstin Lindell as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per Bertland, Mikael Jonson, Kerstin Lindell, Henriette Schutze and Anders Wassberg (Items 13.1a- 13.1e) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
13.1d	Reelect Henriette Schutze as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per Bertland, Mikael Jonson, Kerstin Lindell, Henriette Schutze and Anders Wassberg (Items 13.1a- 13.1e) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						

Inwido AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13.1e	Reelect Anders Wassberg as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Per Bertland, Mikael Jonson, Kerstin Lindell, Henriette Schutze and Anders Wassberg (Items 13.1a- 13.1e) is warranted due to a lack of concern regarding the composition of the board or its committees.						
13.1f	Reelect Per Bertland as Board Chair	Mgmt	For	For	For	No
13.2	Ratify Ernst & Young AB as Auditors	Mgmt	For	For	For	No
14	Approve Nomination Committee Procedures	Mgmt	For	For	For	No
15	Approve Remuneration Report	Mgmt	For	For	For	No
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
17	Approve Issuance of up to 5.8 Million Shares without Preemptive Rights	Mgmt	For	For	For	No
18	Close Meeting	Mgmt				

MEKO AB

Meeting Date: 05/15/2025Country: SwedenTicker: MEKO

Record Date: 05/07/2025Meeting Type: Annual

Primary Security ID: W5615X116

Shares Voted: 3,809						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Designate Inspector(s) of Minutes of Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
7	Receive President's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9.1	Approve Discharge of Eivor Andersson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.2	Approve Discharge of Kenny Brack	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.3	Approve Discharge of Robert M. Hanser	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.4	Approve Discharge of Joseph M. Holsten	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.5	Approve Discharge of Magnus Hakansson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.6	Approve Discharge of Michael Love	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.7	Approve Discharge of Helena Skantorp	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.8	Approve Discharge of Justin Jude	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.9	Approve Discharge of Dominick Zarcone	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.10	Approve Discharge of Robert Reppa	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.11	Approve Discharge of Jorn Werner	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.12	Approve Discharge of Marie Bjorklund	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.13	Approve Discharge of CEO Pehr Oscarsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10	Approve Allocation of Income and Dividends of SEK 3.90 per Share	Mgmt	For	For	For	No
11	Amend Articles Re: Number of Board Members (3-9)	Mgmt	For	For	For	No
12	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For	No
13.1	Approve Remuneration of Directors: SEK 950,000 for Chair, SEK 605,000 for Vice Chair and SEK 475,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For	No
14.1a	Reelect Eivor Andersson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates (Items 14.1a-14.1i) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
14.1b	Reelect Marie Bjorklund as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates (Items 14.1a-14.1i) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
14.1c	Reelect Kenny Brack as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates (Items 14.1a-14.1i) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
14.1d	Reelect Magnus Hakansson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates (Items 14.1a-14.1i) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
14.1e	Reelect Robert Reppa as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates (Items 14.1a-14.1i) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14.1f	Reelect Helena Skantorp as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates (Items 14.1a-14.1i) is warranted due to a lack of concern regarding the composition of the board or its committees.						
14.1g	Reelect Jorn Werner as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates (Items 14.1a-14.1i) is warranted due to a lack of concern regarding the composition of the board or its committees.						
14.1h	Reelect Dominick Zarcone as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates (Items 14.1a-14.1i) is warranted due to a lack of concern regarding the composition of the board or its committees.						
14.1i	Elect Walter Hanley as New Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates (Items 14.1a-14.1i) is warranted due to a lack of concern regarding the composition of the board or its committees.						
14.2	Elect Dominick Zarcone as Board Chair	Mgmt	For	For	For	No
15	Ratify Ernst & Young as Auditor	Mgmt	For	For	For	No
16	Approve Remuneration Report	Mgmt	For	For	For	No
17	Approve Performance Share Plan LTIP 2025	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted for the following reasons: * The performance targets are set and assessed annually; thus, the performance period is less than three years. * If performance targets are not met in a certain year, allocation may still be made through the achievement of performance targets in later years.						
18.a	Authorize Share Repurchase Program	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.						
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.						
19	Approve Issuance of 5.6 Million Shares without Preemptive Rights	Mgmt	For	For	For	No

OM Holdings Limited

Meeting Date: 05/15/2025	Country: Bermuda	Ticker: OMH
Record Date: 05/08/2025	Meeting Type: Annual	
Primary Security ID: G6748X104		

Shares Voted: 13,389

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Tan Ming-li as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 2 A vote FOR this nominee is warranted. Item 3 A vote AGAINST the reelection of Peng Chin (Joseph) Tan is warranted because his presence contributes to the board being not majority independent.						
3	Elect Tan Peng Chin as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Item 2 A vote FOR this nominee is warranted. Item 3 A vote AGAINST the reelection of Peng Chin (Joseph) Tan is warranted because his presence contributes to the board being not majority independent.						
4	Approve Foo Kon Tan LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

PensionBee Group Plc

Meeting Date: 05/15/2025Country: United KingdomTicker: PBEE

Record Date: 05/13/2025Meeting Type: Annual

Primary Security ID: G6994Z100

Shares Voted: 23,035

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Romi Savova as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 3-5, 7-9 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 A vote FOR the re-election of Mark Wood is considered warranted, although it is not without concerns for shareholders: * His tenure exceeds nine years at the upcoming AGM. The main reasons for support are: * The Company's explanation is acknowledged, as well as that the extension to the Board Chair's tenure is for up to two years.						
4	Re-elect Jonathan Parsons as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 3-5, 7-9 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 A vote FOR the re-election of Mark Wood is considered warranted, although it is not without concerns for shareholders: * His tenure exceeds nine years at the upcoming AGM. The main reasons for support are: * The Company's explanation is acknowledged, as well as that the extension to the Board Chair's tenure is for up to two years.						
5	Re-elect Christoph Martin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 3-5, 7-9 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 A vote FOR the re-election of Mark Wood is considered warranted, although it is not without concerns for shareholders: * His tenure exceeds nine years at the upcoming AGM. The main reasons for support are: * The Company's explanation is acknowledged, as well as that the extension to the Board Chair's tenure is for up to two years.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Re-elect Mark Wood as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 3-5, 7-9 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 A vote FOR the re-election of Mark Wood is considered warranted, although it is not without concerns for shareholders: * His tenure exceeds nine years at the upcoming AGM. The main reasons for support are: * The Company's explanation is acknowledged, as well as that the extension to the Board Chair's tenure is for up to two years.</i>						
7	Re-elect Mary Francis as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 3-5, 7-9 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 A vote FOR the re-election of Mark Wood is considered warranted, although it is not without concerns for shareholders: * His tenure exceeds nine years at the upcoming AGM. The main reasons for support are: * The Company's explanation is acknowledged, as well as that the extension to the Board Chair's tenure is for up to two years.</i>						
8	Re-elect Michelle Cracknell as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 3-5, 7-9 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 A vote FOR the re-election of Mark Wood is considered warranted, although it is not without concerns for shareholders: * His tenure exceeds nine years at the upcoming AGM. The main reasons for support are: * The Company's explanation is acknowledged, as well as that the extension to the Board Chair's tenure is for up to two years.</i>						
9	Re-elect Lara Oyesanya as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 3-5, 7-9 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 A vote FOR the re-election of Mark Wood is considered warranted, although it is not without concerns for shareholders: * His tenure exceeds nine years at the upcoming AGM. The main reasons for support are: * The Company's explanation is acknowledged, as well as that the extension to the Board Chair's tenure is for up to two years.</i>						
10	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Precision Drilling Corporation

Meeting Date: 05/15/2025

Record Date: 03/28/2025

Primary Security ID: 74022D407

Country: Canada

Meeting Type: Annual/Special

Ticker: PD

Shares Voted: 8,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director William T. Donovan	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.2	Elect Director Steven W. Krablin	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.3	Elect Director Lori A. Lancaster	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.4	Elect Director Susan M. MacKenzie	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.5	Elect Director Kevin O. Meyers	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.6	Elect Director Kevin A. Neveu	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.7	Elect Director David W. Williams	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.8	Elect Director Alice L. Wong	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No
4	Re-approve Shareholder Rights Plan	Mgmt	For	For	For	No

PT Total Bangun Persada Tbk

Meeting Date: 05/15/2025

Record Date: 04/22/2025

Primary Security ID: Y7136Z107

Country: Indonesia

Meeting Type: Annual

Ticker: TOTL

Shares Voted: 507,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors	Mgmt	For	For	For	No
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No

Puulo Oyj

Meeting Date: 05/15/2025Country: FinlandTicker: PUUILO
Record Date: 05/05/2025Meeting Type: Annual
Primary Security ID: X6S8C1108

Shares Voted: 18,420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
2	Call the Meeting to Order	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
4	Acknowledge Proper Convening of Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
5	Prepare and Approve List of Shareholders	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 0.70 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Approve Remuneration of Directors in the Amount of EUR 65,000 for Chair and EUR 33,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12	Fix Number of Directors at Five	Mgmt	For	For	For	No
13	Reelect Jens Joller, Mammu Kaario and Tuomas Piirtola as Directors; Elect Susanne Hounsgaard and Markku Tuomaala as New Directors	Mgmt	For	For	For	No
14	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15	Ratify KPMG Oy Ab as Auditors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because the auditor is being replaced without explanation.						
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted because no concerns were identified.						
17	Appoint KPMG Oy Ab as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted because no concerns were identified.						
18	Authorize Share Repurchase Program	Mgmt	For	For	For	No
19	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For	No
20	Approve Charitable Donations up to EUR 50,000	Mgmt	For	For	For	No
21	Close Meeting	Mgmt				

Resolute Mining Limited

Meeting Date: 05/15/2025

Record Date: 05/13/2025

Primary Security ID: Q81068100

Country: Australia

Meeting Type: Annual

Ticker: RSG

Shares Voted: 1,660,912						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Remuneration Report	Mgmt	For	For	For	No
2	Elect Simon Jackson as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of all directors is warranted. No material issues are noted.						

Resolute Mining Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Elect Sabina Shugg as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all directors is warranted. No material issues are noted.</i>					
4	Elect Andrew Wray as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all directors is warranted. No material issues are noted.</i>					
5	Elect Chris Eger as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of all directors is warranted. No material issues are noted.</i>					
6	Approve FY25 Grant of Performance Rights to Chris Eger	Mgmt	For	For	For	No
7	Approve Potential Termination Benefits Under the 2023 Performance Rights Plan	Mgmt	For	For	For	No

Sinosteel Engineering & Technology Co., Ltd.

Meeting Date: 05/15/2025 **Country:** China **Ticker:** 000928
Record Date: 05/12/2025 **Meeting Type:** Annual
Primary Security ID: Y4443Q102

Shares Voted: 149,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report and Summary	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
2	Approve Report of the Board of Directors	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
4	Approve Internal Control Evaluation Report	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
5	Approve Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
6	Approve Profit Distribution Plan	Mgmt	For	For	For	No
7	Approve Special Report on the Deposit and Usage of Raised Funds	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
8	Approve Investment Plan	Mgmt	For	For	For	No

Sinosteel Engineering & Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Approve Remuneration Implementation Report of Directors, Supervisors and Senior Management Members	Mgmt	For	For	For	No
10	Approve Related Party Transactions	Mgmt	For	For	For	No

Sportradar Group AG

Meeting Date: 05/15/2025 **Country:** Switzerland **Ticker:** SRAD
Record Date: 03/21/2025 **Meeting Type:** Annual
Primary Security ID: H8088L103

Shares Voted: 75,746

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The level of disclosure provided in the remuneration report does not allow for an independent assessment of remuneration practices. * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. * The newly appointed CFO and CLO received equity grants during the year that are not quantified or further explained. * The company's equity incentive plans have a high level of potential dilution.</i>						
1.3	Approve Sustainability Report	Mgmt	For	For	For	No
2	Approve Treatment of Net Loss	Mgmt	For	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the discharge of the board of directors and senior management is warranted because: * A material weakness related to internal controls over financial reporting was reported for the fourth consecutive year, while the independent auditor issued an adverse opinion on the effectiveness of the company's internal controls over financial reporting.</i>						
4.1.1	Reelect Deirdre Bigley as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.1.9) A vote AGAINST the nomination committee chair, George Fleet, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Carsten Koerl is warranted because he is the beneficiary of the company's unequal voting structure. A vote FOR all remaining directors is warranted due to lack of concerns. Board chair election (Item 4.2) A vote FOR Jeffery Yabuki as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 4.3.1 – 4.3.4) Votes AGAINST the non-independent nominees: John Doran, Pascal Keutgens, and Marc Walder are warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee, Deirdre Bigley, is warranted due to a lack of concerns.</i>						
4.1.2	Reelect John Doran as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.1.9) A vote AGAINST the nomination committee chair, George Fleet, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Carsten Koerl is warranted because he is the beneficiary of the company's unequal voting structure. A vote FOR all remaining directors is warranted due to lack of concerns. Board chair election (Item 4.2) A vote FOR Jeffery Yabuki as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 4.3.1 – 4.3.4) Votes AGAINST the non-independent nominees: John Doran, Pascal Keutgens, and Marc Walder are warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee, Deirdre Bigley, is warranted due to a lack of concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1.3	Reelect George Fleet as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.1.9) A vote AGAINST the nomination committee chair, George Fleet, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Carsten Koerl is warranted because he is the beneficiary of the company's unequal voting structure. A vote FOR all remaining directors is warranted due to lack of concerns. Board chair election (Item 4.2) A vote FOR Jeffery Yabuki as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 4.3.1 – 4.3.4) Votes AGAINST the non-independent nominees: John Doran, Pascal Keutgens, and Marc Walder are warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee, Deirdre Bigley, is warranted due to a lack of concerns.</i>						
4.1.4	Elect Pascal Keutgens as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.1.9) A vote AGAINST the nomination committee chair, George Fleet, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Carsten Koerl is warranted because he is the beneficiary of the company's unequal voting structure. A vote FOR all remaining directors is warranted due to lack of concerns. Board chair election (Item 4.2) A vote FOR Jeffery Yabuki as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 4.3.1 – 4.3.4) Votes AGAINST the non-independent nominees: John Doran, Pascal Keutgens, and Marc Walder are warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee, Deirdre Bigley, is warranted due to a lack of concerns.</i>						
4.1.5	Reelect Carsten Koerl as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.1.9) A vote AGAINST the nomination committee chair, George Fleet, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Carsten Koerl is warranted because he is the beneficiary of the company's unequal voting structure. A vote FOR all remaining directors is warranted due to lack of concerns. Board chair election (Item 4.2) A vote FOR Jeffery Yabuki as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 4.3.1 – 4.3.4) Votes AGAINST the non-independent nominees: John Doran, Pascal Keutgens, and Marc Walder are warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee, Deirdre Bigley, is warranted due to a lack of concerns.</i>						
4.1.6	Reelect William Kurtz as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.1.9) A vote AGAINST the nomination committee chair, George Fleet, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Carsten Koerl is warranted because he is the beneficiary of the company's unequal voting structure. A vote FOR all remaining directors is warranted due to lack of concerns. Board chair election (Item 4.2) A vote FOR Jeffery Yabuki as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 4.3.1 – 4.3.4) Votes AGAINST the non-independent nominees: John Doran, Pascal Keutgens, and Marc Walder are warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee, Deirdre Bigley, is warranted due to a lack of concerns.</i>						
4.1.7	Reelect Rajani Ramanathan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.1.9) A vote AGAINST the nomination committee chair, George Fleet, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Carsten Koerl is warranted because he is the beneficiary of the company's unequal voting structure. A vote FOR all remaining directors is warranted due to lack of concerns. Board chair election (Item 4.2) A vote FOR Jeffery Yabuki as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 4.3.1 – 4.3.4) Votes AGAINST the non-independent nominees: John Doran, Pascal Keutgens, and Marc Walder are warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee, Deirdre Bigley, is warranted due to a lack of concerns.</i>						
4.1.8	Reelect Marc Walder as Director	Mgmt	For	For	For	No
4.1.9	Reelect William Yabuki as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.1.9) A vote AGAINST the nomination committee chair, George Fleet, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Carsten Koerl is warranted because he is the beneficiary of the company's unequal voting structure. A vote FOR all remaining directors is warranted due to lack of concerns. Board chair election (Item 4.2) A vote FOR Jeffery Yabuki as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 4.3.1 – 4.3.4) Votes AGAINST the non-independent nominees: John Doran, Pascal Keutgens, and Marc Walder are warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee, Deirdre Bigley, is warranted due to a lack of concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.2	Reelect William Yabuki as Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.1.9) A vote AGAINST the nomination committee chair, George Fleet, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Carsten Koerl is warranted because he is the beneficiary of the company's unequal voting structure. A vote FOR all remaining directors is warranted due to lack of concerns. Board chair election (Item 4.2) A vote FOR Jeffery Yabuki as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 4.3.1 – 4.3.4) Votes AGAINST the non-independent nominees: John Doran, Pascal Keutgens, and Marc Walder are warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee, Deirdre Bigley, is warranted due to a lack of concerns.</i>						
4.3.1	Reappoint Deirdre Bigley as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.1.9) A vote AGAINST the nomination committee chair, George Fleet, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Carsten Koerl is warranted because he is the beneficiary of the company's unequal voting structure. A vote FOR all remaining directors is warranted due to lack of concerns. Board chair election (Item 4.2) A vote FOR Jeffery Yabuki as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 4.3.1 – 4.3.4) Votes AGAINST the non-independent nominees: John Doran, Pascal Keutgens, and Marc Walder are warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee, Deirdre Bigley, is warranted due to a lack of concerns.</i>						
4.3.2	Reappoint John Doran as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.1.9) A vote AGAINST the nomination committee chair, George Fleet, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Carsten Koerl is warranted because he is the beneficiary of the company's unequal voting structure. A vote FOR all remaining directors is warranted due to lack of concerns. Board chair election (Item 4.2) A vote FOR Jeffery Yabuki as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 4.3.1 – 4.3.4) Votes AGAINST the non-independent nominees: John Doran, Pascal Keutgens, and Marc Walder are warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee, Deirdre Bigley, is warranted due to a lack of concerns.</i>						
4.3.3	Appoint Pascal Keutgens as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.1.9) A vote AGAINST the nomination committee chair, George Fleet, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Carsten Koerl is warranted because he is the beneficiary of the company's unequal voting structure. A vote FOR all remaining directors is warranted due to lack of concerns. Board chair election (Item 4.2) A vote FOR Jeffery Yabuki as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 4.3.1 – 4.3.4) Votes AGAINST the non-independent nominees: John Doran, Pascal Keutgens, and Marc Walder are warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee, Deirdre Bigley, is warranted due to a lack of concerns.</i>						
4.3.4	Reappoint Marc Walder as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.1.9) A vote AGAINST the nomination committee chair, George Fleet, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Carsten Koerl is warranted because he is the beneficiary of the company's unequal voting structure. A vote FOR all remaining directors is warranted due to lack of concerns. Board chair election (Item 4.2) A vote FOR Jeffery Yabuki as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 4.3.1 – 4.3.4) Votes AGAINST the non-independent nominees: John Doran, Pascal Keutgens, and Marc Walder are warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee, Deirdre Bigley, is warranted due to a lack of concerns.</i>						
5.1	Approve Remuneration of Directors in the Amount of USD 3 Million	Mgmt	For	For	For	No

Sportradar Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.2	Approve Remuneration of Executive Committee in the Amount of USD 40 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The company does not disclose the parameters of its variable compensation system nor the number of expected executives, and in the absence of a detailed explanation, the amount requested appears excessive.</i>						
6	Designate Fuerer Partner Advocaten KIG as Independent Proxy	Mgmt	For	For	For	No
7.1	Ratify KPMG AG as Auditors	Mgmt	For	For	For	No
7.2	Ratify BDO AG as Special Auditors	Mgmt	For	For	For	No
8.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						
8.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

Wasion Holdings Limited

Meeting Date: 05/15/2025 **Country:** Cayman Islands **Ticker:** 3393
Record Date: 05/09/2025 **Meeting Type:** Annual
Primary Security ID: G9463P108

Shares Voted: 310,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Ji Wei as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i>						
4	Elect Zheng Xiao Ping as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i>						
5	Elect Jiang Xinjian as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i>						
6	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No

Wasion Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve EY as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
10	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Wendel SE

Meeting Date: 05/15/2025 **Country:** France **Ticker:** MF
Record Date: 05/13/2025 **Meeting Type:** Annual/Special
Primary Security ID: F98370103

Shares Voted: 5,036						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>						
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>						
3	Approve Treatment of Losses and Dividends of EUR 4.70 per Share	Mgmt	For	For	For	No
4	Approve Transaction with Corporate Officers	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted given the absence of any significant concern.</i>						
5	Approve Transaction with Wendel-Participations SE	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted given the absence of any significant concern.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Reelect Nicolas ver Hulst as Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 33.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 40.0 percent vs 50 percent recommended) (Items 6-9). * Votes AGAINST these reelections are warranted since the director (or shareholder's representative) benefits from the company's distortive voting structure (Items 6-9).</i>						
7	Reelect Bénédicte Coste as Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 33.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 40.0 percent vs 50 percent recommended) (Items 6-9). * Votes AGAINST these reelections are warranted since the director (or shareholder's representative) benefits from the company's distortive voting structure (Items 6-9).</i>						
8	Reelect François de Mitry as Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 33.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 40.0 percent vs 50 percent recommended) (Items 6-9). * Votes AGAINST these reelections are warranted since the director (or shareholder's representative) benefits from the company's distortive voting structure (Items 6-9).</i>						
9	Reelect Priscilla de Moustier as Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 33.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 40.0 percent vs 50 percent recommended) (Items 6-9). * Votes AGAINST these reelections are warranted since the director (or shareholder's representative) benefits from the company's distortive voting structure (Items 6-9).</i>						
10	Renew Appointment of Deloitte & Associés as Auditor	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>						
11	Renew Appointment of Deloitte & Associés as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>						
12	Appoint Forvis Mazars as Auditor	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>						
13	Appoint Forvis Mazars as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>						
14	Approve Compensation Report	Mgmt	For	For	For	No
15	Approve Compensation of Laurent Mignon, Chairman of the Management Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted but are not without concerns as the Stock Option plan criterion could be seen as not stringent enough. Support is nonetheless warranted given the absence of any other concerns.</i>						

Wendel SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16	Approve Compensation of David Darmon, Management Board Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted but are not without concerns as the Stock Option plan criterion could be seen as not stringent enough. Support is nonetheless warranted given the absence of any other concerns.</i>						
17	Approve Compensation of Nicolas ver Hulst, Chairman of the Supervisory board	Mgmt	For	For	For	No
18	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: The company is renouncing the carried interest and stock option plans of the executives to introduce a new compensation scheme made of three plans. A vote FOR these remuneration policies are warranted but not without concerns as: * The performance criteria is in part less stringent in comparison with FY24. Support is nonetheless warranted given the absence of any other concerns.</i>						
19	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For	No
<i>Voting Policy Rationale: The company is renouncing the carried interest and stock option plans of the executives to introduce a new compensation scheme made of three plans. A vote FOR these remuneration policies are warranted but not without concerns as: * The performance criteria is in part less stringent in comparison with FY24. Support is nonetheless warranted given the absence of any other concerns.</i>						
20	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For	No
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees and Employees of International Subsidiaries	Mgmt	For	For	For	No
23	Authorize up to 1.25 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For	No
24	Amend Articles 14, 15 and 25 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Winpak Ltd.

Meeting Date: 05/15/2025

Country: Canada

Ticker: WPK

Record Date: 03/27/2025

Meeting Type: Annual

Primary Security ID: 97535P104

Shares Voted: 47,010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Antti H. Aarnio-Wihuri	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Vote AGAINST Minna Yrjonmaki for serving as a controlling shareholder on the Audit Committee. Vote AGAINST Martti Aarnio-Wihuri and Rakel Aarnio-Wihuri for serving as controlling shareholders on the compensation and nominating committee. Vote AGAINST Bruce Berry for being a former CEO who serves on the compensation committee. Vote AGAINST Antti Aarnio-Wihuri, Martti Aarnio-Wihuri, Rakel Aarnio-Wihuri, and Minna Yrjonmaki for serving as controlling shareholders and Bruce Berry for serving as a non-independent, non-executive director on a non-majority independent board. Vote AGAINST Bruce Berry as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).</i>						
1.2	Elect Director Martti H. Aarnio-Wihuri	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Vote AGAINST Minna Yrjonmaki for serving as a controlling shareholder on the Audit Committee. Vote AGAINST Martti Aarnio-Wihuri and Rakel Aarnio-Wihuri for serving as controlling shareholders on the compensation and nominating committee. Vote AGAINST Bruce Berry for being a former CEO who serves on the compensation committee. Vote AGAINST Antti Aarnio-Wihuri, Martti Aarnio-Wihuri, Rakel Aarnio-Wihuri, and Minna Yrjonmaki for serving as controlling shareholders and Bruce Berry for serving as a non-independent, non-executive director on a non-majority independent board. Vote AGAINST Bruce Berry as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).</i>						
1.3	Elect Director Rakel J. Aarnio-Wihuri	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Vote AGAINST Minna Yrjonmaki for serving as a controlling shareholder on the Audit Committee. Vote AGAINST Martti Aarnio-Wihuri and Rakel Aarnio-Wihuri for serving as controlling shareholders on the compensation and nominating committee. Vote AGAINST Bruce Berry for being a former CEO who serves on the compensation committee. Vote AGAINST Antti Aarnio-Wihuri, Martti Aarnio-Wihuri, Rakel Aarnio-Wihuri, and Minna Yrjonmaki for serving as controlling shareholders and Bruce Berry for serving as a non-independent, non-executive director on a non-majority independent board. Vote AGAINST Bruce Berry as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).</i>						
1.4	Elect Director Bruce J. Berry	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Vote AGAINST Minna Yrjonmaki for serving as a controlling shareholder on the Audit Committee. Vote AGAINST Martti Aarnio-Wihuri and Rakel Aarnio-Wihuri for serving as controlling shareholders on the compensation and nominating committee. Vote AGAINST Bruce Berry for being a former CEO who serves on the compensation committee. Vote AGAINST Antti Aarnio-Wihuri, Martti Aarnio-Wihuri, Rakel Aarnio-Wihuri, and Minna Yrjonmaki for serving as controlling shareholders and Bruce Berry for serving as a non-independent, non-executive director on a non-majority independent board. Vote AGAINST Bruce Berry as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).</i>						
1.5	Elect Director Kenneth P. Kuchma	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote AGAINST Minna Yrjonmaki for serving as a controlling shareholder on the Audit Committee. Vote AGAINST Martti Aarnio-Wihuri and Rakel Aarnio-Wihuri for serving as controlling shareholders on the compensation and nominating committee. Vote AGAINST Bruce Berry for being a former CEO who serves on the compensation committee. Vote AGAINST Antti Aarnio-Wihuri, Martti Aarnio-Wihuri, Rakel Aarnio-Wihuri, and Minna Yrjonmaki for serving as controlling shareholders and Bruce Berry for serving as a non-independent, non-executive director on a non-majority independent board. Vote AGAINST Bruce Berry as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).</i>						
1.6	Elect Director Dayna Spiring	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote AGAINST Minna Yrjonmaki for serving as a controlling shareholder on the Audit Committee. Vote AGAINST Martti Aarnio-Wihuri and Rakel Aarnio-Wihuri for serving as controlling shareholders on the compensation and nominating committee. Vote AGAINST Bruce Berry for being a former CEO who serves on the compensation committee. Vote AGAINST Antti Aarnio-Wihuri, Martti Aarnio-Wihuri, Rakel Aarnio-Wihuri, and Minna Yrjonmaki for serving as controlling shareholders and Bruce Berry for serving as a non-independent, non-executive director on a non-majority independent board. Vote AGAINST Bruce Berry as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).</i>						

Winpak Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.7	Elect Director Minna H. Yrjonmaki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Vote AGAINST Minna Yrjonmaki for serving as a controlling shareholder on the Audit Committee. Vote AGAINST Martti Aarnio-Wihuri and Rakel Aarnio-Wihuri for serving as controlling shareholders on the compensation and nominating committee. Vote AGAINST Bruce Berry for being a former CEO who serves on the compensation committee. Vote AGAINST Antti Aarnio-Wihuri, Martti Aarnio-Wihuri, Rakel Aarnio-Wihuri, and Minna Yrjonmaki for serving as controlling shareholders and Bruce Berry for serving as a non-independent, non-executive director on a non-majority independent board. Vote AGAINST Bruce Berry as the board appears to lack racial/ethnic diversity. Vote FOR the other proposed nominee(s).						
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

AEON DELIGHT CO., LTD.

Meeting Date: 05/16/2025Country: JapanTicker: 9787

Record Date: 02/28/2025Meeting Type: Annual

Primary Security ID: J0036F104

Shares Voted: 7,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Hamada, Kazumasa	Mgmt	For	For	For	No
1.2	Elect Director Miyamae, Goro	Mgmt	For	For	For	No
1.3	Elect Director Akutsu, Tetsuya	Mgmt	For	For	For	No
1.4	Elect Director Watanabe, Hiroyuki	Mgmt	For	For	For	No
1.5	Elect Director Yoshikawa, Keiji	Mgmt	For	For	For	No
1.6	Elect Director Takada, Asako	Mgmt	For	For	For	No
1.7	Elect Director Shimada, Toshio	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Suzuki, Kiyonori	Mgmt	For	For	For	No
2.2	Appoint Statutory Auditor Fujimoto, Takafumi	Mgmt	For	For	For	No

Arcadis NV

Meeting Date: 05/16/2025Country: NetherlandsTicker: ARCAD

Record Date: 04/18/2025Meeting Type: Annual

Primary Security ID: N0605M147

Shares Voted: 62,929

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1.	Open Meeting	Mgmt				
1.b.	Receive Announcements	Mgmt				
2.	Receive Report of Supervisory Board	Mgmt				
3.	Receive Report of Executive Board	Mgmt				
4.a.	Adopt Financial Statements	Mgmt	For	For	For	No
4.b.	Approve Dividends	Mgmt	For	For	For	No
5.a.	Approve Discharge of Executive Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>						
5.b.	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>						
6.a.	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For	No
6.b.	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for FY 2025	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i>						
6.c.	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for FY 2026	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because no concerns were identified.</i>						
7.a.	Approve Remuneration Report for Executive Board	Mgmt	For	For	For	No
7.b.	Approve Remuneration Report for Supervisory Board	Mgmt	For	For	For	No
8.a.	Reelect M.P. Lap to Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the elections of Michiel Lap and Carla Mahieu is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
8.b.	Reelect C.M.C. Mahieu to Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the elections of Michiel Lap and Carla Mahieu is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
8.c.	Announce Vacancies on the Supervisory Board	Mgmt				

Arcadis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.a.	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>						
9.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>						
10.	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
11.	Other Business (Non-Voting)	Mgmt				
12.	Close Meeting	Mgmt				

Asahi Co., Ltd.

Meeting Date: 05/16/2025 **Country:** Japan **Ticker:** 3333
Record Date: 02/20/2025 **Meeting Type:** Annual
Primary Security ID: J02571107

Shares Voted: 11,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For	No
2.1	Elect Director Shimoda, Yoshifumi	Mgmt	For	For	For	No
2.2	Elect Director Mochizuki, Motoi	Mgmt	For	For	For	No
2.3	Elect Director Nishioka, Shiro	Mgmt	For	For	For	No
2.4	Elect Director Hasegawa, Hirofumi	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Horikawa, Makoto	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Suzuki, Atsuko	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Ijima, Michiko	Mgmt	For	For	For	No

China Beststudy Education Group

Meeting Date: 05/16/2025

Country: Cayman Islands

Ticker: 3978

Record Date: 05/09/2025

Meeting Type: Annual

Primary Security ID: G2121W102

Shares Voted: 213,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Elect Junjing Tang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3b	Elect Gui Zhou as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3c	Elect Wai Ng as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3d	Elect Haipeng Shen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3e	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

CLS Holdings Plc

Meeting Date: 05/16/2025

Country: United Kingdom

Ticker: CLI

Record Date: 05/14/2025

Meeting Type: Annual

Primary Security ID: G2212D187

Shares Voted: 77,141

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is considered warranted: * For the second consecutive year, concerns are raised regarding the appropriateness of the bonus payout, given the materially lower financial targets compared to the previous year, and in light of a decrease in the actual achievement of certain metrics. * The FY2025 LTI opportunity at grant is being increased from 150% to 175% of salary for the CEO and from 120% to 145% of salary for the CFO, despite the continued fall in the Company's year-on-year share price, which has resulted in a material uplift in the number of awards granted and raising concerns regarding windfall gains. * The LTI metrics for FY2025 were amended such that 65% of the awards will be subject to Total Accounting Return, which is also a bonus metric. This implies that EDs may be awarded twice for the achievement of the same performance under the STI and LTI.</i>						
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Lennart Sten as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Lennart Sten is warranted, although it is not without concern: * Apart from his role as Non-executive Chair of the Company, he also serves as non-executive chair in two other public company boards, which could compromise his ability to commit sufficient time to his role in the Company. The main reason for support is: * The ISS policy states that, for the Board Chair, negative recommendations would first be applied towards non-executive positions held and the chair position itself would be targeted where they are being elected as chair for the first time. Nevertheless, this matter represents a material concern and will be kept under close review. Item 5 A vote FOR the re-election of Anna Seeley is warranted, although it is not without concern: * She is a non-independent NED and, as in previous years, the Board's composition is not compliant with the UK Code for a company of this size. In addition, she is the Nomination Committee Chair who is considered to be ultimately responsible for the Company's corporate governance practices. The main reason for support is: * There is a succession plan to appoint two independent NEDs in 2025. Items 6, 7, 9, and 10 A vote FOR these Directors is warranted as no significant concerns have been identified Item 8 A vote FOR the re-election of Elizabeth Edwards is warranted, although it is not without concern: * She is a non-independent member of the Audit Committee, which should be wholly independent under the Code. The main reason for support is: * There is a succession plan in place, and she intends to step down from the Board at the end of 2025.</i>						
5	Re-elect Anna Seeley as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Lennart Sten is warranted, although it is not without concern: * Apart from his role as Non-executive Chair of the Company, he also serves as non-executive chair in two other public company boards, which could compromise his ability to commit sufficient time to his role in the Company. The main reason for support is: * The ISS policy states that, for the Board Chair, negative recommendations would first be applied towards non-executive positions held and the chair position itself would be targeted where they are being elected as chair for the first time. Nevertheless, this matter represents a material concern and will be kept under close review. Item 5 A vote FOR the re-election of Anna Seeley is warranted, although it is not without concern: * She is a non-independent NED and, as in previous years, the Board's composition is not compliant with the UK Code for a company of this size. In addition, she is the Nomination Committee Chair who is considered to be ultimately responsible for the Company's corporate governance practices. The main reason for support is: * There is a succession plan to appoint two independent NEDs in 2025. Items 6, 7, 9, and 10 A vote FOR these Directors is warranted as no significant concerns have been identified Item 8 A vote FOR the re-election of Elizabeth Edwards is warranted, although it is not without concern: * She is a non-independent member of the Audit Committee, which should be wholly independent under the Code. The main reason for support is: * There is a succession plan in place, and she intends to step down from the Board at the end of 2025.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Re-elect Fredrik Widlund as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Lennart Sten is warranted, although it is not without concern: * Apart from his role as Non-executive Chair of the Company, he also serves as non-executive chair in two other public company boards, which could compromise his ability to commit sufficient time to his role in the Company. The main reason for support is: * The ISS policy states that, for the Board Chair, negative recommendations would first be applied towards non-executive positions held and the chair position itself would be targeted where they are being elected as chair for the first time. Nevertheless, this matter represents a material concern and will be kept under close review. Item 5 A vote FOR the re-election of Anna Seeley is warranted, although it is not without concern: * She is a non-independent NED and, as in previous years, the Board's composition is not compliant with the UK Code for a company of this size. In addition, she is the Nomination Committee Chair who is considered to be ultimately responsible for the Company's corporate governance practices. The main reason for support is: * There is a succession plan to appoint two independent NEDs in 2025. Items 6, 7, 9, and 10 A vote FOR these Directors is warranted as no significant concerns have been identified Item 8 A vote FOR the re-election of Elizabeth Edwards is warranted, although it is not without concern: * She is a non-independent member of the Audit Committee, which should be wholly independent under the Code. The main reason for support is: * There is a succession plan in place, and she intends to step down from the Board at the end of 2025.</i>						
7	Re-elect Andrew Kirkman as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Lennart Sten is warranted, although it is not without concern: * Apart from his role as Non-executive Chair of the Company, he also serves as non-executive chair in two other public company boards, which could compromise his ability to commit sufficient time to his role in the Company. The main reason for support is: * The ISS policy states that, for the Board Chair, negative recommendations would first be applied towards non-executive positions held and the chair position itself would be targeted where they are being elected as chair for the first time. Nevertheless, this matter represents a material concern and will be kept under close review. Item 5 A vote FOR the re-election of Anna Seeley is warranted, although it is not without concern: * She is a non-independent NED and, as in previous years, the Board's composition is not compliant with the UK Code for a company of this size. In addition, she is the Nomination Committee Chair who is considered to be ultimately responsible for the Company's corporate governance practices. The main reason for support is: * There is a succession plan to appoint two independent NEDs in 2025. Items 6, 7, 9, and 10 A vote FOR these Directors is warranted as no significant concerns have been identified Item 8 A vote FOR the re-election of Elizabeth Edwards is warranted, although it is not without concern: * She is a non-independent member of the Audit Committee, which should be wholly independent under the Code. The main reason for support is: * There is a succession plan in place, and she intends to step down from the Board at the end of 2025.</i>						
8	Re-elect Elizabeth Edwards as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Lennart Sten is warranted, although it is not without concern: * Apart from his role as Non-executive Chair of the Company, he also serves as non-executive chair in two other public company boards, which could compromise his ability to commit sufficient time to his role in the Company. The main reason for support is: * The ISS policy states that, for the Board Chair, negative recommendations would first be applied towards non-executive positions held and the chair position itself would be targeted where they are being elected as chair for the first time. Nevertheless, this matter represents a material concern and will be kept under close review. Item 5 A vote FOR the re-election of Anna Seeley is warranted, although it is not without concern: * She is a non-independent NED and, as in previous years, the Board's composition is not compliant with the UK Code for a company of this size. In addition, she is the Nomination Committee Chair who is considered to be ultimately responsible for the Company's corporate governance practices. The main reason for support is: * There is a succession plan to appoint two independent NEDs in 2025. Items 6, 7, 9, and 10 A vote FOR these Directors is warranted as no significant concerns have been identified Item 8 A vote FOR the re-election of Elizabeth Edwards is warranted, although it is not without concern: * She is a non-independent member of the Audit Committee, which should be wholly independent under the Code. The main reason for support is: * There is a succession plan in place, and she intends to step down from the Board at the end of 2025.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Bill Holland as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Lennart Sten is warranted, although it is not without concern: * Apart from his role as Non-executive Chair of the Company, he also serves as non-executive chair in two other public company boards, which could compromise his ability to commit sufficient time to his role in the Company. The main reason for support is: * The ISS policy states that, for the Board Chair, negative recommendations would first be applied towards non-executive positions held and the chair position itself would be targeted where they are being elected as chair for the first time. Nevertheless, this matter represents a material concern and will be kept under close review. Item 5 A vote FOR the re-election of Anna Seeley is warranted, although it is not without concern: * She is a non-independent NED and, as in previous years, the Board's composition is not compliant with the UK Code for a company of this size. In addition, she is the Nomination Committee Chair who is considered to be ultimately responsible for the Company's corporate governance practices. The main reason for support is: * There is a succession plan to appoint two independent NEDs in 2025. Items 6, 7, 9, and 10 A vote FOR these Directors is warranted as no significant concerns have been identified Item 8 A vote FOR the re-election of Elizabeth Edwards is warranted, although it is not without concern: * She is a non-independent member of the Audit Committee, which should be wholly independent under the Code. The main reason for support is: * There is a succession plan in place, and she intends to step down from the Board at the end of 2025.</i>						
10	Re-elect Eva Lindqvist as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Lennart Sten is warranted, although it is not without concern: * Apart from his role as Non-executive Chair of the Company, he also serves as non-executive chair in two other public company boards, which could compromise his ability to commit sufficient time to his role in the Company. The main reason for support is: * The ISS policy states that, for the Board Chair, negative recommendations would first be applied towards non-executive positions held and the chair position itself would be targeted where they are being elected as chair for the first time. Nevertheless, this matter represents a material concern and will be kept under close review. Item 5 A vote FOR the re-election of Anna Seeley is warranted, although it is not without concern: * She is a non-independent NED and, as in previous years, the Board's composition is not compliant with the UK Code for a company of this size. In addition, she is the Nomination Committee Chair who is considered to be ultimately responsible for the Company's corporate governance practices. The main reason for support is: * There is a succession plan to appoint two independent NEDs in 2025. Items 6, 7, 9, and 10 A vote FOR these Directors is warranted as no significant concerns have been identified Item 8 A vote FOR the re-election of Elizabeth Edwards is warranted, although it is not without concern: * She is a non-independent member of the Audit Committee, which should be wholly independent under the Code. The main reason for support is: * There is a succession plan in place, and she intends to step down from the Board at the end of 2025.</i>						
11	Appoint BDO LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Duerr AG
Meeting Date: 05/16/2025

Country: Germany

Ticker: DUE

Record Date: 04/24/2025

Meeting Type: Annual

Primary Security ID: D23279108

Shares Voted: 36,842

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the Fiscal Year 2025 and the First Quarter of Fiscal Year 2026	Mgmt	For	For	For	No
5.2	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
6.1	Elect Rolf Breidenbach to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i>						
6.2	Elect Alexandra Duerr to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i>						
6.3	Elect Gerhard Federer to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i>						
6.4	Elect Markus Kerber to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i>						
6.5	Elect Anja Schuler to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i>						
6.6	Elect Arnd Zinnhardt to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Remuneration Report	Mgmt	For	For	For	No
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For	No

FIH Mobile Limited

Meeting Date: 05/16/2025Country: Cayman IslandsTicker: 2038

Record Date: 05/09/2025Meeting Type: Annual

Primary Security ID: G3472Y101

Shares Voted: 1,200,920						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Chih Yu Yang as Director and Authorize Board to Fix His Remuneration	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.						
3	Elect Kuo Wen-Yi as Director and Authorize Board to Fix His Remuneration	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.						
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the company has not specified a discount limit for issuance for cash and non-cash consideration.						
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Adopt Proposed Amendments to the Company's Procedures for Loaning of Funds	Mgmt	For	For	For	No
8	Approve Share Consolidation	Mgmt	For	For	For	No
9	Amend Existing Third Amended and Restated Memorandum and Articles of Association and Adopt Fourth Amended and Restated Memorandum and Articles of Association	Mgmt	For	For	For	No

Gujarat Industries Power Company Limited

Meeting Date: 05/16/2025

Country: India

Ticker: 517300

Record Date: 04/11/2025

Meeting Type: Special

Primary Security ID: Y2944H118

Shares Voted: 303,987

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot Elect Susanta Kumar Roy as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2	Elect Suchita Gupta as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3	Elect Avantika Singh Aulakh as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4	Elect Prabhat Singh as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						

Lassonde Industries Inc.

Meeting Date: 05/16/2025

Country: Canada

Ticker: LAS.A

Record Date: 04/01/2025

Meeting Type: Annual

Primary Security ID: 517907101

Shares Voted: 400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Guy Belanger	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote AGAINST Pierre-Paul Lassonde for serving as a controlling shareholder and as a former CEO on the Human Resources and Compensation Committee. Vote AGAINST Nathalie Lassonde for serving as an executive director on the nominating committee. Vote FOR the other proposed nominee(s).</i>						
1.2	Elect Director Denis Boudreault	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote AGAINST Pierre-Paul Lassonde for serving as a controlling shareholder and as a former CEO on the Human Resources and Compensation Committee. Vote AGAINST Nathalie Lassonde for serving as an executive director on the nominating committee. Vote FOR the other proposed nominee(s).</i>						
1.3	Elect Director Paul Bouthillier	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote AGAINST Pierre-Paul Lassonde for serving as a controlling shareholder and as a former CEO on the Human Resources and Compensation Committee. Vote AGAINST Nathalie Lassonde for serving as an executive director on the nominating committee. Vote FOR the other proposed nominee(s).</i>						

Lassonde Industries Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.4	Elect Director Luc Doyon	Mgmt	For	For	For	No
Voting Policy Rationale: Vote AGAINST Pierre-Paul Lassonde for serving as a controlling shareholder and as a former CEO on the Human Resources and Compensation Committee. Vote AGAINST Nathalie Lassonde for serving as an executive director on the nominating committee. Vote FOR the other proposed nominee(s).						
1.5	Elect Director Nathalie Lassonde	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Vote AGAINST Pierre-Paul Lassonde for serving as a controlling shareholder and as a former CEO on the Human Resources and Compensation Committee. Vote AGAINST Nathalie Lassonde for serving as an executive director on the nominating committee. Vote FOR the other proposed nominee(s).						
1.6	Elect Director Pierre-Paul Lassonde	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Vote AGAINST Pierre-Paul Lassonde for serving as a controlling shareholder and as a former CEO on the Human Resources and Compensation Committee. Vote AGAINST Nathalie Lassonde for serving as an executive director on the nominating committee. Vote FOR the other proposed nominee(s).						
1.7	Elect Director Pierre Lessard	Mgmt	For	For	For	No
Voting Policy Rationale: Vote AGAINST Pierre-Paul Lassonde for serving as a controlling shareholder and as a former CEO on the Human Resources and Compensation Committee. Vote AGAINST Nathalie Lassonde for serving as an executive director on the nominating committee. Vote FOR the other proposed nominee(s).						
1.8	Elect Director Nathalie Pilon	Mgmt	For	For	For	No
Voting Policy Rationale: Vote AGAINST Pierre-Paul Lassonde for serving as a controlling shareholder and as a former CEO on the Human Resources and Compensation Committee. Vote AGAINST Nathalie Lassonde for serving as an executive director on the nominating committee. Vote FOR the other proposed nominee(s).						
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

PT Mark Dynamics Indonesia Tbk

Meeting Date: 05/16/2025	Country: Indonesia	Ticker: MARK
Record Date: 04/23/2025	Meeting Type: Annual	
Primary Security ID: Y581AL104		

Shares Voted: 3,600,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No

PT Mark Dynamics Indonesia Tbk

Meeting Date: 05/16/2025

Record Date: 04/23/2025

Primary Security ID: Y581AL104

Country: Indonesia

Meeting Type: Extraordinary Shareholders

Ticker: MARK

Shares Voted: 3,600,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Pledging of Assets for Debt	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this resolution is warranted due to lack of information.

SHIMAMURA Co., Ltd.

Meeting Date: 05/16/2025

Record Date: 02/20/2025

Primary Security ID: J72208101

Country: Japan

Meeting Type: Annual

Ticker: 8227

Shares Voted: 30,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 105	Mgmt	For	For	For	No
2.1	Elect Director Suzuki, Makoto	Mgmt	For	For	For	No
2.2	Elect Director Takahashi, Ichiro	Mgmt	For	For	For	No
2.3	Elect Director Nakahira, Takashi	Mgmt	For	For	For	No
2.4	Elect Director Tsujiguchi, Yoshiteru	Mgmt	For	For	For	No
2.5	Elect Director Ueda, Hajime	Mgmt	For	For	For	No
2.6	Elect Director Matsui, Tamae	Mgmt	For	For	For	No
2.7	Elect Director Suzuki, Yutaka	Mgmt	For	For	For	No
2.8	Elect Director Murokubo, Teiichi	Mgmt	For	For	For	No
3	Approve Additional Dividend so that Final Dividend per Share Equals to JPY 246	SH	Against	For	For	Yes
Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * Given the firm's position in cash and equivalents and long-term securities, the proposed dividend payment should be achievable without causing problems for the company's financial health.						
4	Initiate Share Repurchase Program	SH	Against	Against	Against	No

Sing Tao News Corporation Limited

Meeting Date: 05/16/2025

Country: Bermuda

Ticker: 1105

Record Date: 05/12/2025

Meeting Type: Annual

Primary Security ID: G8196H128

Shares Voted: 221,933

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Elect Kwok Ying Shing as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
2b	Elect Choi Karson Ka Tsan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
2c	Elect Fan Chun Wah Andrew as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
3	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve Baker Tilly Hong Kong Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
8	Amend Existing Bye-Laws and Adopt New Set of Bye-Laws with the Amendments	Mgmt	For	For	For	No

SY Holdings Group Limited

Meeting Date: 05/16/2025

Country: Cayman Islands

Ticker: 6069

Record Date: 05/12/2025

Meeting Type: Annual

Primary Security ID: G8116R107

Shares Voted: 215,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Final Dividend	Mgmt	For	For	For	No
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3a	Elect Wang Ying as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3b	Elect Tang King San Terence as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3c	Elect Sun Wei Yung Kevin as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3d	Elect Chan Yuk Ying Phyllis as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3e	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Xiabuxiabu Catering Management (China) Holdings Co., Ltd.

Meeting Date: 05/16/2025

Country: Cayman Islands

Ticker: 520

Record Date: 05/13/2025

Meeting Type: Annual

Primary Security ID: G98297107

Xiabuxiabu Catering Management (China) Holdings Co., Ltd.

Shares Voted: 675,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2.1a	Elect Chen Su-Yin as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2.1b	Elect Kot Man Tat as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2.1c	Elect Feng Hui-Huang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2.1d	Elect Huang Cheng-Chung as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2.2	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
7	Approve Interim Dividend	Mgmt	For	For	For	No

Xiangpiaopiao Food Co., Ltd.

Meeting Date: 05/16/2025

Country: China

Ticker: 603711

Record Date: 05/12/2025

Meeting Type: Annual

Primary Security ID: Y972FK102

Shares Voted: 18,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
3	Approve Annual Report and Summary	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
4	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
5	Approve Profit Distribution	Mgmt	For	For	For	No
6	Approve to Appoint Auditor	Mgmt	For	For	For	No
7	Approve Remuneration of Directors and Senior Management Members	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>						
8	Approve Remuneration of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>						
9	Approve Use of Idle Own Funds to Invest in Financial Products	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.</i>						
10	Approve Credit Line Application	Mgmt	For	For	For	No
11	Approve to Abolish Supervisory Board and Amend Articles of Association	Mgmt	For	For	For	No
12	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>						
13	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>						
14	Amend Rules of Work for Independent Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>						

Xiangpiaopiao Food Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15.1	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
	Elect Jiang Jianqi as Director	Mgmt	For	For	For	No
15.2	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
	Elect Lu Jiahua as Director	Mgmt	For	For	For	No
15.3	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
	Elect Yang Jing as Director	Mgmt	For	For	For	No
15.4	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
	Elect Jiang Xiaoying as Director	Mgmt	For	For	For	No
15.5	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
	Elect Zou Yongjian as Director	Mgmt	For	For	For	No
16.1	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
	Elect Ying Yeping as Director	Mgmt	For	For	For	No
16.2	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
	Elect Jiang Yinhua as Director	Mgmt	For	For	For	No
16.3	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
	Elect Yu Rongjian as Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					

Zhejiang Qianjiang Motorcycle Co., Ltd.

Meeting Date: 05/16/2025	Country: China	Ticker: 000913
Record Date: 05/12/2025	Meeting Type: Annual	
Primary Security ID: Y98903100		

Shares Voted: 227,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						

Zhejiang Qianjiang Motorcycle Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
3	Approve Annual Report and Summary	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
4	Approve Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
5	Approve Profit Distribution	Mgmt	For	For	For	No
6	Approve to Appoint Auditor	Mgmt	For	For	For	No
7	Approve Application of Bank Credit Lines and Financing Plan	Mgmt	For	For	For	No
8	Approve Forward Foreign Exchange Transaction Business	Mgmt	For	For	For	No
9	Approve Authorization of the Board for Interim Profit Distribution	Mgmt	For	For	For	No

DCB Bank Limited

Meeting Date: 05/19/2025	Country: India	Ticker: 532772
Record Date: 04/11/2025	Meeting Type: Special	
Primary Security ID: Y2051L134		

Shares Voted: 214,635						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot	Mgmt				
	Elect Balu Srinivasan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both the nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2	Elect Nadir Noorallah Bhalwani as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both the nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

Kambi Group Plc

Meeting Date: 05/19/2025	Country: Malta	Ticker: KAMBI
Record Date: 04/25/2025	Meeting Type: Annual/Special	
Primary Security ID: X4170A107		

Shares Voted: 9,420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Annual Meeting Agenda	Mgmt				
	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine non-voting opening items.</i>					
2	Elect Chair of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine non-voting opening items.</i>					
3	Prepare and Approve the Register of Shareholders Entitled to Vote	Mgmt				
	<i>Voting Policy Rationale: These are routine non-voting opening items.</i>					
4	Approve Agenda	Mgmt				
	<i>Voting Policy Rationale: These are routine non-voting opening items.</i>					
5	Determine Whether the Meeting has been Duly Convened	Mgmt				
	<i>Voting Policy Rationale: These are routine non-voting opening items.</i>					
6	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine non-voting opening items.</i>					
7	Receive Consolidated Financial Statements, Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
	<i>Voting Policy Rationale: These are routine non-voting opening items.</i>					
8	Statement by CEO	Mgmt				
	<i>Voting Policy Rationale: These are routine non-voting opening items.</i>					
9	Ordinary Business	Mgmt				
	Accept Consolidated Financial Statements, Financial Statements and Statutory Reports	Mgmt	For	For	For	No
10	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because there is no sufficient information to assess the appropriateness of the STI award, performance period for the 2024 LTIP is not disclosed; and CEO's opportunity under LTIs is not disclosed.</i>					
11	Fix Number of Directors	Mgmt	For	For	For	No
12	Approve Remuneration of Directors	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Reelect Anders Strom as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the reelection of board chair Anders Strom (Item 13), is warranted because the board composition does not comply with the minimum requirements on gender diversity. A vote FOR the reelection of Patrick Clase (Item 14), Marlene Forsell (Item 15), Kristian Nylen (Item 16), Benjamin Cherniak (Item 17), and the election of Anna Nordell Westling (Item 18) and Ronnie Bodinger (Item 19) is warranted due to a lack of concerns with this proposal.</i>						
14	Reelect Patrick Clase as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the reelection of board chair Anders Strom (Item 13), is warranted because the board composition does not comply with the minimum requirements on gender diversity. A vote FOR the reelection of Patrick Clase (Item 14), Marlene Forsell (Item 15), Kristian Nylen (Item 16), Benjamin Cherniak (Item 17), and the election of Anna Nordell Westling (Item 18) and Ronnie Bodinger (Item 19) is warranted due to a lack of concerns with this proposal.</i>						
15	Reelect Marlene Forsell as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the reelection of board chair Anders Strom (Item 13), is warranted because the board composition does not comply with the minimum requirements on gender diversity. A vote FOR the reelection of Patrick Clase (Item 14), Marlene Forsell (Item 15), Kristian Nylen (Item 16), Benjamin Cherniak (Item 17), and the election of Anna Nordell Westling (Item 18) and Ronnie Bodinger (Item 19) is warranted due to a lack of concerns with this proposal.</i>						
16	Reelect Kristian Nylen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the reelection of board chair Anders Strom (Item 13), is warranted because the board composition does not comply with the minimum requirements on gender diversity. A vote FOR the reelection of Patrick Clase (Item 14), Marlene Forsell (Item 15), Kristian Nylen (Item 16), Benjamin Cherniak (Item 17), and the election of Anna Nordell Westling (Item 18) and Ronnie Bodinger (Item 19) is warranted due to a lack of concerns with this proposal.</i>						
17	Reelect Benjamin Cherniak as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the reelection of board chair Anders Strom (Item 13), is warranted because the board composition does not comply with the minimum requirements on gender diversity. A vote FOR the reelection of Patrick Clase (Item 14), Marlene Forsell (Item 15), Kristian Nylen (Item 16), Benjamin Cherniak (Item 17), and the election of Anna Nordell Westling (Item 18) and Ronnie Bodinger (Item 19) is warranted due to a lack of concerns with this proposal.</i>						
18	Elect Anna Nordell Westling as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the reelection of board chair Anders Strom (Item 13), is warranted because the board composition does not comply with the minimum requirements on gender diversity. A vote FOR the reelection of Patrick Clase (Item 14), Marlene Forsell (Item 15), Kristian Nylen (Item 16), Benjamin Cherniak (Item 17), and the election of Anna Nordell Westling (Item 18) and Ronnie Bodinger (Item 19) is warranted due to a lack of concerns with this proposal.</i>						
19	Elect Ronnie Bodinger as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the reelection of board chair Anders Strom (Item 13), is warranted because the board composition does not comply with the minimum requirements on gender diversity. A vote FOR the reelection of Patrick Clase (Item 14), Marlene Forsell (Item 15), Kristian Nylen (Item 16), Benjamin Cherniak (Item 17), and the election of Anna Nordell Westling (Item 18) and Ronnie Bodinger (Item 19) is warranted due to a lack of concerns with this proposal.</i>						
20	Elect Anders Strom as Board Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: In line with Item 13, a vote AGAINST this item is warranted.</i>						
21	Approve Guidelines on Electing Nomination Committee	Mgmt	For	For	For	No
22	Ratify Mazars as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				

Kambi Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
23	Authorize Share Capital Increase without Preemptive Rights	Mgmt	For	For	For	No
24	Approve Stock Option Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the company has not disclosed key features of the plan, including performance conditions, if any, performance period.						
25	Authorize Share Repurchase Program	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal to repurchase company shares is warranted because the company would be able to hold more than 10 percent of its share capital in treasury.						
26	Amend Bylaws to Include the Unsuitable Person Redemption Provision	Mgmt	For	For	For	No
27	Approve Shares Purchase and Empower Board of Directors to take any Action required pursuant to Article 38	Mgmt	For	For	For	No
28	Close Meeting	Mgmt				

Lung Kee Group Holdings Limited

Meeting Date: 05/19/2025Country: BermudaTicker: 255

Record Date: 05/13/2025Meeting Type: Annual

Primary Security ID: G5697D101

Shares Voted: 3,677						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Approve Final Dividend	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because this is a routine dividend proposal.						
2b	Approve Final Special Dividend	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because this is a routine dividend proposal.						
3	Fix Number of Directors at 15	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
4a	Elect Siu Tit Lung as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4b	Elect Siu Yu Hang, Leo as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

Lung Kee Group Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4c	Elect He Lamei as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
5	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
6	Authorize Board to Appoint Additional Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						
7	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
9	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
10	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Malayan Flour Mills Berhad

Meeting Date: 05/19/2025

Country: Malaysia

Ticker: 3662

Record Date: 05/09/2025

Meeting Type: Annual

Primary Security ID: Y55029105

Shares Voted: 625,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Teh Wee Chye as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
2	Elect Zainal Abidin bin Mahamad Zain as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3	Elect Azhari Arshad as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
4	Approve Directors' Fees	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						

Malayan Flour Mills Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Directors' Benefits	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
6	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the non-audit fees exceeded the total audit fees paid to the company's audit firm in the latest fiscal year without satisfactory explanation.						
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
8	Approve Share Repurchase Program	Mgmt	For	For	For	No

Metals X Limited

Meeting Date: 05/19/2025Country: AustraliaTicker: MLX

Record Date: 05/17/2025Meeting Type: Annual

Primary Security ID: Q60408129

Shares Voted: 1,526,944

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Remuneration Report	Mgmt	None	For	For	No
2	Elect Patrick O'Connor as Director	Mgmt	For	For	For	No

Profarma Distribuidora de Produtos Farmaceuticos SA

Meeting Date: 05/19/2025Country: BrazilTicker: PFRM3

Record Date:Meeting Type: Extraordinary Shareholders

Primary Security ID: P7913E103

Shares Voted: 25,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Jonathan Matthew McGowens as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST non-independent director nominee Jonathan Matthew McGowens is warranted given the proposed board's overall lack of independence.						

Social Housing REIT PLC

Meeting Date: 05/19/2025Country: United KingdomTicker: SOHO

Record Date: 05/15/2025Meeting Type: Annual

Primary Security ID: G9082C108

Shares Voted: 113,488

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Christopher Phillips as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the re-election/election of Christopher Phillips, Peter Coward, Tracey Fletcher-Ray, Cecily Davis and Bryan Sherriff is warranted because no significant concerns have been identified.</i>						
4	Re-elect Peter Coward as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the re-election/election of Christopher Phillips, Peter Coward, Tracey Fletcher-Ray, Cecily Davis and Bryan Sherriff is warranted because no significant concerns have been identified.</i>						
5	Re-elect Tracey Fletcher-Ray as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the re-election/election of Christopher Phillips, Peter Coward, Tracey Fletcher-Ray, Cecily Davis and Bryan Sherriff is warranted because no significant concerns have been identified.</i>						
6	Re-elect Cecily Davis as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the re-election/election of Christopher Phillips, Peter Coward, Tracey Fletcher-Ray, Cecily Davis and Bryan Sherriff is warranted because no significant concerns have been identified.</i>						
7	Elect Bryan Sherriff as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the re-election/election of Christopher Phillips, Peter Coward, Tracey Fletcher-Ray, Cecily Davis and Bryan Sherriff is warranted because no significant concerns have been identified.</i>						
8	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
9	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 10 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Items 12 & 13 A vote FOR these resolutions is warranted because: * The proposed amounts and durations are within recommended limits; and * The Company has provided a commitment that shares would be issued at a premium to the prevailing NAV.</i>						
11	Authorise Directors to Declare and Pay All Dividends of the Company as Interim Dividends	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 10 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Items 12 & 13 A vote FOR these resolutions is warranted because: * The proposed amounts and durations are within recommended limits; and * The Company has provided a commitment that shares would be issued at a premium to the prevailing NAV.</i>						
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 10 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Items 12 & 13 A vote FOR these resolutions is warranted because: * The proposed amounts and durations are within recommended limits; and * The Company has provided a commitment that shares would be issued at a premium to the prevailing NAV.</i>						

Social Housing REIT PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

accesso Technology Group Plc

Meeting Date: 05/20/2025Country: United KingdomTicker: ACSO

Record Date: 05/16/2025Meeting Type: Annual

Primary Security ID: G1150H101

Shares Voted: 1,053						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Steve Brown as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the re-election/election of Steve Brown, Matthew Boyle, Jody Madden, Andy Malpass and Bill Russell is warranted because no significant concerns have been identified.						
4	Elect Matthew Boyle as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the re-election/election of Steve Brown, Matthew Boyle, Jody Madden, Andy Malpass and Bill Russell is warranted because no significant concerns have been identified.						
5	Re-elect Jody Madden as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the re-election/election of Steve Brown, Matthew Boyle, Jody Madden, Andy Malpass and Bill Russell is warranted because no significant concerns have been identified.						
6	Re-elect Andrew Malpass as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the re-election/election of Steve Brown, Matthew Boyle, Jody Madden, Andy Malpass and Bill Russell is warranted because no significant concerns have been identified.						
7	Re-elect William Russell as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the re-election/election of Steve Brown, Matthew Boyle, Jody Madden, Andy Malpass and Bill Russell is warranted because no significant concerns have been identified.						
8	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For	No
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
10	Approve Long Term Incentive Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the proposed Long Term Incentive Plan is warranted for the following reasons: * The overall dilution limit contained within the scheme rules allows the Company to issue 15% of the issued share capital in 10 years, which is in excess of best practice limits of 10 percent in 10 years; * Vesting of awards granted under this plan may not be conditional on the achievement of pre-set performance hurdles; and * Awards vest may vest over a period of less than three-years, which is not in line with local market standards.						

accesso Technology Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Ajisen (China) Holdings Limited

Meeting Date: 05/20/2025 **Country:** Cayman Islands **Ticker:** 538
Record Date: 05/14/2025 **Meeting Type:** Annual
Primary Security ID: G0192S109

Shares Voted: 173,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3A1	Elect Lo Peter as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3A2	Elect Jen Shek Voon as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3A3	Elect Yew Yat On as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3B	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Ajisen (China) Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
5B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Avgol Industries 1953 Ltd.

Meeting Date: 05/20/2025 **Country:** Israel **Ticker:** AVGL
Record Date: 04/21/2025 **Meeting Type:** Special
Primary Security ID: M15565100

Shares Voted: 258						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Updated Compensation of Sivan Yedidsion, CEO	Mgmt	For	For	For	No
2	Reelect Lea Carmel Goren as External Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: As the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning, the nominees, Lea Carmel Goren and Benjamin (Ben) Harel, warrant a vote FOR.</i>						
3	Reelect Benjamin Harel as External Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: As the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning, the nominees, Lea Carmel Goren and Benjamin (Ben) Harel, warrant a vote FOR.</i>						
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against	No
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt				

Avgol Industries 1953 Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>						
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>						
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	For	No
<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>						

EVA Precision Industrial Holdings Limited

Meeting Date: 05/20/2025 **Country:** Cayman Islands **Ticker:** 838
Record Date: 05/13/2025 **Meeting Type:** Annual
Primary Security ID: G32148101

Shares Voted: 280,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2A	Elect Zhang Hwo Jie as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2B	Elect Chai Ngai Chiu Sunny as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						

EVA Precision Industrial Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2C	Elect Zhang Yaohua as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2D	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
5B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Forterra Plc

Meeting Date: 05/20/2025

Country: United Kingdom

Ticker: FORT

Record Date: 05/16/2025

Meeting Type: Annual

Primary Security ID: G3638E106

Shares Voted: 36,595						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Nigel Lingwood as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
6	Re-elect Neil Ash as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						

Forterra Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Re-elect Ben Guyatt as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Katherine Innes Ker as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Re-elect Gina Jardine as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
10	Re-elect Martin Sutherland as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
11	Re-elect Vince Niblett as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
12	Elect Aysegul Sabanci as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
13	Approve Remuneration Committee Report	Mgmt	For	For	For	No
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Hilton Food Group Plc

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

Shares Voted: 24,885

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Elect Mark Allen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
5	Re-elect Steve Murrells as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
6	Re-elect Matt Osborne as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
7	Re-elect Angus Porter as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
8	Re-elect Rebecca Shelley as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
9	Re-elect Patricia Dimond as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
10	Re-elect Sarah Perry as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Approve Final Dividend	Mgmt	For	For	For	No
14	Amend Long Term Incentive Plan	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						

Hilton Food Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

International Workplace Group Plc

Meeting Date: 05/20/2025 **Country:** Jersey **Ticker:** IWG
Record Date: 05/16/2025 **Meeting Type:** Annual
Primary Security ID: G4969N103

Shares Voted: 208,833

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted. The Company is introducing restricted share awards, in addition to increasing the maximum award size for performance shares, the latter with its own award multiplier. The aggregate LTI opportunity is thereby increasing from 250% to 300% of salary. While the value of RSP and PSP is at 1:2, the Remuneration Committee has discretion to determine the mix of LTI award types to be granted to the Executive Directors. The maximum bonus opportunity is also being increased from 150% to 200% of salary. Overall, the proposed remuneration policy represents a significant change in both quantum and structure that is not considered sufficiently justified by the Company's rationale, notwithstanding its merits.</i>						
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Deferred Bonus Share Plan	Mgmt	For	For	For	No
5	Approve Performance Share Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted: * The Company is increasing the maximum award opportunity from 250% of salary to 300%, plus a performance multiplier of up to 1.33x on any payout. The Remuneration Committee also has discretion to determine the mix of LTI award types to be granted to the Executive Directors. Overall, the proposed changes are not considered sufficiently justified by the Company's rationale.</i>						
6	Approve Restricted Share Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted: * The Company is introducing restricted shares to the executive pay framework. The maximum RSP opportunity represents a 50% discount to the revised PSP opportunity that is also subject to shareholder approval. The Remuneration Committee also has discretion to determine the mix of LTI award types to be granted to the Executive Directors. Overall, the proposed changes are not considered sufficiently justified by the Company's rationale.</i>						
7	Approve Share Option Plan	Mgmt	For	For	For	No
8	Approve Final Dividend	Mgmt	For	For	For	No

International Workplace Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Ratify KPMG Ireland as Auditors	Mgmt	For	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Elect Lázaro Campos as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 11-13, 15-18 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 14 A vote FOR the re-election of Nina Henderson is warranted, although it is not without concern: * She is a member of the Audit and Remuneration Committees, which fall short of the UK Code recommendation of being wholly independent. The main reason for support is: * The Company has confirmed that her continued service on the Board is a short-term arrangement, as part of the overall succession plan. No other issues identified with her independence. Item 19 A vote FOR the re-election of Doug Sutherland is warranted, although it is not without concern: * He has served as Board Chair for 16 years, which falls short of the UK Code recommendation. The main reasons for support are: * The Company has confirmed that this is a short-term arrangement, as part of the overall succession, and has shown consistency with its commitment on its succession activities.</i>						
12	Re-elect Mark Dixon as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 11-13, 15-18 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 14 A vote FOR the re-election of Nina Henderson is warranted, although it is not without concern: * She is a member of the Audit and Remuneration Committees, which fall short of the UK Code recommendation of being wholly independent. The main reason for support is: * The Company has confirmed that her continued service on the Board is a short-term arrangement, as part of the overall succession plan. No other issues identified with her independence. Item 19 A vote FOR the re-election of Doug Sutherland is warranted, although it is not without concern: * He has served as Board Chair for 16 years, which falls short of the UK Code recommendation. The main reasons for support are: * The Company has confirmed that this is a short-term arrangement, as part of the overall succession, and has shown consistency with its commitment on its succession activities.</i>						
13	Re-elect Laurie Harris as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 11-13, 15-18 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 14 A vote FOR the re-election of Nina Henderson is warranted, although it is not without concern: * She is a member of the Audit and Remuneration Committees, which fall short of the UK Code recommendation of being wholly independent. The main reason for support is: * The Company has confirmed that her continued service on the Board is a short-term arrangement, as part of the overall succession plan. No other issues identified with her independence. Item 19 A vote FOR the re-election of Doug Sutherland is warranted, although it is not without concern: * He has served as Board Chair for 16 years, which falls short of the UK Code recommendation. The main reasons for support are: * The Company has confirmed that this is a short-term arrangement, as part of the overall succession, and has shown consistency with its commitment on its succession activities.</i>						
14	Re-elect Nina Henderson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 11-13, 15-18 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 14 A vote FOR the re-election of Nina Henderson is warranted, although it is not without concern: * She is a member of the Audit and Remuneration Committees, which fall short of the UK Code recommendation of being wholly independent. The main reason for support is: * The Company has confirmed that her continued service on the Board is a short-term arrangement, as part of the overall succession plan. No other issues identified with her independence. Item 19 A vote FOR the re-election of Doug Sutherland is warranted, although it is not without concern: * He has served as Board Chair for 16 years, which falls short of the UK Code recommendation. The main reasons for support are: * The Company has confirmed that this is a short-term arrangement, as part of the overall succession, and has shown consistency with its commitment on its succession activities.</i>						

International Workplace Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15	Elect Stephen Jennings as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 11-13, 15-18 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 14 A vote FOR the re-election of Nina Henderson is warranted, although it is not without concern: * She is a member of the Audit and Remuneration Committees, which fall short of the UK Code recommendation of being wholly independent. The main reason for support is: * The Company has confirmed that her continued service on the Board is a short-term arrangement, as part of the overall succession plan. No other issues identified with her independence. Item 19 A vote FOR the re-election of Doug Sutherland is warranted, although it is not without concern: * He has served as Board Chair for 16 years, which falls short of the UK Code recommendation. The main reasons for support are: * The Company has confirmed that this is a short-term arrangement, as part of the overall succession, and has shown consistency with its commitment on its succession activities.</i>						
16	Re-elect Sophie L'Helias as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 11-13, 15-18 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 14 A vote FOR the re-election of Nina Henderson is warranted, although it is not without concern: * She is a member of the Audit and Remuneration Committees, which fall short of the UK Code recommendation of being wholly independent. The main reason for support is: * The Company has confirmed that her continued service on the Board is a short-term arrangement, as part of the overall succession plan. No other issues identified with her independence. Item 19 A vote FOR the re-election of Doug Sutherland is warranted, although it is not without concern: * He has served as Board Chair for 16 years, which falls short of the UK Code recommendation. The main reasons for support are: * The Company has confirmed that this is a short-term arrangement, as part of the overall succession, and has shown consistency with its commitment on its succession activities.</i>						
17	Re-elect Tarun Lal as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 11-13, 15-18 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 14 A vote FOR the re-election of Nina Henderson is warranted, although it is not without concern: * She is a member of the Audit and Remuneration Committees, which fall short of the UK Code recommendation of being wholly independent. The main reason for support is: * The Company has confirmed that her continued service on the Board is a short-term arrangement, as part of the overall succession plan. No other issues identified with her independence. Item 19 A vote FOR the re-election of Doug Sutherland is warranted, although it is not without concern: * He has served as Board Chair for 16 years, which falls short of the UK Code recommendation. The main reasons for support are: * The Company has confirmed that this is a short-term arrangement, as part of the overall succession, and has shown consistency with its commitment on its succession activities.</i>						
18	Re-elect Charlie Steel as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 11-13, 15-18 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 14 A vote FOR the re-election of Nina Henderson is warranted, although it is not without concern: * She is a member of the Audit and Remuneration Committees, which fall short of the UK Code recommendation of being wholly independent. The main reason for support is: * The Company has confirmed that her continued service on the Board is a short-term arrangement, as part of the overall succession plan. No other issues identified with her independence. Item 19 A vote FOR the re-election of Doug Sutherland is warranted, although it is not without concern: * He has served as Board Chair for 16 years, which falls short of the UK Code recommendation. The main reasons for support are: * The Company has confirmed that this is a short-term arrangement, as part of the overall succession, and has shown consistency with its commitment on its succession activities.</i>						
19	Re-elect Douglas Sutherland as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 11-13, 15-18 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 14 A vote FOR the re-election of Nina Henderson is warranted, although it is not without concern: * She is a member of the Audit and Remuneration Committees, which fall short of the UK Code recommendation of being wholly independent. The main reason for support is: * The Company has confirmed that her continued service on the Board is a short-term arrangement, as part of the overall succession plan. No other issues identified with her independence. Item 19 A vote FOR the re-election of Doug Sutherland is warranted, although it is not without concern: * He has served as Board Chair for 16 years, which falls short of the UK Code recommendation. The main reasons for support are: * The Company has confirmed that this is a short-term arrangement, as part of the overall succession, and has shown consistency with its commitment on its succession activities.</i>						
20	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						

International Workplace Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
21	Authorise the Company to Hold as Treasury Shares Any Shares Purchased or Contracted to be Purchased by the Company Pursuant to the Authority Granted in Resolution 22	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Jensen-Group NV

Meeting Date: 05/20/2025 **Country:** Belgium **Ticker:** JEN
Record Date: 05/06/2025 **Meeting Type:** Annual
Primary Security ID: B5334C107

Shares Voted: 5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Receive Consolidated Financial Statements (Non-Voting)	Mgmt				
3.a	Discuss Remuneration Report	Mgmt				
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration report is not in line with market practices, regarding actual content and disclosure. The company did not provide sufficient disclosure on the STI.</i>						
3.b	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration report is not in line with market practices, regarding actual content and disclosure. The company did not provide sufficient disclosure on the STI.</i>						
3.c	Receive Financial Statements (Non-Voting)	Mgmt				
3.d	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt				
4	Adopt Financial Statements	Mgmt	For	For	For	No

Jensen-Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For	No
6	Approve Discharge of Auditors	Mgmt	For	For	For	No
7	Approve Discharge of Directors	Mgmt	For	For	For	No
8.a	Reelect SWID AG, Represented by Jesper M. Jensen, as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.						
8.b	Reelect TTP BV, Represented by Erik Vanderhaegen, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.						
9	Appoint Deloitte BV as Auditor for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For	No
10	Update Application of Corporate Governance Code	Mgmt				
11	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For	No
12	Transact Other Business	Mgmt				

Nova Technology Corp. (TW)

Meeting Date: 05/20/2025Country: TaiwanTicker: 6613

Record Date: 03/21/2025Meeting Type: Annual

Primary Security ID: Y6S7A1101

Shares Voted: 140,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				

Nova Technology Corp. (TW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1	Elect Chin Li Liang, a REPRESENTATIVE of Acter Co., Ltd., with SHAREHOLDER NO.00000001, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.2	Elect Jung Tang Yang, a REPRESENTATIVE of Acter Co., Ltd., with SHAREHOLDER NO.00000001, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.3	Elect Wei Ma, a REPRESENTATIVE of Acter Co., Ltd., with SHAREHOLDER NO.00000001, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.4	Elect Mei Li Hus, with ID NO.E220998XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.5	Elect Chyan Yang, with ID NO.F103802XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.6	Elect Hui Hsin Yeh, with SHAREHOLDER NO.00000243, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.7	Elect Feng Di Lung, with ID NO.D220114XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5	Approve Release of Restrictions on Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

Vatti Corp. Ltd.

Meeting Date: 05/20/2025	Country: China	Ticker: 002035
Record Date: 05/14/2025	Meeting Type: Annual	
Primary Security ID: Y98928107		

Shares Voted: 128,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report and Summary	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
2	Approve Report of the Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
4	Approve Profit Distribution	Mgmt	For	For	For	No
5	Approve to Appoint Auditor	Mgmt	For	For	For	No
6	Approve Remuneration of Directors	Mgmt	For	For	For	No
7	Approve Shareholder Return Plan	Mgmt	For	For	For	No
8	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>						
9	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the inclusion of the anti-takeover provisions is deemed not in the best interest of shareholders.</i>						
10	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the inclusion of the anti-takeover provisions is deemed not in the best interest of shareholders.</i>						
11	Amend the Independent Directors' Work System	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the inclusion of the anti-takeover provisions is deemed not in the best interest of shareholders.</i>						
12	Amend Related Transaction Decision-making System	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the inclusion of the anti-takeover provisions is deemed not in the best interest of shareholders.</i>						
13	Amend Raised Funds Management System	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the inclusion of the anti-takeover provisions is deemed not in the best interest of shareholders.</i>						
14	Amend External Investment Management System	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the inclusion of the anti-takeover provisions is deemed not in the best interest of shareholders.</i>						

Vatti Corp. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15	Amend External Guarantee Management System	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the inclusion of the anti-takeover provisions is deemed not in the best interest of shareholders.</i>						
16	Approve Abolition of the Rules of Procedure of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>						
17	Approve Use of Own Funds for Entrusted Financial Management	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.</i>						
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
18.1	Elect Pan Yejiang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
18.2	Elect Pan Haobiao as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
18.3	Elect Pan Jinzhi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
19.1	Elect Mai Qiang as Director	SH	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
19.2	Elect Ding Beichen as Director	SH	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
19.3	Elect Zhao Shuqiang as Director	SH	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						

Weibo Corporation

Meeting Date: 05/20/2025	Country: Cayman Islands	Ticker: 9898
Record Date: 04/30/2025	Meeting Type: Annual	
Primary Security ID: G9515T108		

Shares Voted: 224,545

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Meeting for ADR Holders	Mgmt				
	Elect Director Bo Liu	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST non-independent director nominees Hong Du and Bo Liu is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. A vote FOR the remaining director nominees is warranted.						
2	Elect Director Hong Du	Mgmt	For	Against	Against	Yes
	Voting Policy Rationale: A vote AGAINST non-independent director nominees Hong Du and Bo Liu is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. A vote FOR the remaining director nominees is warranted.					
3	Elect Director Pehong Chen	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote AGAINST non-independent director nominees Hong Du and Bo Liu is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. A vote FOR the remaining director nominees is warranted.					
4	Elect Director Yan Wang	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote AGAINST non-independent director nominees Hong Du and Bo Liu is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. A vote FOR the remaining director nominees is warranted.					

Ziel Home Furnishing Technology Co., Ltd.

Meeting Date: 05/20/2025Country: ChinaTicker: 301376

Record Date: 05/12/2025Meeting Type: Annual

Primary Security ID: Y989W9102

Shares Voted: 51,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report and Summary	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
2	Approve Report of the Board of Directors	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
4	Approve Financial Statements	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
5	Approve Profit Distribution	Mgmt	For	For	For	No
6	Approve to Authorize the Board of Directors to Formulate the Interim Dividend Plan	Mgmt	For	For	For	No

Ziel Home Furnishing Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Remuneration of Directors, Supervisors and Senior Management Members	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted due to lack of sufficient disclosure.</i>						
8	Approve to Appoint Auditor	Mgmt	For	For	For	No
9	Approve the Estimated Amount of Entrusted Financial Management and Cash Management	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.</i>						
10	Approve Provision of Guarantee	Mgmt	For	For	For	No
11	Approve to Change the Implementation Methods of Partial Raised Funds Investment Projects and to Adjust the Internal Investment Structure	Mgmt	For	For	For	No
12	Elect Chen Xing as Non-independent Director	SH	For	For	For	No

4imprint Group Plc

Meeting Date: 05/21/2025 **Country:** United Kingdom **Ticker:** FOUR
Record Date: 05/19/2025 **Meeting Type:** Annual
Primary Security ID: G36555103

Shares Voted: 10,387

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Approve Special Dividend	Mgmt	For	For	For	No
5	Re-elect Lindsay Beardsell as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these Directors is warranted as no significant concerns have been identified.</i>						
6	Elect Michelle Brukwicki as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these Directors is warranted as no significant concerns have been identified.</i>						
7	Re-elect John Gibney as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these Directors is warranted as no significant concerns have been identified.</i>						

4imprint Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Kevin Lyons-Tarr as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these Directors is warranted as no significant concerns have been identified.						
9	Re-elect Paul Moody as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these Directors is warranted as no significant concerns have been identified.						
10	Re-elect Jaz Patel as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these Directors is warranted as no significant concerns have been identified.						
11	Re-elect Christina Southall as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these Directors is warranted as no significant concerns have been identified.						
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

AIT Corp.

Meeting Date: 05/21/2025

Record Date: 02/28/2025

Primary Security ID: J00883108

Country: Japan

Meeting Type: Annual

Ticker: 9381

Shares Voted: 710						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For	No
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.1	Elect Director Yagura, Hidekazu	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors.						
3.2	Elect Director Magami, Shinichi	Mgmt	For	For	For	No
3.3	Elect Director Otsuki, Nobuo	Mgmt	For	For	For	No
3.4	Elect Director Kawamine, Hiroshi	Mgmt	For	For	For	No
3.5	Elect Director Katsuki, Toshiya	Mgmt	For	For	For	No
3.6	Elect Director Uchida, Toshiaki	Mgmt	For	For	For	No
3.7	Elect Director Nagata, Hiroshi	Mgmt	For	For	For	No
3.8	Elect Director Jinguji, Takashi	Mgmt	For	For	For	No
3.9	Elect Director Okamoto, Shinobu	Mgmt	For	For	For	No
3.10	Elect Director Kitaoka, Yuko	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Okubo, Koji	Mgmt	For	For	For	No

Alligo AB

Meeting Date: 05/21/2025	Country: Sweden	Ticker: ALLIGO.B
Record Date: 05/13/2025	Meeting Type: Annual	
Primary Security ID: W5659A105		

Shares Voted: 4,971						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Receive President's Report	Mgmt				
<i>Voting Policy Rationale: These are routine, non-voting items.</i>						
8	Receive Financial Statements and Statutory Reports	Mgmt				
<i>Voting Policy Rationale: These are routine, non-voting items.</i>						
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9.b	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For	For	No
9.c	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Report	Mgmt	For	For	For	No
11	Receive Nominating Committee Report	Mgmt				
12	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For	No
13	Approve Remuneration of Directors in the Amount of SEK 785,000 for Chair and SEK 330,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For	No
14	Reelect Goran Nasholm (Chair), Stefan Hedelius, Cecilia Marlow, Johan Sjo, Christina Aqvist and Johan Lilliehook as Directors; Elect Alexandra Furst as New Director	Mgmt	For	For	For	No
15	Ratify KPMG as Auditors	Mgmt	For	For	For	No
16	Amend Nomination Committee Procedures	Mgmt	For	For	For	No
17	Elect Peter Hofvenstam as Member of Nominating Committee	Mgmt	For	For	For	No
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
19	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For	No
20	Approve Performance Share Plan for Key Employees	Mgmt	For	For	For	No
21	Close Meeting	Mgmt				

AmTRAN Technology Co., Ltd.

Meeting Date: 05/21/2025Country: TaiwanTicker: 2489

Record Date: 03/21/2025Meeting Type: Annual

Primary Security ID: Y0124Y109

Shares Voted: 195,151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Capital Decrease via Cash and Refund of Capital	Mgmt	For	For	For	No
4	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

DEME Group NV

Meeting Date: 05/21/2025Country: BelgiumTicker: DEME

Record Date: 05/07/2025Meeting Type: Annual/Special

Primary Security ID: B3S09H105

Shares Voted: 3,753

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	This is a Duplicate Meeting for Ballots Received via Proxy Providers	Mgmt				
	Annual and Extraordinary Shareholders Meeting	Mgmt				
	Annual Meeting Agenda	Mgmt				
	Receive Directors' Reports (Non-Voting)	Mgmt				
	Voting Policy Rationale: No vote is required.					
2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
	Voting Policy Rationale: No vote is required.					
3	Receive Auditors' Reports (Non-Voting)	Mgmt				
	Voting Policy Rationale: No vote is required.					
4	Approve Financial Statements and Dividends of EUR 3.8 per Share	Mgmt	For	For	For	No
5.1	Approve Discharge of Luc Bertrand as Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.2	Approve Discharge of John-Eric Bertrand as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>						
5.3	Approve Discharge of Luc Vandenbulcke as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>						
5.4	Approve Discharge of Tom Bamelis as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>						
5.5	Approve Discharge of Piet Dejonghe as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>						
5.6	Approve Discharge of Koen Janssen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>						
5.7	Approve Discharge of Christian Labeyrie as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>						
5.8	Approve Discharge of Pas de Mots BV, Represented by Leen Geirnaerd, as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>						
5.9	Approve Discharge of Gaelle Hotellier as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>						
5.10	Approve Discharge of Karena Cancilleri as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>						
5.11	Approve Discharge of Anna Schoningh as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the management board member is not fulfilling its fiduciary duties.</i>						
6	Approve Discharge of Auditors	Mgmt	For	For	For	No
7	Ratify Ernst & Young, Represented by Wim Van Gasse BV, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For	No
8	Appoint Auditor for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For	No

DEME Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted, because the remuneration report is below par in relation to market standards, particularly with regard to disclosure of short-term bonus criteria, and the premature vesting schedule of the stock option plan.</i>						
1	Extraordinary Shareholders' Meeting Agenda	Mgmt				
1	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: •this authority can be used as antitakeover mechanism. As owners of the company, shareholders should be given the opportunity to decide on the merits of takeover offers. •the issuance request under normal conditions is considered to be excessive.</i>						
2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the authorization could be used to thwart a hostile takeover by repurchasing and reissuing 100 percent of shares. In addition, the 100-percent volume for repurchases under normal conditions is also considered to be excessive</i>						
3	Approve Coordination of the Articles of Association	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted since approval of this item would allow the company to file any required documents or formalities in relation to the implementation of the approved resolutions under Items 1, and 2, which does not warrant shareholder support.</i>						

Dencare (Chongqing) Oral Care Co., Ltd.

Meeting Date: 05/21/2025	Country: China	Ticker: 001328
Record Date: 05/14/2025	Meeting Type: Annual	
Primary Security ID: Y202N9100		

Shares Voted: 51,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report and Summary	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
2	Approve Report of the Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
4	Approve Profit Distribution	Mgmt	For	For	For	No
5	Approve to Appoint Auditor	Mgmt	For	For	For	No

Dencare (Chongqing) Oral Care Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Remuneration of Directors, Supervisors and Senior Management Members	Mgmt	For	For	For	No
7	Approve Use of Raised Funds and Own Funds for Cash Management	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.						
8	Approve Use of Raised Funds to Replenish Working Capital	Mgmt	For	For	For	No

Dole Plc

Meeting Date: 05/21/2025Country: IrelandTicker: DOLE

Record Date: 03/27/2025Meeting Type: Annual

Primary Security ID: G27907107

Shares Voted: 4,545						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Rose Hynes	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.2	Elect Director Carl McCann	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.3	Elect Director Michael Meghen	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.4	Elect Director Helen Nolan	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
2	Ratify KPMG LLP as s Auditors and Authorize Their Remuneration	Mgmt	For	For	For	No
3	Authorize the Company or any of its Subsidiaries to Enter into the New Leases	Mgmt	For	For	For	No

Essex Bio-Technology Limited

Meeting Date: 05/21/2025Country: Cayman IslandsTicker: 1061

Record Date: 05/15/2025Meeting Type: Annual

Primary Security ID: G31237103

Shares Voted: 157,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Elect Ngiam Mia Je Patrick as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
2b	Elect Ngiam Hian Leng Malcolm as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
2c	Elect Yeow Mee Mooi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
2d	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve BDO Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
8	Amend Articles of Association and Adopt Amended and Restated Articles of Association	Mgmt	For	For	For	No

Greggs Plc

Meeting Date: 05/21/2025

Country: United Kingdom

Ticker: GRG

Record Date: 05/19/2025

Meeting Type: Annual

Primary Security ID: G41076111

Shares Voted: 30,756

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Reappoint RSM UK Audit LLP as Auditors	Mgmt	For	For	For	No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Matt Davies as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
6	Re-elect Roisin Currie as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
7	Re-elect Richard Hutton as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
8	Re-elect Kate Ferry as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
9	Re-elect Mohamed Elsarky as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
10	Re-elect Lynne Weedall as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
11	Re-elect Nigel Mills as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
12	Elect Tamara Rogers as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
13	Approve Remuneration Report	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Guangdong Vanward New Electric Co., Ltd.

Meeting Date: 05/21/2025Country: ChinaTicker: 002543

Record Date: 05/15/2025Meeting Type: Annual

Primary Security ID: Y2931T109

Shares Voted: 29,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report and Summary	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
2	Approve Report of the Board of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
4	Approve Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
5	Approve 2024 Profit Distribution and 2025 Interim Profit Distribution	Mgmt	For	For	For	No
6	Approve Related Party Transactions	Mgmt	For	For	For	No
7	Approve Foreign Exchange Hedging Business	Mgmt	For	For	For	No
8	Approve Use of Funds for Investment in Financial Products	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.						
9	Approve Use of Funds for Investment in Financial Products and Related Party Transaction	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.						

Hup Seng Industries Berhad

Meeting Date: 05/21/2025Country: MalaysiaTicker: 5024

Record Date: 05/09/2025Meeting Type: Annual

Primary Security ID: Y3794U100

Shares Voted: 142,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Fees	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
2	Approve Directors' Benefits	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
3	Elect Kerk Chian Tung as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
4	Elect Teo Lee Teck as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
5	Elect Voon Yuen Hoong as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
6	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Ipsos SA

Meeting Date: 05/21/2025Country: FranceTicker: IPS

Record Date: 05/19/2025Meeting Type: Annual/Special

Primary Security ID: F5310M109

Shares Voted: 13,604

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.						
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.						
3	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
5	Acknowledge End of Mandate of Anne Marion-Bouchacourt as Director	Mgmt	For	For	For	No
6	Elect Armelle Carminati-Rabasse as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the elections of these independent nominees are warranted in the absence of specific concerns (Items 6 and 7).</i>						
7	Elect Bpifrance Investissement as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the elections of these independent nominees are warranted in the absence of specific concerns (Items 6 and 7).</i>						
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 750,000	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>						
9	Approve Compensation of Ben Page, CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as: * The CEO is partially remunerated under an employment contract. * The organic growth criterion attached to the LTIP lacks stringency. * Potential full post mandate vesting cannot be excluded as the presence condition is vague and the presence as employee within the group may make it possible to satisfy the presence condition of LTIPs granted. * The CEO benefited from the employer's contribution in the context of Ipsos Partnership grant while this feature was no included in the remuneration policy approved by shareholders, and it is not explicitly disclosed whether this contribution is granted in title of his employment contract or his corporate mandate.</i>						
10	Approve Compensation of Didier Truchot, Chairman of the Board	Mgmt	For	For	For	No
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>						
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
16	Extraordinary Business Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
17	Amend Articles 15 and 20 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For	No
18	Amend Article 15 of Bylaws Re: Written Consultation	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Mega First Corporation Berhad

Meeting Date: 05/21/2025Country: MalaysiaTicker: 3069

Record Date: 05/14/2025Meeting Type: Annual

Primary Security ID: Y5944H103

Shares Voted: 79,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Fees	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
2	Approve Directors' Meeting Allowances	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
3	Elect Tan Hui Meng as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Jeyanthini M. Kannaperan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Elect Yeow See Yuen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
6	Elect Khoo Teng Keat as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
7	Approve Crowe Malaysia PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Saifuddin bin Pengiran Tahir to Continue Office as Independent Director	Mgmt	For	For	For	No
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
10	Approve Share Repurchase Program	Mgmt	For	For	For	No

Mortgage Advice Bureau (Holdings) plc

Meeting Date: 05/21/2025

Country: United Kingdom

Ticker: MAB1

Record Date: 05/19/2025

Meeting Type: Annual

Primary Security ID: G6319A103

Shares Voted: 6,138

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The Deputy CEO received a significant salary increase during the year without a compelling rationale.						
3	Re-elect Peter Brodnicki as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 3-5 and 7-9 A vote FOR the re-election/election of Peter Brodnicki, Paul Gill, Rachel Haworth, Mike Jones, Emilie McCarthy and Ben Thompson is warranted because no significant concerns have been identified. Item 6 A vote AGAINST the re-election of Nathan Imlach warranted because: * Potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.						
4	Elect Paul Gill as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 3-5 and 7-9 A vote FOR the re-election/election of Peter Brodnicki, Paul Gill, Rachel Haworth, Mike Jones, Emilie McCarthy and Ben Thompson is warranted because no significant concerns have been identified. Item 6 A vote AGAINST the re-election of Nathan Imlach warranted because: * Potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.						
5	Re-elect Rachel Haworth as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 3-5 and 7-9 A vote FOR the re-election/election of Peter Brodnicki, Paul Gill, Rachel Haworth, Mike Jones, Emilie McCarthy and Ben Thompson is warranted because no significant concerns have been identified. Item 6 A vote AGAINST the re-election of Nathan Imlach warranted because: * Potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.						
6	Re-elect Nathan Imlach as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Items 3-5 and 7-9 A vote FOR the re-election/election of Peter Brodnicki, Paul Gill, Rachel Haworth, Mike Jones, Emilie McCarthy and Ben Thompson is warranted because no significant concerns have been identified. Item 6 A vote AGAINST the re-election of Nathan Imlach warranted because: * Potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.						
7	Re-elect Mike Jones as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 3-5 and 7-9 A vote FOR the re-election/election of Peter Brodnicki, Paul Gill, Rachel Haworth, Mike Jones, Emilie McCarthy and Ben Thompson is warranted because no significant concerns have been identified. Item 6 A vote AGAINST the re-election of Nathan Imlach warranted because: * Potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.						
8	Re-elect Emilie McCarthy as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 3-5 and 7-9 A vote FOR the re-election/election of Peter Brodnicki, Paul Gill, Rachel Haworth, Mike Jones, Emilie McCarthy and Ben Thompson is warranted because no significant concerns have been identified. Item 6 A vote AGAINST the re-election of Nathan Imlach warranted because: * Potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.						

Mortgage Advice Bureau (Holdings) plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Ben Thompson as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 3-5 and 7-9 A vote FOR the re-election/election of Peter Brodnicki, Paul Gill, Rachel Haworth, Mike Jones, Emilie McCarthy and Ben Thompson is warranted because no significant concerns have been identified. Item 6 A vote AGAINST the re-election of Nathan Imlach warranted because: * Potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.						
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Approve Final Dividend	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Newborn Town Inc.

Meeting Date: 05/21/2025Country: Cayman IslandsTicker: 9911

Record Date: 05/13/2025Meeting Type: Annual

Primary Security ID: G6464H101

Shares Voted: 630,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Elect Liu Chunhe as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2b	Elect Li Ping as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2c	Elect Ye Chunjian as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

Newborn Town Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2d	Elect Su Jian as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2e	Elect Gao Ming as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2f	Elect Chi Shujin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2g	Elect Chen Sichao as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2h	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
4B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
4C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
5	Approve Proposed Amendments and Adopt Amended Memorandum and Articles of Association	Mgmt	For	For	For	No

PT Indocement Tunggal Prakarsa Tbk

Meeting Date: 05/21/2025	Country: Indonesia	Ticker: INTP
Record Date: 04/28/2025	Meeting Type: Annual	
Primary Security ID: Y7127B135		

Shares Voted: 655,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements and Statutory Reports	Mgmt	For	For	For	No

PT Indocement Tunggul Prakarsa Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Allocation of Income and Dividend	Mgmt	For	For	For	No
3	Approve Auditors	Mgmt	For	For	For	No
4	Approve Changes in the Boards of the Company	Mgmt	For	For	For	No
5	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No

PT Indocement Tunggul Prakarsa Tbk

Meeting Date: 05/21/2025Country: IndonesiaTicker: INTP

Record Date: 04/28/2025Meeting Type: Extraordinary Shareholders

Primary Security ID: Y7127B135

Shares Voted: 655,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Withdrawal of Company's Buyback Shares by Reducing the Company's Issued and Paid-up Capital and Amend the Provisions of Article 4 Paragraph 2 of the Company's Articles of Association	Mgmt	For	For	For	No
2	Authorize Share Repurchase Program	Mgmt	For	For	For	No

Sopra Steria Group SA

Meeting Date: 05/21/2025Country: FranceTicker: SOP

Record Date: 05/19/2025Meeting Type: Annual/Special

Primary Security ID: F20906115

Shares Voted: 3,819

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.						
2	Approve Discharge of Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Given the unequal vote structure of the company and the effective distortion above 10 percentage point, a vote AGAINST the discharge is warranted.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>						
4	Approve Allocation of Income and Dividends of EUR 4.65 per Share	Mgmt	For	For	For	No
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
7	Approve Compensation of Pierre Pasquier, Chairman of the Board	Mgmt	For	For	For	No
8	Approve Compensation of Cyril Malargé, CEO	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
10	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>						
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 700,000	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>						
13	Reelect Sonia Criseo as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 17).</i>						
14	Reelect Yves de Talhouët as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 17).</i>						
15	Reelect Rémy Weber as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 17).</i>						
16	Elect Charlotte Dennerly as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 17).</i>						
17	Elect Astrid Anciaux as Representative of Employee Shareholders to the Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 17).</i>						

Sopra Steria Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
19	Authorize up to 1.1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers	Mgmt	For	For	For	No
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
21	Amend Article 16 of Bylaws Re: Virtual Participation	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

StorageVault Canada Inc.

Meeting Date: 05/21/2025 **Country:** Canada **Ticker:** SVI
Record Date: 04/11/2025 **Meeting Type:** Annual/Special
Primary Security ID: 86212H105

Shares Voted: 47,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Directors at Six	Mgmt	For	For	For	No
2A	Elect Director Steven Scott	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: Vote WITHHOLD for Alan Simpson for being a former CEO who serves on the Audit Committee. Vote WITHHOLD for Steven Scott and Iqbal Khan for serving as executive directors and Alan Simpson for serving as a non-independent, non-executive director on a non-majority independent board. Vote FOR the other proposed nominee(s).</i>						
2B	Elect Director Iqbal Khan	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: Vote WITHHOLD for Alan Simpson for being a former CEO who serves on the Audit Committee. Vote WITHHOLD for Steven Scott and Iqbal Khan for serving as executive directors and Alan Simpson for serving as a non-independent, non-executive director on a non-majority independent board. Vote FOR the other proposed nominee(s).</i>						
2C	Elect Director Alan A. Simpson	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: Vote WITHHOLD for Alan Simpson for being a former CEO who serves on the Audit Committee. Vote WITHHOLD for Steven Scott and Iqbal Khan for serving as executive directors and Alan Simpson for serving as a non-independent, non-executive director on a non-majority independent board. Vote FOR the other proposed nominee(s).</i>						
2D	Elect Director Benjamin Harris	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote WITHHOLD for Alan Simpson for being a former CEO who serves on the Audit Committee. Vote WITHHOLD for Steven Scott and Iqbal Khan for serving as executive directors and Alan Simpson for serving as a non-independent, non-executive director on a non-majority independent board. Vote FOR the other proposed nominee(s).</i>						

StorageVault Canada Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2E	Elect Director Mary Vitug	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote WITHHOLD for Alan Simpson for being a former CEO who serves on the Audit Committee. Vote WITHHOLD for Steven Scott and Iqbal Khan for serving as executive directors and Alan Simpson for serving as a non-independent, non-executive director on a non-majority independent board. Vote FOR the other proposed nominee(s).</i>						
2F	Elect Director Deborah Robinson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote WITHHOLD for Alan Simpson for being a former CEO who serves on the Audit Committee. Vote WITHHOLD for Steven Scott and Iqbal Khan for serving as executive directors and Alan Simpson for serving as a non-independent, non-executive director on a non-majority independent board. Vote FOR the other proposed nominee(s).</i>						
3	Approve MNP LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Re-approve Stock Option Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this stock option plan due to the following key factor(s): * The plan's estimated cost is excessive; * The plan's detailed amendment provision does not sufficiently limit the board's ability to amend the plan without shareholder approval; * The plan provides for discretionary non-employee director participation; * The plan's estimated cost is excessive; * The plan contains a problematic change-in-control provision; * The vesting provision for stock options issued to the CEO is insufficient; * The CEO's compensation package does not include performance-based equity; and * The company has not adopted a clawback provision applicable to equity awards.</i>						
5	Approve Equity Incentive Plan	Mgmt	For	For	For	No

Suzhou Gold Mantis Construction & Decoration Co., Ltd.

Meeting Date: 05/21/2025

Country: China

Ticker: 002081

Record Date: 05/15/2025

Meeting Type: Annual

Primary Security ID: Y8315V107

Shares Voted: 255,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
3	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
4	Approve Remuneration of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>						
5	Approve Remuneration of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>						
6	Approve Profit Distribution	Mgmt	For	For	For	No

Suzhou Gold Mantis Construction & Decoration Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Annual Report and Summary	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
8	Approve Credit Line Application	Mgmt	For	For	For	No
9	Approve Provision of Guarantee for Subsidiaries	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to some of the guaranteed entities is disproportionate to the level of ownership in the said entities. The company has failed to provide valid justifications in the meeting circular.</i>						
10	Approve Provision of Guarantee for Mortgage Loans of House Buyers	Mgmt	For	For	For	No
11	Approve Bill Pool Business	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details for shareholder to effectively assess the associated risks.</i>						
12	Approve Accounts Receivable Factoring Business	Mgmt	For	For	For	No
13	Approve Financial Asset Transfer and Repurchase Business	Mgmt	For	For	For	No
14	Approve Use of Own Funds for Investment in Financial Products and Trust Products	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks</i>						
15	Approve to Appoint Auditor	Mgmt	For	For	For	No
16	Elect Yang Jun as Independent Director	Mgmt	For	For	For	No

Syarikat Takaful Malaysia Keluarga Berhad

Meeting Date: 05/21/2025 **Country:** Malaysia **Ticker:** 6139
Record Date: 05/14/2025 **Meeting Type:** Annual
Primary Security ID: Y8344M102

Shares Voted: 76,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Mustaffa Ahmad as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2	Elect Ch'ng Sok Heang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						

Syarikat Takaful Malaysia Keluarga Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Elect Hamadah Syed Othman as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Azizah Ali as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Approve Directors' Fees	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
6	Approve Directors' Benefits	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
7	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Lembaga Tabung Haji and Its Subsidiaries	Mgmt	For	For	For	No
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
10	Approve Renewal of Authority for Directors to Allot and Issue New Ordinary Shares in Respect of the Dividend Reinvestment Plan	Mgmt	For	For	For	No

Trustpilot Group Plc

Meeting Date: 05/21/2025	Country: United Kingdom	Ticker: TRST
Record Date: 05/19/2025	Meeting Type: Annual	
Primary Security ID: G91044100		

Shares Voted: 39,656						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Employee Stock Purchase Plan	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Re-elect Zillah Byng-Thorne as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
6	Re-elect Mohammed Anjarwala as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
7	Re-elect Adrian Blair as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
8	Re-elect Hanno Damm as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
9	Re-elect Claire Davenport as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
10	Re-elect Joe Hurd as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
11	Re-elect Rachel Kentleton as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
12	Re-elect Peter Muhlmann as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
13	Re-elect Angela Seymour-Jackson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Trustpilot Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

TSH Resources Berhad

Meeting Date: 05/21/2025

Country: Malaysia

Ticker: 9059

Record Date: 05/13/2025

Meeting Type: Annual

Primary Security ID: Y89975109

Shares Voted: 427,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Fees for FY Ended December 31, 2024	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
2	Approve Directors' Fees from January 1, 2025 to the Date of the Next AGM	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
3	Approve Directors' Benefits (Excluding Directors' Fees)	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
4	Elect Kelvin Tan Aik Pen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Elect Natasha binti Mohd Zulkifli as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
6	Elect Ina Hasniza binti Ibrahim as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
7	Approve BDO PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
9	Approve Share Repurchase Program	Mgmt	For	For	For	No

TSH Resources Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Approve Jasmy bin Ismail to Continue Office as Independent Non-Executive Director	Mgmt	For	For	For	No

Vincent Medical Holdings Limited

Meeting Date: 05/21/2025

Record Date: 05/15/2025

Primary Security ID: G9367D102

Country: Cayman Islands

Meeting Type: Annual

Ticker: 1612

Shares Voted: 189,010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Choi Cheung Tai Raymond as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Au Yu Chiu Steven as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Elect Yung Kai Leung as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
6	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
7	Approve RSM Hong Kong as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
9	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
10	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Vincent Medical Holdings Limited

Meeting Date: 05/21/2025

Country: Cayman Islands

Ticker: 1612

Record Date: 05/15/2025

Meeting Type: Extraordinary
Shareholders

Primary Security ID: G9367D102

Shares Voted: 189,010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Healthcare and Wellness Products Purchase Agreement, Proposed Annual Caps and Related Transactions	Mgmt	For	For	For	No

Wai Kee Holdings Limited

Meeting Date: 05/21/2025

Country: Bermuda

Ticker: 610

Record Date: 05/15/2025

Meeting Type: Annual

Primary Security ID: G94205104

Shares Voted: 12,349

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2A1	Elect William Zen Wei Pao as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2A2	Elect Steve Wong Che Ming as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2A3	Elect Samuel Wan Siu Kau as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2B	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
4B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No

Wai Kee Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Yixintang Pharmaceutical Group Co., Ltd.

Meeting Date: 05/21/2025 **Country:** China **Ticker:** 002727
Record Date: 05/16/2025 **Meeting Type:** Annual
Primary Security ID: Y98815106

Shares Voted: 53,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report and Summary	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
2	Approve Report of the Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
4	Approve Profit Distribution	Mgmt	For	For	For	No
5	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
6	Approve Special Report on the Deposit and Usage of Raised Funds	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
7	Approve Use of Funds for Cash Management	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.</i>						
8	Approve Use of Funds from Issuance of Convertible Corporate Bond for Cash Management	Mgmt	For	For	For	No
9	Approve Credit Line Application and Provision of Guarantee	Mgmt	For	For	For	No

Acter Group Corp. Ltd.

Meeting Date: 05/22/2025

Country: Taiwan

Ticker: 5536

Record Date: 03/21/2025

Meeting Type: Annual

Primary Security ID: Y00113103

Shares Voted: 120,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Release of Restrictions of Competitive Activities of Directors and Representatives	Mgmt	For	For	For	No

AEON CO. (M) BHD.

Meeting Date: 05/22/2025

Country: Malaysia

Ticker: 6599

Record Date: 05/15/2025

Meeting Type: Annual

Primary Security ID: Y00187107

Shares Voted: 778,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Final Dividend	Mgmt	For	For	For	No
2	Approve Directors' Fees and Benefits	Mgmt	For	For	For	No
3	Elect Iskandar Bin Sarudin as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4	Elect Naoya Okada as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
5	Elect Tsugutoshi Seko as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
6	Elect Hisham Bin Zainal Mokhtar as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						

AEON CO. (M) BHD.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Elect Zaida Khalida Binti Shaar as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
8	Elect Merina Binti Abu Tahir as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
9	Elect Jenifer Thien Bit Leong as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
10	Elect Mohamad Abdul Naser Bin Md Jaafar @ Yunus as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
11	Elect Chong Swee Ying as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
12	Elect Hiroaki Egawa as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
13	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
14	Approve Renewal of Existing Shareholders' Mandate and Implementation of New Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No

Axiomtek Co., Ltd.

Meeting Date: 05/22/2025	Country: Taiwan	Ticker: 3088
Record Date: 03/21/2025	Meeting Type: Annual	
Primary Security ID: Y0485P101		

Shares Voted: 161,370						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No

Axiomtek Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations and based on operational needs.</i>						
4	Amend Trading Procedures Governing Derivatives Products	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations and based on operational needs.</i>						
5	Amend Procedures for Lending Funds to Other Parties and Procedures for Endorsement and Guarantees	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations and based on operational needs.</i>						
6	Approve Release of Restrictions on Competitive Activities of Directors and Representatives	Mgmt	For	For	For	No

Banco Comercial Portugues SA

Meeting Date: 05/22/2025 **Country:** Portugal **Ticker:** BCP
Record Date: 05/15/2025 **Meeting Type:** Annual
Primary Security ID: X03188319

Shares Voted: 3,382,903

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	SH	None	For	For	No
4	Ratify Co-option of Esmeralda da Silva Santos Dourado as Director	Mgmt	For	For	For	No
5	Update Dividends Policy	Mgmt	For	For	For	No
6	Update Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the positive changes to the policy do not clearly offset the proposed negative amendments, and the remuneration framework maintains some problematic features. Notably, the existing non-executive chair may continue to benefit from a retirement pension scheme and a pay package that is overall in line with executive pay levels.</i>						

Banco Comercial Portugues SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Update Selection and Evaluation Policy of Members of Board of Directors, Supervisory Board, and Key Function Holders	Mgmt	For	For	For	No
8	Approve Reduction in Share Capital and Amend Article 4 Accordingly	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Items is warranted, as the proposals are in shareholder interest						
9	Authorize Capitalization of Special Reserve Without Issuance of Shares and Amend Article 4 Accordingly	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Items is warranted, as the proposals are in shareholder interest						
10	Amend Article 27	Mgmt	For	For	For	No
11	Authorize Repurchase and Reissuance of Shares and Bonds	Mgmt	For	For	For	No

Belc Co., Ltd.

Meeting Date: 05/22/2025	Country: Japan	Ticker: 9974
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: J0428M105		

Shares Voted: 1,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 62	Mgmt	For	For	For	No
2	Amend Articles to Authorize Board to Determine Income Allocation	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * It is not in shareholders' interest to allow the company to determine income allocation at the board's discretion.						
3.1	Elect Director Harashima, Tamotsu	Mgmt	For	For	For	No
3.2	Elect Director Harashima, Issei	Mgmt	For	For	For	No
3.3	Elect Director Ueda, Hideo	Mgmt	For	For	For	No
3.4	Elect Director Harashima, Yoichiro	Mgmt	For	For	For	No
3.5	Elect Director Osugi, Yoshihiro	Mgmt	For	For	For	No
3.6	Elect Director Ueda, Kanji	Mgmt	For	For	For	No
3.7	Elect Director Harada, Hiroyuki	Mgmt	For	For	For	No
3.8	Elect Director Osaku, Mikio	Mgmt	For	For	For	No
3.9	Elect Director Shibata, Yuji	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.10	Elect Director Izawa, Kyoko	Mgmt	For	For	For	No
3.11	Elect Director Umekuni, Tomoko	Mgmt	For	For	For	No
3.12	Elect Director Saito, Shuichi	Mgmt	For	For	For	No
3.13	Elect Director Onishi, Chiaki	Mgmt	For	For	For	No
3.14	Elect Director Rei Oh	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Machida, Tomoaki	Mgmt	For	For	For	No

Boiron SA

Meeting Date: 05/22/2025Country: FranceTicker: BOI

Record Date: 05/20/2025Meeting Type: Annual/Special

Primary Security ID: F10626103

Shares Voted: 420						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.						
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.					
3	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company failed to provide sufficient information with respect to a transaction with the company's majority shareholder. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.						
5	Reelect Virginie Heurtaut as Director	Mgmt	For	Against	Against	Yes
	Voting Policy Rationale: * Votes AGAINST the reelections of the non-independent nominees (Virginie Heurtaut, Laurence Boiron and Evis Hursever) are warranted given the lack of independence at the board level (15.4 percent vs 33.3 percent recommended) (Items 5, 7 and 8). * Votes FOR the (re)elections of the independent nominee (Jean-Marc Chalot) and the CEO (Pascal Houdayer) is warranted in the absence of specific concerns (Items 6 and 9).					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Reelect Jean-Marc Chalot as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes AGAINST the reelections of the non-independent nominees (Virginie Heurtaut, Laurence Boiron and Evis Hursever) are warranted given the lack of independence at the board level (15.4 percent vs 33.3 percent recommended) (Items 5, 7 and 8). * Votes FOR the (re)elections of the independent nominee (Jean-Marc Chalot) and the CEO (Pascal Houdayer) is warranted in the absence of specific concerns (Items 6 and 9).</i>						
7	Reelect BOIRON DEVELOPPEMENT as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the reelections of the non-independent nominees (Virginie Heurtaut, Laurence Boiron and Evis Hursever) are warranted given the lack of independence at the board level (15.4 percent vs 33.3 percent recommended) (Items 5, 7 and 8). * Votes FOR the (re)elections of the independent nominee (Jean-Marc Chalot) and the CEO (Pascal Houdayer) is warranted in the absence of specific concerns (Items 6 and 9).</i>						
8	Reelect DOMINO FUND 3 HOLDO GP LLC as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the reelections of the non-independent nominees (Virginie Heurtaut, Laurence Boiron and Evis Hursever) are warranted given the lack of independence at the board level (15.4 percent vs 33.3 percent recommended) (Items 5, 7 and 8). * Votes FOR the (re)elections of the independent nominee (Jean-Marc Chalot) and the CEO (Pascal Houdayer) is warranted in the absence of specific concerns (Items 6 and 9).</i>						
9	Ratify Appointment of Pascal Houdayer as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes AGAINST the reelections of the non-independent nominees (Virginie Heurtaut, Laurence Boiron and Evis Hursever) are warranted given the lack of independence at the board level (15.4 percent vs 33.3 percent recommended) (Items 5, 7 and 8). * Votes FOR the (re)elections of the independent nominee (Jean-Marc Chalot) and the CEO (Pascal Houdayer) is warranted in the absence of specific concerns (Items 6 and 9).</i>						
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted given the repeated dissent the company has faced over previous AGMs, and the lack of responsiveness from the Board.</i>						
11	Approve Compensation of Thierry Boiron, Chairman of the Board until July 3, 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i>						
12	Approve Compensation of Anabelle Flory-Boiron, Chairwoman of the Board since July 3, 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i>						
13	Approve Compensation of Valerie Lorentz-Poinsot, CEO until July 3, 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted but not without concern due to the lack of information regarding the performance conditions of the annual bonus, as well as their respective targets and achievement rates.</i>						
14	Approve Compensation of Thierry Boiron, CEO since July 3, 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted but not without concern due to the lack of information regarding the performance conditions of the annual bonus, as well as their respective targets and achievement rates.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15	Approve Compensation of Jean-Christophe Bayssat, Vice-CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * The Vice-CEO is mainly remunerated through his employment contract, which considerably reduces the scope of shareholders' vote. * There is a lack of information regarding the performance conditions of the annual bonus, as well as their respective targets and achievement rates. * There is lack of disclosure surrounding the Vice-CEO's social engagements, and the amounts are concerning.</i>						
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
17	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the CEO's remuneration policy (Item 17) is warranted because: * There is a lack of disclosure regarding the CEO's base salary for 2025. * There is a lack of disclosure regarding the annual bonus (cap and performance conditions). * There is a lack of disclosure regarding the LTIP (cap and performance conditions). * The derogation and discretion policies are too broad. * There is no cap on exceptional remunerations. A vote AGAINST the Vice-CEO's remuneration policy (Item 18) is warranted because: * Jean-Christophe Bayssat is mainly remunerated through an employment contract, which considerably reduces the scope of shareholders' vote. * There is a lack of disclosure regarding the Vice-CEOs' base salaries for 2025. * There is a lack of disclosure regarding the annual bonus (cap and performance conditions). * There is a lack of disclosure regarding the LTIP (cap and performance conditions). * The derogation and discretion policies are too broad. * There is no cap on exceptional remunerations.</i>						
18	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the CEO's remuneration policy (Item 17) is warranted because: * There is a lack of disclosure regarding the CEO's base salary for 2025. * There is a lack of disclosure regarding the annual bonus (cap and performance conditions). * There is a lack of disclosure regarding the LTIP (cap and performance conditions). * The derogation and discretion policies are too broad. * There is no cap on exceptional remunerations. A vote AGAINST the Vice-CEO's remuneration policy (Item 18) is warranted because: * Jean-Christophe Bayssat is mainly remunerated through an employment contract, which considerably reduces the scope of shareholders' vote. * There is a lack of disclosure regarding the Vice-CEOs' base salaries for 2025. * There is a lack of disclosure regarding the annual bonus (cap and performance conditions). * There is a lack of disclosure regarding the LTIP (cap and performance conditions). * The derogation and discretion policies are too broad. * There is no cap on exceptional remunerations.</i>						
19	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the director's remuneration policy (Item 19) is warranted but not without concerns as: * There is a lack of disclosure regarding the fee policy for directors for 2025. The main reason for support is: * The company's previous practices suggest that the amounts paid were generally in line with market standards. A vote FOR the approval of the remuneration of directors in the aggregate amount of EUR 275,000 (Item 20) is warranted since the proposed amount remains in line with French market practices.</i>						
20	Approve Remuneration of Directors in the Aggregate Amount of EUR 275,000	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the director's remuneration policy (Item 19) is warranted but not without concerns as: * There is a lack of disclosure regarding the fee policy for directors for 2025. The main reason for support is: * The company's previous practices suggest that the amounts paid were generally in line with market standards. A vote FOR the approval of the remuneration of directors in the aggregate amount of EUR 275,000 (Item 20) is warranted since the proposed amount remains in line with French market practices.</i>						
Extraordinary Business		Mgmt				
21	Amend Articles 16, 20, and 40 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For	No
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Changjiang & Jinggong Steel Building (Group) Co., Ltd.

Meeting Date: 05/22/2025

Country: China

Ticker: 600496

Record Date: 05/15/2025

Meeting Type: Annual

Primary Security ID: Y0137U102

Shares Voted: 729,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
3	Approve Annual Report and Summary	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
4	Approve Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
5	Approve Profit Distribution	Mgmt	For	For	For	No
6	Approve Appointment of Auditor and Internal Control Auditor	Mgmt	For	For	For	No
7	Approve Application of Bank Credit Lines	Mgmt	For	For	For	No
8	Approve Remuneration of Directors and Annual Performance Management Implementation Measures	Mgmt	For	Against	Against	Yes
9	Approve Remuneration of Supervisors	Mgmt	For	For	For	No

Chervon Holdings Limited

Meeting Date: 05/22/2025

Country: Hong Kong

Ticker: 2285

Record Date: 05/16/2025

Meeting Type: Annual

Primary Security ID: Y1329P109

Shares Voted: 128,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No

Chervon Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3a	Elect Zhang Tong as Director and Authorize Board to Fix Her Remuneration	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3b	Elect Tian Ming as Director and Authorize Board to Fix His Remuneration	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3c	Elect Li Minghui as Director and Authorize Board to Fix His Remuneration	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
5	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
9	Amend Articles of Association and Adopt New Articles of Association	Mgmt	For	For	For	No

Chervon Holdings Limited

Meeting Date: 05/22/2025	Country: Hong Kong	Ticker: 2285
Record Date: 05/16/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y1329P109		

Shares Voted: 128,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Equity Transfer Agreement	Mgmt	For	For	For	No

Chervon Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
<i>Voting Policy Rationale: A vote FOR the proposed transactions is warranted in view of the following: * the Disposal present an opportunity for the group to focus its resources on its core business which aligns with the long-term strategic objectives of the company and allow shareholders to realize their investment in the company through the proposed special dividend; * the Disposal are expected to allow the group to eliminate the losses caused by Chervon Auto Precision; and * the consideration for the Disposal is deemed fair and reasonable as it represents significant premium to the unaudited NAV of Chervon Investment as of Dec. 31, 2024, and to the implied value of 64.67 million shares of Chervon Auto Precision Technology held by Chervon Investment as of the LPD.</i>						
2	Approve Declaration and Payment of Special Dividend	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the proposed transactions is warranted in view of the following: * the Disposal present an opportunity for the group to focus its resources on its core business which aligns with the long-term strategic objectives of the company and allow shareholders to realize their investment in the company through the proposed special dividend; * the Disposal are expected to allow the group to eliminate the losses caused by Chervon Auto Precision; and * the consideration for the Disposal is deemed fair and reasonable as it represents significant premium to the unaudited NAV of Chervon Investment as of Dec. 31, 2024, and to the implied value of 64.67 million shares of Chervon Auto Precision Technology held by Chervon Investment as of the LPD.</i>						

Chiyoda Co., Ltd.

Meeting Date: 05/22/2025Country: JapanTicker: 8185

Record Date: 02/28/2025Meeting Type: Annual

Primary Security ID: J06342109

Shares Voted: 4,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 17	Mgmt	For	For	For	No
2.1	Elect Director Machino, Masatoshi	Mgmt	For	For	For	No
2.2	Elect Director Inoue, Yuichiro	Mgmt	For	For	For	No
2.3	Elect Director Ozeki, Kunio	Mgmt	For	For	For	No
2.4	Elect Director Funahashi, Koji	Mgmt	For	For	For	No
2.5	Elect Director Adachi, Kunihiro	Mgmt	For	For	For	No
2.6	Elect Director Sato, Norio	Mgmt	For	For	For	No
2.7	Elect Director Iwaki, Osamu	Mgmt	For	For	For	No
2.8	Elect Director Horinochi, Shintaro	Mgmt	For	For	For	No
2.9	Elect Director Yamamoto, Kiei	Mgmt	For	For	For	No
2.10	Elect Director Nakayama, Naomi	Mgmt	For	For	For	No

Compagnie Financiere Tradition SA

Meeting Date: 05/22/2025Country: SwitzerlandTicker: CFT

Record Date:Meeting Type: Annual

Primary Security ID: H25668148

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
2	Approve Allocation of Income and Dividends of CHF 6.75 per Share	Mgmt	For	For	Do Not Vote	No
3	Approve CHF 355,457.5 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	Do Not Vote	No
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	Do Not Vote	No
5	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Fixed remuneration and STI payments are reported on aggregate, which inhibits a comprehensive understanding of executive pay. * There is no ex-post performance assessment to explain outcomes under the STI plan. * The report does not disclose any award parameters for the variable incentive plans. * Discretionary bonuses with a minimum guarantee may be awarded, though it is not confirmed if this option was utilized in the past year. * Granted compensation levels appear very high in the context of market practice and considering the company's size. * Non-executive directors (excluding the chair) received stock options in the past year.</i>						
6	Approve Remuneration of Directors in the Amount of CHF 310,000	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Realized board fees in FY24 significantly exceeded the amount approved by shareholders at the 2023 AGM, and the report does not provide any explanation for this feature.</i>						
7	Approve Remuneration of Executive Committee in the Amount of CHF 25 Million	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The proposed amount appears excessive given the company's size and in the absence of any rationale.</i>						
8.1	Reelect Patrick Combes as Director	Mgmt	For	For	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 8.1 – 8.8) A vote AGAINST Robert Pennone is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 9) A vote AGAINST Patrick Combes as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 10.1 – 10.2) Votes AGAINST the non-independent nominees, Christian Goecking and Robert Pennone, are warranted due to the failure to establish a majority-independent committee. A vote AGAINST Robert Pennone is further warranted because his election to the board does not warrant support. Compensation committee chair election (Item 11) A vote AGAINST Robert Pennone as committee chair is warranted because his election to the committee does not warrant support.</i>						
8.2	Reelect Christian Baillet as Director	Mgmt	For	For	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 8.1 – 8.8) A vote AGAINST Robert Pennone is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 9) A vote AGAINST Patrick Combes as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 10.1 – 10.2) Votes AGAINST the non-independent nominees, Christian Goecking and Robert Pennone, are warranted due to the failure to establish a majority-independent committee. A vote AGAINST Robert Pennone is further warranted because his election to the board does not warrant support. Compensation committee chair election (Item 11) A vote AGAINST Robert Pennone as committee chair is warranted because his election to the committee does not warrant support.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.3	Reelect Alain Blanc-Brude as Director	Mgmt	For	For	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 8.1 – 8.8) A vote AGAINST Robert Pennone is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 9) A vote AGAINST Patrick Combes as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 10.1 – 10.2) Votes AGAINST the non-independent nominees, Christian Goecking and Robert Pennone, are warranted due to the failure to establish a majority-independent committee. A vote AGAINST Robert Pennone is further warranted because his election to the board does not warrant support. Compensation committee chair election (Item 11) A vote AGAINST Robert Pennone as committee chair is warranted because his election to the committee does not warrant support.</i>						
8.4	Reelect Jean-Marie Descarpentries as Director	Mgmt	For	For	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 8.1 – 8.8) A vote AGAINST Robert Pennone is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 9) A vote AGAINST Patrick Combes as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 10.1 – 10.2) Votes AGAINST the non-independent nominees, Christian Goecking and Robert Pennone, are warranted due to the failure to establish a majority-independent committee. A vote AGAINST Robert Pennone is further warranted because his election to the board does not warrant support. Compensation committee chair election (Item 11) A vote AGAINST Robert Pennone as committee chair is warranted because his election to the committee does not warrant support.</i>						
8.5	Reelect Christian Goecking as Director	Mgmt	For	For	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 8.1 – 8.8) A vote AGAINST Robert Pennone is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 9) A vote AGAINST Patrick Combes as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 10.1 – 10.2) Votes AGAINST the non-independent nominees, Christian Goecking and Robert Pennone, are warranted due to the failure to establish a majority-independent committee. A vote AGAINST Robert Pennone is further warranted because his election to the board does not warrant support. Compensation committee chair election (Item 11) A vote AGAINST Robert Pennone as committee chair is warranted because his election to the committee does not warrant support.</i>						
8.6	Reelect Christophe Hemon as Director	Mgmt	For	For	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 8.1 – 8.8) A vote AGAINST Robert Pennone is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 9) A vote AGAINST Patrick Combes as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 10.1 – 10.2) Votes AGAINST the non-independent nominees, Christian Goecking and Robert Pennone, are warranted due to the failure to establish a majority-independent committee. A vote AGAINST Robert Pennone is further warranted because his election to the board does not warrant support. Compensation committee chair election (Item 11) A vote AGAINST Robert Pennone as committee chair is warranted because his election to the committee does not warrant support.</i>						
8.7	Reelect Marco Illy as Director	Mgmt	For	For	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 8.1 – 8.8) A vote AGAINST Robert Pennone is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 9) A vote AGAINST Patrick Combes as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 10.1 – 10.2) Votes AGAINST the non-independent nominees, Christian Goecking and Robert Pennone, are warranted due to the failure to establish a majority-independent committee. A vote AGAINST Robert Pennone is further warranted because his election to the board does not warrant support. Compensation committee chair election (Item 11) A vote AGAINST Robert Pennone as committee chair is warranted because his election to the committee does not warrant support.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.8	Reelect Robert Pennone as Director	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 8.1 – 8.8) A vote AGAINST Robert Pennone is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 9) A vote AGAINST Patrick Combes as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 10.1 – 10.2) Votes AGAINST the non-independent nominees, Christian Goecking and Robert Pennone, are warranted due to the failure to establish a majority-independent committee. A vote AGAINST Robert Pennone is further warranted because his election to the board does not warrant support. Compensation committee chair election (Item 11) A vote AGAINST Robert Pennone as committee chair is warranted because his election to the committee does not warrant support.</i>						
9	Reelect Patrick Combes as Board Chair	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 8.1 – 8.8) A vote AGAINST Robert Pennone is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 9) A vote AGAINST Patrick Combes as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 10.1 – 10.2) Votes AGAINST the non-independent nominees, Christian Goecking and Robert Pennone, are warranted due to the failure to establish a majority-independent committee. A vote AGAINST Robert Pennone is further warranted because his election to the board does not warrant support. Compensation committee chair election (Item 11) A vote AGAINST Robert Pennone as committee chair is warranted because his election to the committee does not warrant support.</i>						
10.1	Reappoint Robert Pennone as Member of the Compensation Committee	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 8.1 – 8.8) A vote AGAINST Robert Pennone is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 9) A vote AGAINST Patrick Combes as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 10.1 – 10.2) Votes AGAINST the non-independent nominees, Christian Goecking and Robert Pennone, are warranted due to the failure to establish a majority-independent committee. A vote AGAINST Robert Pennone is further warranted because his election to the board does not warrant support. Compensation committee chair election (Item 11) A vote AGAINST Robert Pennone as committee chair is warranted because his election to the committee does not warrant support.</i>						
10.2	Reappoint Christian Goecking as Member of the Compensation Committee	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 8.1 – 8.8) A vote AGAINST Robert Pennone is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 9) A vote AGAINST Patrick Combes as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 10.1 – 10.2) Votes AGAINST the non-independent nominees, Christian Goecking and Robert Pennone, are warranted due to the failure to establish a majority-independent committee. A vote AGAINST Robert Pennone is further warranted because his election to the board does not warrant support. Compensation committee chair election (Item 11) A vote AGAINST Robert Pennone as committee chair is warranted because his election to the committee does not warrant support.</i>						
11	Reappoint Robert Pennone as Chair of the Compensation Committee	Mgmt	For	Against	Do Not Vote	No
<i>Voting Policy Rationale: Board elections (Items 8.1 – 8.8) A vote AGAINST Robert Pennone is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 9) A vote AGAINST Patrick Combes as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 10.1 – 10.2) Votes AGAINST the non-independent nominees, Christian Goecking and Robert Pennone, are warranted due to the failure to establish a majority-independent committee. A vote AGAINST Robert Pennone is further warranted because his election to the board does not warrant support. Compensation committee chair election (Item 11) A vote AGAINST Robert Pennone as committee chair is warranted because his election to the committee does not warrant support.</i>						
12	Ratify KPMG SA as Auditors	Mgmt	For	For	Do Not Vote	No
13	Designate Christophe Wilhelm as Independent Proxy	Mgmt	For	For	Do Not Vote	No

Compagnie Financiere Tradition SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Transact Other Business (Voting)	Mgmt	For	Against	Do Not Vote	No
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

Daiseki Co., Ltd.

Meeting Date: 05/22/2025	Country: Japan	Ticker: 9793
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: J10773109		

Shares Voted: 4,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 39	Mgmt	For	For	For	No
2.1	Elect Director Yamamoto, Tetsuya	Mgmt	For	For	For	No
2.2	Elect Director Ito, Yasuo	Mgmt	For	For	For	No
2.3	Elect Director Amano, Koji	Mgmt	For	For	For	No
2.4	Elect Director Okada, Mitsuru	Mgmt	For	For	For	No

Dayang Enterprise Holdings Bhd.

Meeting Date: 05/22/2025	Country: Malaysia	Ticker: 5141
Record Date: 05/14/2025	Meeting Type: Annual	
Primary Security ID: Y202BD104		

Shares Voted: 858,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Hasmi Bin Hasnan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because Hsiun Chin (Item 2) and Hasmawati binti Sapawi (Item 3) serve on the audit committee and the company paid excessive non-audit fees to its auditor. A vote FOR all other nominees is warranted.						
2	Elect Chin Hsiun as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because Hsiun Chin (Item 2) and Hasmawati binti Sapawi (Item 3) serve on the audit committee and the company paid excessive non-audit fees to its auditor. A vote FOR all other nominees is warranted.						

Dayang Enterprise Holdings Bhd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Elect Hasmawati Binti Sapawi as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because Hsiun Chin (Item 2) and Hasmawati binti Sapawi (Item 3) serve on the audit committee and the company paid excessive non-audit fees to its auditor. A vote FOR all other nominees is warranted.						
4	Elect Ho Poh Ling as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because Hsiun Chin (Item 2) and Hasmawati binti Sapawi (Item 3) serve on the audit committee and the company paid excessive non-audit fees to its auditor. A vote FOR all other nominees is warranted.						
5	Elect Zahirudin Khan Bin Asghar Khan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because Hsiun Chin (Item 2) and Hasmawati binti Sapawi (Item 3) serve on the audit committee and the company paid excessive non-audit fees to its auditor. A vote FOR all other nominees is warranted.						
6	Elect Wong Ping Eng as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because Hsiun Chin (Item 2) and Hasmawati binti Sapawi (Item 3) serve on the audit committee and the company paid excessive non-audit fees to its auditor. A vote FOR all other nominees is warranted.						
7	Approve Directors' Fees	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
8	Approve Directors' Meeting Allowance	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
9	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the non-audit fees exceeded the total audit fees paid to the company's audit firm in the latest fiscal year without satisfactory explanation.						
10	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No

dip Corp.

Meeting Date: 05/22/2025	Country: Japan	Ticker: 2379
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: J1231Q119		

Shares Voted: 11,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Allow Virtual Only Shareholder Meetings	Mgmt	For	Against	Against	Yes

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * Virtual only meetings may impact shareholders' ability to hold directors accountable, and may hinder meaningful exchanges between directors, management, and shareholders.						
2.1	Elect Director Tomita, Hideki	Mgmt	For	For	For	No
2.2	Elect Director Shidachi, Masatsugu	Mgmt	For	For	For	No
2.3	Elect Director Mabuchi, Kuniyoshi	Mgmt	For	For	For	No
2.4	Elect Director Takeuchi, Kanae	Mgmt	For	For	For	No
2.5	Elect Director Ohitsu, Naoto	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Tanabe, Eriko	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Maruyama, Misae	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Takagi, Tomohiro	Mgmt	For	For	For	No
4	Elect Alternate Director and Audit Committee Member Wakabayashi, Rie	Mgmt	For	For	For	No

ElvalHalcor Hellenic Copper & Aluminium Industry SA

Meeting Date: 05/22/2025Country: GreeceTicker: ELHA

Record Date: 05/17/2025Meeting Type: Annual

Primary Security ID: X1956X103

Shares Voted: 32,812						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
3	Approve Management of Company and Grant Discharge to Auditors	Mgmt	For	For	For	No
4	Approve Remuneration of Directors and Members of Committees and Grant Advance Payment	Mgmt	For	For	For	No
5	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against	Yes
6	Approve Auditors and Fix Their Remuneration	Mgmt	For	For	For	No

ElvalHalcor Hellenic Copper & Aluminium Industry SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Elect Directors and Designate Independent Directors (Bundled)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted as the proposed board composition would not comply with the minimum requirements on gender diversity, while the nomination committee chair, Ploutarchos Sakellaris, is up for election under this bundled item.						
8	Approve Type, Term, Number of Members and Composition of the Audit Committee	Mgmt	For	For	For	No
9	Authorize Board to Participate in Companies with Similar Business Interests	Mgmt	For	For	For	No
10	Amend Share Distribution Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Total potential dilution exceeds 5 percent; * Vesting period for restricted stock is less than three years; * Concrete metrics and targets are not disclosed.						
11	Receive Audit Committee's Activity Report	Mgmt				
12	Receive Report of Independent Non-Executive Directors	Mgmt				
13	Various Announcements	Mgmt				

Endeavour Mining Plc

Meeting Date: 05/22/2025Country: United KingdomTicker: EDV

Record Date: 05/20/2025Meeting Type: Annual

Primary Security ID: G3042J105

Shares Voted: 23,989						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Alison Baker as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted, as no significant concerns have been identified.						
3	Re-elect Patrick Bouisset as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted, as no significant concerns have been identified.						
4	Re-elect Ian Cockerill as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted, as no significant concerns have been identified.						
5	Re-elect Cathia Lawson-Hall as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted, as no significant concerns have been identified.						
6	Re-elect Livia Mahler as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted, as no significant concerns have been identified.						

Endeavour Mining Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Re-elect Sakhila Mirza as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted, as no significant concerns have been identified.</i>						
8	Re-elect John Munro as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted, as no significant concerns have been identified.</i>						
9	Re-elect Naguib Sawiris as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted, as no significant concerns have been identified.</i>						
10	Re-elect Srinivasan Venkatakrishnan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted, as no significant concerns have been identified.</i>						
11	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Approve Remuneration Policy	Mgmt	For	For	For	No
14	Approve Remuneration Report	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Ever Sunshine Services Group Limited

Meeting Date: 05/22/2025 **Country:** Cayman Islands **Ticker:** 1995
Record Date: 05/16/2025 **Meeting Type:** Annual
Primary Security ID: G2139U106

Ever Sunshine Services Group Limited

Shares Voted: 2,584,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3.1	Elect Lin Zhong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3.2	Elect Zhou Hongbin as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3.3	Elect Ma Yongyi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
5	Approve Prism Hong Kong Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Ferrexpo Plc

Meeting Date: 05/22/2025

Country: United Kingdom

Ticker: FXPO

Record Date: 05/20/2025

Meeting Type: Annual

Primary Security ID: G3435Y107

Shares Voted: 216,599

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Reappoint MHA Audit Services LLP as Auditors	Mgmt	For	For	For	No
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5	Re-elect Stuart Brown as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 5-6 and 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. I Item 7 A vote Against the re-election of the Board Chair Lucio Genovese is considered warranted, as: * The Board did not act on the reputational risks arising from Kostyantyn Zhevago's presence as a NED. Kostyantyn Zhevago, who, along with two family members, holds 49.3% of the Company's voting rights via The Minco Trust, which in turn owns Fevamotinic Sarl, was detained in the French Alps on suspicion of money laundering and embezzling funds. * Shareholders may question the unseating of the Executive Board Chair amid the ongoing Ukraine conflict and the fact that the Company has no CEO. This is especially the case now that the Company has confirmed that it intends to appoint a new CEO only after the war in Ukraine has ended. Nonetheless, although there is much to be said in relation to the merits of stability and continuity, this is not considered sufficiently mitigating to warrant support for the Executive Chair. Item 9 A vote AGAINST the re-election of NED Vitalii Lisovenko is considered warranted, as: * In his previous role as SID, he had a level of accountability for the Company's corporate governance practices, as well as its communication with shareholders and other stakeholders. * His re-election failed to receive the majority support of independent shareholders at the 2024 AGM. Nonetheless, he stayed on the Board until the strength of the controlling shareholder (Kostyantyn Zhevago) could ensure his official re-election at a separate general meeting. * As with the interim Executive Board Chair, shareholders may question the unseating of a long-standing NED at such a time of uncertainty. However, given his part in numerous corporate governance issues at the Company over many years, support is not considered warranted for his re-election despite his removal from the position of SID. As noted above, the specific corporate rights restrictions have been imposed on the Company's subsidiaries as part of series of legal proceedings against its controlling shareholder and founder, Kostyantyn Zhevago, relating to Bank Finance & Credit. These restrictions include the ability to vote shares. However, the Company has clarified that this restriction on the right to vote applies to its subsidiaries, and not its own shareholders for the upcoming AGM. Under the Listing Rules, independent NEDs at companies with a controlling shareholder must receive the support of at least a majority of both independent shareholders and all shareholders in order to be (re-)elected. The voting results for independent and all shareholders should be disclosed separately. The Company's Notice of Meeting states that this will be done.</i>						
6	Re-elect Nikolay Kladiev as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 5-6 and 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. I Item 7 A vote Against the re-election of the Board Chair Lucio Genovese is considered warranted, as: * The Board did not act on the reputational risks arising from Kostyantyn Zhevago's presence as a NED. Kostyantyn Zhevago, who, along with two family members, holds 49.3% of the Company's voting rights via The Minco Trust, which in turn owns Fevamotinic Sarl, was detained in the French Alps on suspicion of money laundering and embezzling funds. * Shareholders may question the unseating of the Executive Board Chair amid the ongoing Ukraine conflict and the fact that the Company has no CEO. This is especially the case now that the Company has confirmed that it intends to appoint a new CEO only after the war in Ukraine has ended. Nonetheless, although there is much to be said in relation to the merits of stability and continuity, this is not considered sufficiently mitigating to warrant support for the Executive Chair. Item 9 A vote AGAINST the re-election of NED Vitalii Lisovenko is considered warranted, as: * In his previous role as SID, he had a level of accountability for the Company's corporate governance practices, as well as its communication with shareholders and other stakeholders. * His re-election failed to receive the majority support of independent shareholders at the 2024 AGM. Nonetheless, he stayed on the Board until the strength of the controlling shareholder (Kostyantyn Zhevago) could ensure his official re-election at a separate general meeting. * As with the interim Executive Board Chair, shareholders may question the unseating of a long-standing NED at such a time of uncertainty. However, given his part in numerous corporate governance issues at the Company over many years, support is not considered warranted for his re-election despite his removal from the position of SID. As noted above, the specific corporate rights restrictions have been imposed on the Company's subsidiaries as part of series of legal proceedings against its controlling shareholder and founder, Kostyantyn Zhevago, relating to Bank Finance & Credit. These restrictions include the ability to vote shares. However, the Company has clarified that this restriction on the right to vote applies to its subsidiaries, and not its own shareholders for the upcoming AGM. Under the Listing Rules, independent NEDs at companies with a controlling shareholder must receive the support of at least a majority of both independent shareholders and all shareholders in order to be (re-)elected. The voting results for independent and all shareholders should be disclosed separately. The Company's Notice of Meeting states that this will be done.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Re-elect Lucio Genovese as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Items 5-6 and 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. I Item 7 A vote Against the re-election of the Board Chair Lucio Genovese is considered warranted, as: * The Board did not act on the reputational risks arising from Kostyantyn Zhevago's presence as a NED. Kostyantyn Zhevago, who, along with two family members, holds 49.3% of the Company's voting rights via The Minco Trust, which in turn owns Fevamotinic Sarl, was detained in the French Alps on suspicion of money laundering and embezzling funds. * Shareholders may question the unseating of the Executive Board Chair amid the ongoing Ukraine conflict and the fact that the Company has no CEO. This is especially the case now that the Company has confirmed that it intends to appoint a new CEO only after the war in Ukraine has ended. Nonetheless, although there is much to be said in relation to the merits of stability and continuity, this is not considered sufficiently mitigating to warrant support for the Executive Chair. Item 9 A vote AGAINST the re-election of NED Vitalii Lisovenko is considered warranted, as: * In his previous role as SID, he had a level of accountability for the Company's corporate governance practices, as well as its communication with shareholders and other stakeholders. * His re-election failed to receive the majority support of independent shareholders at the 2024 AGM. Nonetheless, he stayed on the Board until the strength of the controlling shareholder (Kostyantyn Zhevago) could ensure his official re-election at a separate general meeting. * As with the interim Executive Board Chair, shareholders may question the unseating of a long-standing NED at such a time of uncertainty. However, given his part in numerous corporate governance issues at the Company over many years, support is not considered warranted for his re-election despite his removal from the position of SID. As noted above, the specific corporate rights restrictions have been imposed on the Company's subsidiaries as part of series of legal proceedings against its controlling shareholder and founder, Kostyantyn Zhevago, relating to Bank Finance & Credit. These restrictions include the ability to vote shares. However, the Company has clarified that this restriction on the right to vote applies to its subsidiaries, and not its own shareholders for the upcoming AGM. Under the Listing Rules, independent NEDs at companies with a controlling shareholder must receive the support of at least a majority of both independent shareholders and all shareholders in order to be (re-)elected. The voting results for independent and all shareholders should be disclosed separately. The Company's Notice of Meeting states that this will be done.</i>						
8	Re-elect Vitalii Lisovenko as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Items 5-6 and 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. I Item 7 A vote Against the re-election of the Board Chair Lucio Genovese is considered warranted, as: * The Board did not act on the reputational risks arising from Kostyantyn Zhevago's presence as a NED. Kostyantyn Zhevago, who, along with two family members, holds 49.3% of the Company's voting rights via The Minco Trust, which in turn owns Fevamotinic Sarl, was detained in the French Alps on suspicion of money laundering and embezzling funds. * Shareholders may question the unseating of the Executive Board Chair amid the ongoing Ukraine conflict and the fact that the Company has no CEO. This is especially the case now that the Company has confirmed that it intends to appoint a new CEO only after the war in Ukraine has ended. Nonetheless, although there is much to be said in relation to the merits of stability and continuity, this is not considered sufficiently mitigating to warrant support for the Executive Chair. Item 9 A vote AGAINST the re-election of NED Vitalii Lisovenko is considered warranted, as: * In his previous role as SID, he had a level of accountability for the Company's corporate governance practices, as well as its communication with shareholders and other stakeholders. * His re-election failed to receive the majority support of independent shareholders at the 2024 AGM. Nonetheless, he stayed on the Board until the strength of the controlling shareholder (Kostyantyn Zhevago) could ensure his official re-election at a separate general meeting. * As with the interim Executive Board Chair, shareholders may question the unseating of a long-standing NED at such a time of uncertainty. However, given his part in numerous corporate governance issues at the Company over many years, support is not considered warranted for his re-election despite his removal from the position of SID. As noted above, the specific corporate rights restrictions have been imposed on the Company's subsidiaries as part of series of legal proceedings against its controlling shareholder and founder, Kostyantyn Zhevago, relating to Bank Finance & Credit. These restrictions include the ability to vote shares. However, the Company has clarified that this restriction on the right to vote applies to its subsidiaries, and not its own shareholders for the upcoming AGM. Under the Listing Rules, independent NEDs at companies with a controlling shareholder must receive the support of at least a majority of both independent shareholders and all shareholders in order to be (re-)elected. The voting results for independent and all shareholders should be disclosed separately. The Company's Notice of Meeting states that this will be done.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Fiona MacAulay as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 5-6 and 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. I Item 7 A vote Against the re-election of the Board Chair Lucio Genovese is considered warranted, as: * The Board did not act on the reputational risks arising from Kostyantyn Zhevago's presence as a NED. Kostyantyn Zhevago, who, along with two family members, holds 49.3% of the Company's voting rights via The Minco Trust, which in turn owns Fevamotoinico Sarl, was detained in the French Alps on suspicion of money laundering and embezzling funds. * Shareholders may question the unseating of the Executive Board Chair amid the ongoing Ukraine conflict and the fact that the Company has no CEO. This is especially the case now that the Company has confirmed that it intends to appoint a new CEO only after the war in Ukraine has ended. Nonetheless, although there is much to be said in relation to the merits of stability and continuity, this is not considered sufficiently mitigating to warrant support for the Executive Chair. Item 9 A vote AGAINST the re-election of NED Vitalii Lisovenko is considered warranted, as: * In his previous role as SID, he had a level of accountability for the Company's corporate governance practices, as well as its communication with shareholders and other stakeholders. * His re-election failed to receive the majority support of independent shareholders at the 2024 AGM. Nonetheless, he stayed on the Board until the strength of the controlling shareholder (Kostyantyn Zhevago) could ensure his official re-election at a separate general meeting. * As with the interim Executive Board Chair, shareholders may question the unseating of a long-standing NED at such a time of uncertainty. However, given his part in numerous corporate governance issues at the Company over many years, support is not considered warranted for his re-election despite his removal from the position of SID. As noted above, the specific corporate rights restrictions have been imposed on the Company's subsidiaries as part of series of legal proceedings against its controlling shareholder and founder, Kostyantyn Zhevago, relating to Bank Finance & Credit. These restrictions include the ability to vote shares. However, the Company has clarified that this restriction on the right to vote applies to its subsidiaries, and not its own shareholders for the upcoming AGM. Under the Listing Rules, independent NEDs at companies with a controlling shareholder must receive the support of at least a majority of both independent shareholders and all shareholders in order to be (re-)elected. The voting results for independent and all shareholders should be disclosed separately. The Company's Notice of Meeting states that this will be done.</i>						
10	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Fiera Capital Corporation

Meeting Date: 05/22/2025Country: CanadaTicker: FSZ

Record Date: 04/07/2025Meeting Type: Annual/Special

Primary Security ID: 31660A103

Shares Voted: 122,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Meeting for Holders of Class A Subordinate Voting Shares	Mgmt				
	Elect Director Annick Charbonneau	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						

Fiera Capital Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Elect Director Gary Collins	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.3	Elect Director Francois Olivier	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Re-approve Security Based Compensation Plans	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this bundled plan resolution due to the following key factor(s): * The Stock Option Plan's and Share-Settled Share Unit Plans detailed amendment provisions do not sufficiently limit the board's ability to amend the plan without shareholder approval; * The plans' estimated cost is excessive; * The company's potential dilution from equity plans is excessive; and * The company has not disclosed the full text of the plan documents.</i>						

FriendTimes Inc.

Meeting Date: 05/22/2025 **Country:** Cayman Islands **Ticker:** 6820
Record Date: 05/16/2025 **Meeting Type:** Annual
Primary Security ID: G371BT102

Shares Voted: 682,836						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Elect Jiang Xiaohuang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2b	Elect Tang Haiyan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2c	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No

FriendTimes Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Furuno Electric Co., Ltd.

Meeting Date: 05/22/2025	Country: Japan	Ticker: 6814
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: J16506123		

Shares Voted: 17,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 75	Mgmt	For	For	For	No
2.1	Elect Director Furuno, Yukio	Mgmt	For	For	For	No
2.2	Elect Director Ishihara, Shinji	Mgmt	For	For	For	No
2.3	Elect Director Wada, Yutaka	Mgmt	For	For	For	No
2.4	Elect Director Waimatsu, Kazuma	Mgmt	For	For	For	No
2.5	Elect Director Higuchi, Hideo	Mgmt	For	For	For	No
2.6	Elect Director Kagawa, Shingo	Mgmt	For	For	For	No
2.7	Elect Director Kubo, Masako	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Kono, Takashi	Mgmt	For	For	For	No
4	Appoint KPMG AZSA LLC as New External Audit Firm	Mgmt	For	For	For	No

General Interface Solution (GIS) Holding Ltd.

Meeting Date: 05/22/2025	Country: Cayman Islands	Ticker: 6456
Record Date: 03/21/2025	Meeting Type: Annual	
Primary Security ID: G3808R101		

Shares Voted: 837,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Consolidated Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No

General Interface Solution (GIS) Holding Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Guodian Nanjing Automation Co., Ltd.

Meeting Date: 05/22/2025	Country: China	Ticker: 600268
Record Date: 05/15/2025	Meeting Type: Annual	
Primary Security ID: Y2959L103		

Shares Voted: 258,280						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
2	Approve Financial Budget Report	Mgmt	For	For	For	No
3	Approve Profit Distribution	Mgmt	For	For	For	No
4	Approve Report of the Board of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
5	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
	APPROVE ANNUAL REPORT AND SUMMARY	Mgmt				
6.1	Approve Annual Report and Summary	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
6.2	Approve Remuneration of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.						
6.3	Approve Remuneration of Supervisors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.						
	APPROVE RELATED PARTY TRANSACTIONS	Mgmt				
7.1	Approve Sale Power Automation Products and Provide Information Services	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.						
7.2	Approve Sales of Hydropower Automation Products and Engineering Services	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.3	Approve Sale of New Energy Business and Provision of Engineering Services	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
7.4	Approve Sale of Primary Equipment	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
7.5	Approve Sale of Grid Automation Products	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
7.6	Approve Provision of Leasing Service	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
7.7	Approve Provision of Leasing Service to Yangzhou Yingzhao Switch Co., Ltd.	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
7.8	Approve Purchase of Goods and Materials	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
7.9	Approve Purchase of Goods and Materials to Yangzhou Yingzhao Switch Co., Ltd.	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
7.10	Approve Acceptance of Labor Services	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
7.11	Approve Acceptance of Leasing Services	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
7.12	Approve Acceptance of Leasing Services Provided by Nanjing Guodian Nanzhong Science and Technology Park Development Co., Ltd.	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
8	Approve Commercial Factoring Business	Mgmt	For	For	For	No
9	Approve Financial Service Agreements	Mgmt	For	Against	Against	Yes
10	Approve Application of Bank Credit Lines	Mgmt	For	For	For	No
11	Approve Shareholder Return Plan	Mgmt	For	For	For	No
12	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	Mgmt	For	For	For	No

Guodian Nanjing Automation Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Amend Related-Party Transaction Management System	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.						
14	Amend Management System of Raised Funds	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.						
APPROVE FINANCIAL AND INTERNAL CONTROL AUDITOR		Mgmt				
15.1	Approve to Appoint Financial Auditor	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.						
15.2	Approve Appointment of Internal Control Auditor	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.						

Hill & Smith Plc

Meeting Date: 05/22/2025	Country: United Kingdom	Ticker: HILS
Record Date: 05/20/2025	Meeting Type: Annual	
Primary Security ID: G45080101		

Shares Voted: 30,266						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Rutger Helbing as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 4, 5, and 7-10 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 A vote FOR the re-election of Alan Giddins is warranted, although it is not without concern: * He is a non-independent NED who is a member of the Remuneration Committee, which is not in line with the recommendations of the UK Code. * As Board and Nomination Committee Chair, Alan Giddins is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that there is not at least 40% women on the Board at the reference date. The main reasons for support are: * All NEDs serve on the Remuneration Committee and questions around Alan Giddins' independence relate to his interim executive role, which was only put in place to facilitate the recruitment of a new CEO. * There is an ongoing succession plan for the Chair role, and Alan Giddins intends to step down at the 2026 AGM upon the appointment of a suitable successor. * The Company has provided a commitment to increase diversity across the Group.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Elect Gillian Tomlinson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4, 5, and 7-10 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 A vote FOR the re-election of Alan Giddins is warranted, although it is not without concern: * He is a non-independent NED who is a member of the Remuneration Committee, which is not in line with the recommendations of the UK Code. * As Board and Nomination Committee Chair, Alan Giddins is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that there is not at least 40% women on the Board at the reference date. The main reasons for support are: * All NEDs serve on the Remuneration Committee and questions around Alan Giddins' independence relate to his interim executive role, which was only put in place to facilitate the recruitment of a new CEO. * There is an ongoing succession plan for the Chair role, and Alan Giddins intends to step down at the 2026 AGM upon the appointment of a suitable successor. * The Company has provided a commitment to increase diversity across the Group.</i>						
6	Re-elect Alan Giddins as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4, 5, and 7-10 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 A vote FOR the re-election of Alan Giddins is warranted, although it is not without concern: * He is a non-independent NED who is a member of the Remuneration Committee, which is not in line with the recommendations of the UK Code. * As Board and Nomination Committee Chair, Alan Giddins is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that there is not at least 40% women on the Board at the reference date. The main reasons for support are: * All NEDs serve on the Remuneration Committee and questions around Alan Giddins' independence relate to his interim executive role, which was only put in place to facilitate the recruitment of a new CEO. * There is an ongoing succession plan for the Chair role, and Alan Giddins intends to step down at the 2026 AGM upon the appointment of a suitable successor. * The Company has provided a commitment to increase diversity across the Group.</i>						
7	Re-elect Tony Quinlan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4, 5, and 7-10 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 A vote FOR the re-election of Alan Giddins is warranted, although it is not without concern: * He is a non-independent NED who is a member of the Remuneration Committee, which is not in line with the recommendations of the UK Code. * As Board and Nomination Committee Chair, Alan Giddins is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that there is not at least 40% women on the Board at the reference date. The main reasons for support are: * All NEDs serve on the Remuneration Committee and questions around Alan Giddins' independence relate to his interim executive role, which was only put in place to facilitate the recruitment of a new CEO. * There is an ongoing succession plan for the Chair role, and Alan Giddins intends to step down at the 2026 AGM upon the appointment of a suitable successor. * The Company has provided a commitment to increase diversity across the Group.</i>						
8	Re-elect Pete Raby as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4, 5, and 7-10 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 A vote FOR the re-election of Alan Giddins is warranted, although it is not without concern: * He is a non-independent NED who is a member of the Remuneration Committee, which is not in line with the recommendations of the UK Code. * As Board and Nomination Committee Chair, Alan Giddins is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that there is not at least 40% women on the Board at the reference date. The main reasons for support are: * All NEDs serve on the Remuneration Committee and questions around Alan Giddins' independence relate to his interim executive role, which was only put in place to facilitate the recruitment of a new CEO. * There is an ongoing succession plan for the Chair role, and Alan Giddins intends to step down at the 2026 AGM upon the appointment of a suitable successor. * The Company has provided a commitment to increase diversity across the Group.</i>						
9	Re-elect Farrokh Battliwala as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 4, 5, and 7-10 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 A vote FOR the re-election of Alan Giddins is warranted, although it is not without concern: * He is a non-independent NED who is a member of the Remuneration Committee, which is not in line with the recommendations of the UK Code. * As Board and Nomination Committee Chair, Alan Giddins is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that there is not at least 40% women on the Board at the reference date. The main reasons for support are: * All NEDs serve on the Remuneration Committee and questions around Alan Giddins' independence relate to his interim executive role, which was only put in place to facilitate the recruitment of a new CEO. * There is an ongoing succession plan for the Chair role, and Alan Giddins intends to step down at the 2026 AGM upon the appointment of a suitable successor. * The Company has provided a commitment to increase diversity across the Group.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Re-elect Carol Chesney as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 4, 5, and 7-10 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 A vote FOR the re-election of Alan Giddins is warranted, although it is not without concern: * He is a non-independent NED who is a member of the Remuneration Committee, which is not in line with the recommendations of the UK Code. * As Board and Nomination Committee Chair, Alan Giddins is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that there is not at least 40% women on the Board at the reference date. The main reasons for support are: * All NEDs serve on the Remuneration Committee and questions around Alan Giddins' independence relate to his interim executive role, which was only put in place to facilitate the recruitment of a new CEO. * There is an ongoing succession plan for the Chair role, and Alan Giddins intends to step down at the 2026 AGM upon the appointment of a suitable successor. * The Company has provided a commitment to increase diversity across the Group.						
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
19	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For	No

Hisamitsu Pharmaceutical Co., Inc.

Meeting Date: 05/22/2025	Country: Japan	Ticker: 4530
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: J20076121		

Hisamitsu Pharmaceutical Co., Inc.

Shares Voted: 1,450

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For	No
2.1	Elect Director Nakatomi, Kazuhide	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Saito, Kyu	Mgmt	For	For	For	No
2.3	Elect Director Tsutsumi, Nobuo	Mgmt	For	For	For	No
2.4	Elect Director Murayama, Shinichi	Mgmt	For	For	For	No
2.5	Elect Director Takiyama, Koji	Mgmt	For	For	For	No
2.6	Elect Director Isobe, Yuichi	Mgmt	For	For	For	No
2.7	Elect Director Anzai, Yuichiro	Mgmt	For	For	For	No
2.8	Elect Director Matsuo, Tetsugo	Mgmt	For	For	For	No
2.9	Elect Director Watanabe, Tamako	Mgmt	For	For	For	No
2.10	Elect Director Noguchi, Midori	Mgmt	For	For	For	No

Intellect Design Arena Limited

Meeting Date: 05/22/2025Country: IndiaTicker: 538835

Record Date: 04/18/2025Meeting Type: Special

Primary Security ID: Y4R932109

Shares Voted: 18,642

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Reelect Abhay Anant Gupte as Director	Mgmt	For	For	For	No
2	Approve Amendment of the Associate Stock Option Plan (ASOP 2011) Scheme	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The aggregate dilution pursuant to the proposed scheme is deemed high. * The scheme permits stock options to be issued with an exercise price at a discount to the current market price. * The company has not disclosed the performance metrics, targets and thresholds for vesting.						

JS Global Lifestyle Company Limited

Meeting Date: 05/22/2025

Country: Cayman Islands

Ticker: 1691

Record Date: 05/16/2025

Meeting Type: Annual

Primary Security ID: G2S85A104

Shares Voted: 1,007,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Elect Wang Xuning as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any other known issues concerning the nominees and the company's board and committee dynamics.</i>						
2b	Elect Stassi Anastas Anastassov as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any other known issues concerning the nominees and the company's board and committee dynamics.</i>						
2c	Elect Yang Xianxiang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any other known issues concerning the nominees and the company's board and committee dynamics.</i>						
3	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Karoon Energy Ltd.

Meeting Date: 05/22/2025

Country: Australia

Ticker: KAR

Record Date: 05/20/2025

Meeting Type: Annual

Primary Security ID: Q5210P101

Shares Voted: 73,234

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Peter Botten as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A qualified vote FOR the re-election of Peter Botten (Item 1) is warranted. The qualification is to raise concerns for overboarding. In mitigating, however, Botten has publicly indicated that he intends to halve the number of listed directorships during 2025. A vote FOR the re-election of Luciana Rachid (Item 2) is warranted. The board is majority independent and no material concerns have been identified.						
2	Elect Luciana Bastos De Freitas Rachid as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A qualified vote FOR the re-election of Peter Botten (Item 1) is warranted. The qualification is to raise concerns for overboarding. In mitigating, however, Botten has publicly indicated that he intends to halve the number of listed directorships during 2025. A vote FOR the re-election of Luciana Rachid (Item 2) is warranted. The board is majority independent and no material concerns have been identified.						
4	Approve Remuneration Report	Mgmt	For	For	For	No
5	Approve to Exceed 10/12 Buyback Limit	Mgmt	For	For	For	No
6	Approve Issuance of Securities Under the Performance Rights Plan 2025	Mgmt	For	For	For	No
7	Approve Issuance of Performance Rights to Julian Fowles	Mgmt	For	For	For	No
8	Approve the Spill Resolution	Mgmt	Against	Against	Against	No

Life Corp.

Meeting Date: 05/22/2025Country: JapanTicker: 8194

Record Date: 02/28/2025Meeting Type: Annual

Primary Security ID: J38828109

Shares Voted: 16,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For	No
2.1	Elect Director Iwasaki, Takaharu	Mgmt	For	For	For	No
2.2	Elect Director Morishita, Tomehisa	Mgmt	For	For	For	No
2.3	Elect Director Sumino, Takashi	Mgmt	For	For	For	No
2.4	Elect Director Okada, Harunobu	Mgmt	For	For	For	No
2.5	Elect Director Kono, Hiroko	Mgmt	For	For	For	No
2.6	Elect Director Katayama, Takashi	Mgmt	For	For	For	No
2.7	Elect Director Tada, Akihiro	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Elect Director and Audit Committee Member Shinoki, Yoshie	Mgmt	For	For	For	No

Ming Fai International Holdings Limited

Meeting Date: 05/22/2025Country: Cayman IslandsTicker: 3828

Record Date: 05/16/2025Meeting Type: Annual

Primary Security ID: G6141X107

Shares Voted: 68,176						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Elect Ching Chi Fai as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3b	Elect Keung Kwok Hung as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3c	Elect Chan Yim Ching as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3d	Elect Kwong Tony Wan Kit as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3e	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for non-cash consideration.						

Ming Fai International Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for non-cash consideration.						

NOMURA Co., Ltd.

Meeting Date: 05/22/2025	Country: Japan	Ticker: 9716
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: J58988106		

Shares Voted: 11,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 32	Mgmt	For	For	For	No
2.1	Elect Director Okumoto, Kiyotaka	Mgmt	For	For	For	No
2.2	Elect Director Hayashida, Yoshitaka	Mgmt	For	For	For	No
2.3	Elect Director Harayama, Asako	Mgmt	For	For	For	No
2.4	Elect Director Maejima, Takayuki	Mgmt	For	For	For	No
2.5	Elect Director Kimishima, Tatsumi	Mgmt	For	For	For	No
2.6	Elect Director Matsutomi, Shigeo	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Kanai, Chihiro	Mgmt	For	For	For	No

Nyquest Technology Co., Ltd.

Meeting Date: 05/22/2025	Country: Taiwan	Ticker: 6494
Record Date: 03/21/2025	Meeting Type: Annual	
Primary Security ID: Y6411Q105		

Shares Voted: 38,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No

Nyquest Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Onward Holdings Co., Ltd.

Meeting Date: 05/22/2025Country: JapanTicker: 8016

Record Date: 02/28/2025Meeting Type: Annual

Primary Security ID: J30728109

Shares Voted: 164,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 26	Mgmt	For	For	For	No
2	Amend Articles to Authorize Board to Pay Interim Dividends	Mgmt	For	For	For	No
3.1	Elect Director Yasumoto, Michinobu	Mgmt	For	For	For	No
3.2	Elect Director Ikeda, Daisuke	Mgmt	For	For	For	No
3.3	Elect Director Yoshida, Shohei	Mgmt	For	For	For	No
3.4	Elect Director Higuchi, Yoshihiro	Mgmt	For	For	For	No
3.5	Elect Director Kawamoto, Akira	Mgmt	For	For	For	No
3.6	Elect Director Komuro, Yoshie	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Ozak Gayrimenkul Yatirim Ortakligi AS

Meeting Date: 05/22/2025Country: TurkeyTicker: OZKGY.E

Record Date:Meeting Type: Annual

Primary Security ID: M7757K101

Shares Voted: 187,341

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Annual Meeting Agenda	Mgmt				
	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	For	No

Voting Policy Rationale: These items warrant a vote FOR because they are routine formalities.

Ozak Gayrimenkul Yatirim Ortakligi AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Authorize Presiding Council to Sign Minutes of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because they are routine formalities.</i>						
3	Accept Board Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.</i>						
4	Accept Audit Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.</i>						
5	Accept Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.</i>						
6	Approve Discharge of Board	Mgmt	For	For	For	No
7	Approve Profit Distribution Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This item warrants a vote AGAINST because the company did not disclose the proposed profit distribution policy ahead of the meeting.</i>						
8	Approve Allocation of Income	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.</i>						
9	Elect Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.</i>						
10	Approve Director Remuneration	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.</i>						
11	Ratify External Auditors	Mgmt	For	For	For	No
12	Receive Information on Related Party Transactions	Mgmt				
13	Receive Information in Accordance with Article 37 of the Capital Market Board on Principles Regarding Real Estate Investment Trusts	Mgmt				
14	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt				
15	Approve Donations for Earthquake Relief Efforts	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This item warrants a vote AGAINST due to a lack of disclosure on the resolution.</i>						
16	Approve Upper Limit of Donations for 2025 and Receive Information on Donations Made in 2024	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This item warrants a vote AGAINST due to a lack of disclosure on the resolution.</i>						

Ozak Gayrimenkul Yatirim Ortakligi AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
17	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For	For	No
18	Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles	Mgmt				
19	Wishes	Mgmt				

Petershill Partners PLC

Meeting Date: 05/22/2025Country: United KingdomTicker: PHLL

Record Date: 05/20/2025Meeting Type: Annual

Primary Security ID: G52314104

Shares Voted: 31,434

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
6	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Re-elect Naguib Kheraj as Director	Mgmt	For	For	For	No

Voting Policy Rationale: Item 7 A vote FOR the re-election of Naguib Kheraj is warranted, although it is not without concern because: * He is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the target of having at least one woman holding a senior board role. The main reason for support is: * The Company has acknowledged the FCA Listing Rules and is committed to ensuring that this target is met in the future. Items 8-11 A vote FOR the re-election of Everard Simmons, Annemarie Durbin, Erica Handling and Mark Merson is warranted because no significant concerns have been identified.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Everard Simmons as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 7 A vote FOR the re-election of Naguib Kheraj is warranted, although it is not without concern because: * He is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the target of having at least one woman holding a senior board role. The main reason for support is: * The Company has acknowledged the FCA Listing Rules and is committed to ensuring that this target is met in the future. Items 8-11 A vote FOR the re-election of Everard Simmons, Annemarie Durbin, Erica Handling and Mark Merson is warranted because no significant concerns have been identified.</i>						
9	Re-elect Annemarie Durbin as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 7 A vote FOR the re-election of Naguib Kheraj is warranted, although it is not without concern because: * He is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the target of having at least one woman holding a senior board role. The main reason for support is: * The Company has acknowledged the FCA Listing Rules and is committed to ensuring that this target is met in the future. Items 8-11 A vote FOR the re-election of Everard Simmons, Annemarie Durbin, Erica Handling and Mark Merson is warranted because no significant concerns have been identified.</i>						
10	Re-elect Erica Handling as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 7 A vote FOR the re-election of Naguib Kheraj is warranted, although it is not without concern because: * He is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the target of having at least one woman holding a senior board role. The main reason for support is: * The Company has acknowledged the FCA Listing Rules and is committed to ensuring that this target is met in the future. Items 8-11 A vote FOR the re-election of Everard Simmons, Annemarie Durbin, Erica Handling and Mark Merson is warranted because no significant concerns have been identified.</i>						
11	Re-elect Mark Merson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 7 A vote FOR the re-election of Naguib Kheraj is warranted, although it is not without concern because: * He is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the target of having at least one woman holding a senior board role. The main reason for support is: * The Company has acknowledged the FCA Listing Rules and is committed to ensuring that this target is met in the future. Items 8-11 A vote FOR the re-election of Everard Simmons, Annemarie Durbin, Erica Handling and Mark Merson is warranted because no significant concerns have been identified.</i>						
12	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 12 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Items 13-14 A vote FOR these resolutions is warranted because: * The Company has provided a commitment that shares would be issued at or above the then prevailing NAV.</i>						
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 12 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Items 13-14 A vote FOR these resolutions is warranted because: * The Company has provided a commitment that shares would be issued at or above the then prevailing NAV.</i>						
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 12 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Items 13-14 A vote FOR these resolutions is warranted because: * The Company has provided a commitment that shares would be issued at or above the then prevailing NAV.</i>						
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Meeting Date: 05/22/2025	Country: Switzerland	Ticker: PMN
Record Date:	Meeting Type: Annual	
Primary Security ID: H62034196		

Shares Voted: 30						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
4	Approve Allocation of Income and Ordinary Dividends of CHF 19.00 per Share	Mgmt	For	For	For	No
5.1.1	Reelect Benedikt Goldkamp as Director and Board Chair	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Board elections (Items 5.1.1– 5.1.6) Votes AGAINST the non-independent nominees: Benedikt Goldkamp, Beat Siegrist, Florian Ernst, and Martin Furrer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee chair, Florian Ernst, as well as the executive member, Benedikt Goldkamp, are warranted due to the failure to establish a sufficiently independent committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 5.2.1 – 5.2.3) Votes AGAINST the non-independent nominees, Beat Siegrist and Martin Furrer, are warranted because of the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of further concerns.						
5.1.2	Reelect Florian Ernst as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Board elections (Items 5.1.1– 5.1.6) Votes AGAINST the non-independent nominees: Benedikt Goldkamp, Beat Siegrist, Florian Ernst, and Martin Furrer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee chair, Florian Ernst, as well as the executive member, Benedikt Goldkamp, are warranted due to the failure to establish a sufficiently independent committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 5.2.1 – 5.2.3) Votes AGAINST the non-independent nominees, Beat Siegrist and Martin Furrer, are warranted because of the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of further concerns.						
5.1.3	Reelect Martin Furrer as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Board elections (Items 5.1.1– 5.1.6) Votes AGAINST the non-independent nominees: Benedikt Goldkamp, Beat Siegrist, Florian Ernst, and Martin Furrer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee chair, Florian Ernst, as well as the executive member, Benedikt Goldkamp, are warranted due to the failure to establish a sufficiently independent committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 5.2.1 – 5.2.3) Votes AGAINST the non-independent nominees, Beat Siegrist and Martin Furrer, are warranted because of the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of further concerns.						
5.1.4	Reelect Claudine de Calderon as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Board elections (Items 5.1.1– 5.1.6) Votes AGAINST the non-independent nominees: Benedikt Goldkamp, Beat Siegrist, Florian Ernst, and Martin Furrer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee chair, Florian Ernst, as well as the executive member, Benedikt Goldkamp, are warranted due to the failure to establish a sufficiently independent committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 5.2.1 – 5.2.3) Votes AGAINST the non-independent nominees, Beat Siegrist and Martin Furrer, are warranted because of the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of further concerns.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.1.5	Reelect Anna Hocker as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1.1– 5.1.6) Votes AGAINST the non-independent nominees: Benedikt Goldkamp, Beat Siegrist, Florian Ernst, and Martin Furrer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee chair, Florian Ernst, as well as the executive member, Benedikt Goldkamp, are warranted due to the failure to establish a sufficiently independent committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 5.2.1 – 5.2.3) Votes AGAINST the non-independent nominees, Beat Siegrist and Martin Furrer, are warranted because of the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
5.1.6	Reelect Beat Siegrist as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1.1– 5.1.6) Votes AGAINST the non-independent nominees: Benedikt Goldkamp, Beat Siegrist, Florian Ernst, and Martin Furrer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee chair, Florian Ernst, as well as the executive member, Benedikt Goldkamp, are warranted due to the failure to establish a sufficiently independent committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 5.2.1 – 5.2.3) Votes AGAINST the non-independent nominees, Beat Siegrist and Martin Furrer, are warranted because of the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
5.2.1	Reappoint Martin Furrer as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1.1– 5.1.6) Votes AGAINST the non-independent nominees: Benedikt Goldkamp, Beat Siegrist, Florian Ernst, and Martin Furrer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee chair, Florian Ernst, as well as the executive member, Benedikt Goldkamp, are warranted due to the failure to establish a sufficiently independent committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 5.2.1 – 5.2.3) Votes AGAINST the non-independent nominees, Beat Siegrist and Martin Furrer, are warranted because of the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
5.2.2	Reappoint Claudine de Calderon as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 5.1.1– 5.1.6) Votes AGAINST the non-independent nominees: Benedikt Goldkamp, Beat Siegrist, Florian Ernst, and Martin Furrer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee chair, Florian Ernst, as well as the executive member, Benedikt Goldkamp, are warranted due to the failure to establish a sufficiently independent committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 5.2.1 – 5.2.3) Votes AGAINST the non-independent nominees, Beat Siegrist and Martin Furrer, are warranted because of the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
5.2.3	Reappoint Beat Siegrist as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 5.1.1– 5.1.6) Votes AGAINST the non-independent nominees: Benedikt Goldkamp, Beat Siegrist, Florian Ernst, and Martin Furrer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee chair, Florian Ernst, as well as the executive member, Benedikt Goldkamp, are warranted due to the failure to establish a sufficiently independent committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 5.2.1 – 5.2.3) Votes AGAINST the non-independent nominees, Beat Siegrist and Martin Furrer, are warranted because of the failure to establish a sufficiently independent committee and because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i>						
5.3	Designate Hans Alder as Independent Proxy	Mgmt	For	For	For	No
5.4	Ratify BDO AG as Auditors	Mgmt	For	For	For	No

Phoenix Mecano AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For	No
6.2	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For	No
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 6 Million	Mgmt	For	For	For	No
7	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes

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

PT Bank Pembangunan Daerah Jawa Timur Tbk

Meeting Date: 05/22/2025Country: IndonesiaTicker: BJTM

Record Date: 04/29/2025Meeting Type: Annual

Primary Security ID: Y712CN109

Shares Voted: 1,079,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	For	For	For	No
3	Approve Auditors	Mgmt	For	For	For	No
4	Amend Articles of Association	Mgmt	For	For	For	No
5	Approve Recovery Plan	Mgmt	For	For	For	No
6	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.

PT Buma Internasional Grup Tbk

Meeting Date: 05/22/2025Country: IndonesiaTicker: DOID

Record Date: 04/29/2025Meeting Type: Annual

Primary Security ID: Y2036T103

PT Buma Internasional Grup Tbk

Shares Voted: 12,463,417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors	Mgmt	For	For	For	No
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
5	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.

PT Buma Internasional Grup Tbk

Meeting Date: 05/22/2025Country: IndonesiaTicker: DOID

Record Date: 04/29/2025Meeting Type: Extraordinary Shareholders

Primary Security ID: Y2036T103

Shares Voted: 12,463,417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles of Association	Mgmt	For	For	For	No

PT Elnusa Tbk

Meeting Date: 05/22/2025Country: IndonesiaTicker: ELSA

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

Primary Security ID: Y71242104

Shares Voted: 1,466,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividend	Mgmt	For	For	For	No
3	Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	For	For	For	No
4	Approve Auditors	Mgmt	For	For	For	No

PT Malindo Feedmill Tbk

Meeting Date: 05/22/2025Country: IndonesiaTicker: MAIN

Record Date: 04/29/2025Meeting Type: Annual

Primary Security ID: Y7127C117

Shares Voted: 1,050,118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors	Mgmt	For	For	For	No
4	Approve Remuneration and Allowances of Directors and Commissioners	Mgmt	For	For	For	No

Quilter Plc

Meeting Date: 05/22/2025Country: United KingdomTicker: QLT

Record Date: 05/20/2025Meeting Type: Annual

Primary Security ID: G3651J115

Shares Voted: 329,417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Neeta Atkar as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
6	Re-elect Chris Hill as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
7	Re-elect Moira Kilcoyne as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
8	Re-elect Steven Levin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
9	Re-elect Ruth Markland as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						

Quilter Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Elect Alison Morris as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
11	Re-elect George Reid as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
12	Re-elect Chris Samuel as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
13	Re-elect Mark Satchel as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Board Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Enter into Contingent Purchase Contracts	Mgmt	For	For	For	No

SF Real Estate Investment Trust

Meeting Date: 05/22/2025 **Country:** Hong Kong **Ticker:** 2191
Record Date: 05/16/2025 **Meeting Type:** Annual
Primary Security ID: Y7304L104

Shares Voted: 201,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Elect Michael Tjahja, Susanto as Director	Mgmt	For	For	For	No
4	Approve Grant of General Mandate to SF REIT Asset Management Limited to Buy Back Units of SF REIT	Mgmt	For	For	For	No

Valeo SE

Meeting Date: 05/22/2025 **Country:** France **Ticker:** FR
Record Date: 05/20/2025 **Meeting Type:** Annual/Special
Primary Security ID: F96221340

Shares Voted: 197,190

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>						
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>						
3	Approve Allocation of Income and Dividends of EUR 0.42 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Reelect Christophe Périllat as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * A vote FOR the reelection of the CEO is warranted given the absence of any concerns (Item 5). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 6 and 8).</i>						
6	Reelect Mari-Noëlle Jégo-Laveissière as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * A vote FOR the reelection of the CEO is warranted given the absence of any concerns (Item 5). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 6 and 8).</i>						
7	Reelect Véronique Weill as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * A vote FOR the reelection of the CEO is warranted given the absence of any concerns (Item 5). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 6 and 8).</i>						
8	Elect Gilles Le Borgne as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * A vote FOR the reelection of the CEO is warranted given the absence of any concerns (Item 5). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 6 and 8).</i>						
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
10	Approve Compensation of Gilles Michel, Chairman of the Board	Mgmt	For	For	For	No
11	Approve Compensation of Christophe Périllat, CEO	Mgmt	For	For	For	No
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 70 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 16-19 and 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 16-19 and 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 16-19 and 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 16-19 and 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						
20	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
21	Authorize Capital Increase of up to 9.40 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 16-19 and 21 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
24	Amend Articles 16, 23, and 26 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Van Lanschot Kempen NV

Meeting Date: 05/22/2025	Country: Netherlands	Ticker: VLK
Record Date: 04/24/2025	Meeting Type: Annual	
Primary Security ID: N9145V103		

Shares Voted: 19,388						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1.	Open Meeting	Mgmt				
2.a.	Receive Report of Supervisory Board (Non-Voting)	Mgmt				
Voting Policy Rationale: No vote is required for this item.						
2.b.	Receive Report of Management Board (Non-Voting)	Mgmt				
Voting Policy Rationale: No vote is required for this item.						
3.	Approve Remuneration Report	Mgmt	For	For	For	No
4.a.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
4.b.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
4.c.	Approve Dividends	Mgmt	For	For	For	No
5.a.	Approve Discharge of Management Board	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the boards and auditors are not fulfilling their fiduciary duties.						
5.b.	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the boards and auditors are not fulfilling their fiduciary duties.						
6.a.	Announce Intention to Reappoint Erik van Houwelingen to Management Board	Mgmt				
Voting Policy Rationale: This is a non-voting item.						
6.b.	Announce Intention to Appoint Thomas Vanderlinden to Management Board	Mgmt				
Voting Policy Rationale: This is a non-voting item.						
7.a.	Announce Vacancies on the Supervisory Board	Mgmt				

Van Lanschot Kempen NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.b.	Announce Vacancies on the Supervisory Board Arising in 2026	Mgmt				
8.a.	Ratify KPMG Accountants NV as Auditors	Mgmt	For	For	For	No
8.b.	Appoint KPMG as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
9.a.	Receive Annual Report by the Former Board of Directors of Accuro NV	Mgmt				
9.b.	Adopt Financial Statements of Accuro NV's	Mgmt	For	For	For	No
9.c.	Approve Discharge of Directors of Accuro NV	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the boards and auditors are not fulfilling their fiduciary duties.						
10.	Authorize Repurchase of Shares	Mgmt	For	For	For	No
11.a.	Grant Board Authority to Issue Shares	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.						
11.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.						
12.	Close Meeting	Mgmt				

Ventia Services Group Limited

Meeting Date: 05/22/2025Country: AustraliaTicker: VNT

Record Date: 05/20/2025Meeting Type: Annual

Primary Security ID: Q9394Q109

Shares Voted: 343,150						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect David Moffatt as Director	Mgmt	For	For	For	No

Ventia Services Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Grant of Share Appreciation Rights to Dean Banks Under Ventia's Long-Term Incentive Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the grant of Share Appreciation Rights (SARs) to the CEO Dean Banks (Item 4) is warranted. The recommendation is based on the inconsistencies with good corporate governance standards in the local market in regard to the following matters: * 33 percent of the LTI grant has a two-year performance period which is below the minimum expected in the local market of three years. * Poor and absent disclosure of specific and quantified targets for the FY25 LTI pre-grant assessment performance measures, and pre-vest ROE target and stretch hurdles. * Dividends on unvested shares, where the CEO will be entitled to additional shares or cash equivalent to the notional dividends accrued on shares during the performance period. In this period, there is no ownership nor present entitlement to the shares or dividends on them.</i>						

Vetoquinol SA

Meeting Date: 05/22/2025Country: FranceTicker: VETO

Record Date: 05/20/2025Meeting Type: Annual/Special

Primary Security ID: F97121101

Shares Voted: 209						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>						
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>						
3	Approve Allocation of Income and Dividends of EUR 0.89 per Share	Mgmt	For	For	For	No
4	Approve Discharge of Directors	Mgmt	For	For	For	No
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
6	Approve Compensation of Matthieu Frechin, Chairman and CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST this remuneration report are warranted because: * There are multiple amounts disclosed for the bonus granted in 2024; and * The company can override a criterion that is not met by overperforming on another.</i>						
7	Approve Compensation of Dominique Derveaux, Vice-CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * There are multiple amounts disclosed for the bonus awarded in 2024; and * The company can override a criterion that is not met by overperforming on another.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Approve Compensation of Alain Masson, Vice-CEO and Head Pharmacist	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A Vote AGAINST is warranted as: * The amounts paid under the employment contract are not submitted to the vote; * The company can override a criterion that is not met by overperforming on another; and * The company regularly pays an exceptional remuneration without any rationale.</i>						
9	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration policy is warranted as: * There is no cap on the short-term variable remuneration for the CEO and one of the Vice-CEO; * The STI and LTIP lack transparency; and * There are no details attached to the remuneration policy applicable to the second Vice-CEO paid under an employment contract.</i>						
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 231,000	Mgmt	For	For	For	No
11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
12	Reelect Marie-Josèphe Baud as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the reelections of these non-independent nominees (Marie-Josephe Baud, Etienne Frechin and Luc Frechin) are warranted given the lack of independence at the board level (12.5 percent vs 33.3 percent recommended) (Items 12, 13 and 14); * A vote AGAINST these (re)elections (Etienne Frechin and Luc Frechin) are warranted since these directors (or shareholder's representatives) benefits from the company's distortive voting structure (Items 13 and 14); * Votes AGAINST the non-independent remuneration committee members ((Marie-Josephe Baud and Luc Frechin) on ballot are warranted as the level of independence at the remuneration committee level lies below recommended guidelines (Items 12 and 14); and * Votes AGAINST the non-independent audit committee members (Marie-Josephe Baud and Luc Frechin) on ballot are warranted as the level of independence at the remuneration committee level lies below recommended guidelines (Items 12 and 14).</i>						
13	Reelect Etienne Frechin as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the reelections of these non-independent nominees (Marie-Josephe Baud, Etienne Frechin and Luc Frechin) are warranted given the lack of independence at the board level (12.5 percent vs 33.3 percent recommended) (Items 12, 13 and 14); * A vote AGAINST these (re)elections (Etienne Frechin and Luc Frechin) are warranted since these directors (or shareholder's representatives) benefits from the company's distortive voting structure (Items 13 and 14); * Votes AGAINST the non-independent remuneration committee members ((Marie-Josephe Baud and Luc Frechin) on ballot are warranted as the level of independence at the remuneration committee level lies below recommended guidelines (Items 12 and 14); and * Votes AGAINST the non-independent audit committee members (Marie-Josephe Baud and Luc Frechin) on ballot are warranted as the level of independence at the remuneration committee level lies below recommended guidelines (Items 12 and 14).</i>						
14	Reelect Luc Frechin as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the reelections of these non-independent nominees (Marie-Josephe Baud, Etienne Frechin and Luc Frechin) are warranted given the lack of independence at the board level (12.5 percent vs 33.3 percent recommended) (Items 12, 13 and 14); * A vote AGAINST these (re)elections (Etienne Frechin and Luc Frechin) are warranted since these directors (or shareholder's representatives) benefits from the company's distortive voting structure (Items 13 and 14); * Votes AGAINST the non-independent remuneration committee members ((Marie-Josephe Baud and Luc Frechin) on ballot are warranted as the level of independence at the remuneration committee level lies below recommended guidelines (Items 12 and 14); and * Votes AGAINST the non-independent audit committee members (Marie-Josephe Baud and Luc Frechin) on ballot are warranted as the level of independence at the remuneration committee level lies below recommended guidelines (Items 12 and 14).</i>						
15	Authorize Repurchase of Up to 7 Percent of Issued Share Capital	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Extraordinary Business	Mgmt				
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
17	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
18	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The exercise price could show a discount to the average market price; * The total aggregate volume would be in excess of recommended guidelines; * No information is available on the existence of performance conditions; and * The performance period is not disclosed.</i>						
19	Amend Article 4 of Bylaws Re: Competent Body for Transfer of Registered Office	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 19, 20, 21, 22, 23, 24 and 26 are warranted given the absence of any concerns. A vote AGAINST Item 25 is warranted as the proposal would grant powers to the board of directors that are too broad and would potentially lead to a negative Bylaws' modification for shareholders.</i>						
20	Amend Article 10bis of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 19, 20, 21, 22, 23, 24 and 26 are warranted given the absence of any concerns. A vote AGAINST Item 25 is warranted as the proposal would grant powers to the board of directors that are too broad and would potentially lead to a negative Bylaws' modification for shareholders.</i>						
21	Amend Article 11 of Bylaws Re: Directors Length of Term	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 19, 20, 21, 22, 23, 24 and 26 are warranted given the absence of any concerns. A vote AGAINST Item 25 is warranted as the proposal would grant powers to the board of directors that are too broad and would potentially lead to a negative Bylaws' modification for shareholders.</i>						
22	Amend Article 12 of Bylaws to Incorporate Legal Changes Re: Participation to Board Meetings	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 19, 20, 21, 22, 23, 24 and 26 are warranted given the absence of any concerns. A vote AGAINST Item 25 is warranted as the proposal would grant powers to the board of directors that are too broad and would potentially lead to a negative Bylaws' modification for shareholders.</i>						
23	Amend Article 12 of Bylaws to Incorporate Legal Changes Re: Board Deliberations	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 19, 20, 21, 22, 23, 24 and 26 are warranted given the absence of any concerns. A vote AGAINST Item 25 is warranted as the proposal would grant powers to the board of directors that are too broad and would potentially lead to a negative Bylaws' modification for shareholders.</i>						
24	Amend Article 12 of Bylaws to Incorporate Legal Changes Re: Written Consultation	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 19, 20, 21, 22, 23, 24 and 26 are warranted given the absence of any concerns. A vote AGAINST Item 25 is warranted as the proposal would grant powers to the board of directors that are too broad and would potentially lead to a negative Bylaws' modification for shareholders.</i>						

Vetoquinol SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
25	Amend Article 13 of Bylaws to Incorporate Legal Changes Re: Powers of the Board	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes FOR Items 19, 20, 21, 22, 23, 24 and 26 are warranted given the absence of any concerns. A vote AGAINST Item 25 is warranted as the proposal would grant powers to the board of directors that are too broad and would potentially lead to a negative Bylaws' modification for shareholders.						
26	Amend Article 19 of Bylaws to Incorporate Legal Changes Re: Virtual Participation	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 19, 20, 21, 22, 23, 24 and 26 are warranted given the absence of any concerns. A vote AGAINST Item 25 is warranted as the proposal would grant powers to the board of directors that are too broad and would potentially lead to a negative Bylaws' modification for shareholders.						
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

WARABEYA NICHIO HOLDINGS Co., Ltd.

Meeting Date: 05/22/2025Country: JapanTicker: 2918

Record Date: 02/28/2025Meeting Type: Annual

Primary Security ID: J9496B107

Shares Voted: 7,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For	No
2.1	Elect Director Otomo, Hiroyuki	Mgmt	For	For	For	No
2.2	Elect Director Tsuji, Hideo	Mgmt	For	For	For	No
2.3	Elect Director Asano, Naoshi	Mgmt	For	For	For	No
2.4	Elect Director Mori, Koji	Mgmt	For	For	For	No
2.5	Elect Director Ebata, Masahide	Mgmt	For	For	For	No
2.6	Elect Director Inoue, Atsushi	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Nagahama, Yasuyuki	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Yoshimine, Hidetora	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Harada, Shio	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Sukigara, Takuo	Mgmt	For	For	For	No

Meeting Date: 05/23/2025

Country: United Kingdom

Ticker: BAG

Record Date: 05/21/2025

Meeting Type: Annual

Primary Security ID: G012A7101

Shares Voted: 35,184

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Mark Allen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Mark Allen is considered warranted, although it is not without concern: * As Nomination Committee Chair, Mark Allen is considered ultimately responsible for incorporating sufficient diversity on the Board. As at the reference date, the Company does not meet one of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * The Company states that ethnic diversity will be considered in future appointments. * There have been no Board changes since the last AGM. Items 5 to 11 A vote FOR these Directors is considered warranted as no significant concerns have been identified</i>						
5	Re-elect Euan Sutherland as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Mark Allen is considered warranted, although it is not without concern: * As Nomination Committee Chair, Mark Allen is considered ultimately responsible for incorporating sufficient diversity on the Board. As at the reference date, the Company does not meet one of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * The Company states that ethnic diversity will be considered in future appointments. * There have been no Board changes since the last AGM. Items 5 to 11 A vote FOR these Directors is considered warranted as no significant concerns have been identified</i>						
6	Re-elect Stuart Lorimer as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Mark Allen is considered warranted, although it is not without concern: * As Nomination Committee Chair, Mark Allen is considered ultimately responsible for incorporating sufficient diversity on the Board. As at the reference date, the Company does not meet one of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * The Company states that ethnic diversity will be considered in future appointments. * There have been no Board changes since the last AGM. Items 5 to 11 A vote FOR these Directors is considered warranted as no significant concerns have been identified</i>						
7	Re-elect Susan Barratt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Mark Allen is considered warranted, although it is not without concern: * As Nomination Committee Chair, Mark Allen is considered ultimately responsible for incorporating sufficient diversity on the Board. As at the reference date, the Company does not meet one of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * The Company states that ethnic diversity will be considered in future appointments. * There have been no Board changes since the last AGM. Items 5 to 11 A vote FOR these Directors is considered warranted as no significant concerns have been identified</i>						
8	Re-elect Louise Smalley as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Mark Allen is considered warranted, although it is not without concern: * As Nomination Committee Chair, Mark Allen is considered ultimately responsible for incorporating sufficient diversity on the Board. As at the reference date, the Company does not meet one of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * The Company states that ethnic diversity will be considered in future appointments. * There have been no Board changes since the last AGM. Items 5 to 11 A vote FOR these Directors is considered warranted as no significant concerns have been identified</i>						

A.G. BARR Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Zoe Howorth as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Mark Allen is considered warranted, although it is not without concern: * As Nomination Committee Chair, Mark Allen is considered ultimately responsible for incorporating sufficient diversity on the Board. As at the reference date, the Company does not meet one of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * The Company states that ethnic diversity will be considered in future appointments. * There have been no Board changes since the last AGM. Items 5 to 11 A vote FOR these Directors is considered warranted as no significant concerns have been identified</i>						
10	Re-elect Nicholas Wharton as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Mark Allen is considered warranted, although it is not without concern: * As Nomination Committee Chair, Mark Allen is considered ultimately responsible for incorporating sufficient diversity on the Board. As at the reference date, the Company does not meet one of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * The Company states that ethnic diversity will be considered in future appointments. * There have been no Board changes since the last AGM. Items 5 to 11 A vote FOR these Directors is considered warranted as no significant concerns have been identified</i>						
11	Re-elect Julie Barr as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Mark Allen is considered warranted, although it is not without concern: * As Nomination Committee Chair, Mark Allen is considered ultimately responsible for incorporating sufficient diversity on the Board. As at the reference date, the Company does not meet one of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * The Company states that ethnic diversity will be considered in future appointments. * There have been no Board changes since the last AGM. Items 5 to 11 A vote FOR these Directors is considered warranted as no significant concerns have been identified</i>						
12	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

AEON Financial Service Co., Ltd.

Meeting Date: 05/23/2025

Country: Japan

Ticker: 8570

Record Date: 02/28/2025

Meeting Type: Annual

Primary Security ID: J0021H107

Shares Voted: 5,590

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Shirakawa, Shunsuke	Mgmt	For	For	For	No
1.2	Elect Director Fukayama, Tomoharu	Mgmt	For	For	For	No
1.3	Elect Director Mishima, Shigeaki	Mgmt	For	For	For	No

AEON Financial Service Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.4	Elect Director Tamai, Mitsugu	Mgmt	For	For	For	No
1.5	Elect Director Mitsufuji, Tomoyuki	Mgmt	For	For	For	No
1.6	Elect Director Watanabe, Hiroyuki	Mgmt	For	For	For	No
1.7	Elect Director Ojima, Tsukasa	Mgmt	For	For	For	No
1.8	Elect Director Nakajima, Yoshimi	Mgmt	For	For	For	No
1.9	Elect Director Yamazawa, Kotaro	Mgmt	For	For	For	No
1.10	Elect Director Sakuma, Tatsuya	Mgmt	For	For	For	No
1.11	Elect Director Nagasaka, Takashi	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Tani, Shinichiro	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						
2.2	Appoint Statutory Auditor Kobayashi, Akio	Mgmt	For	For	For	No

Country Garden Services Holdings Company Limited

Meeting Date: 05/23/2025 **Country:** Cayman Islands **Ticker:** 6098
Record Date: 05/19/2025 **Meeting Type:** Annual
Primary Security ID: G2453A108

Shares Voted: 350,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Approve Final Dividend	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because these are routine dividend proposals.</i>						
2b	Approve Special Dividend	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because these are routine dividend proposals.</i>						
3a1	Elect Yang Huiyan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3a2	Elect Rui Meng as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3a3	Elect Chen Weiru as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						

Country Garden Services Holdings Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3b	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Formosa Prosonic Industries Berhad

Meeting Date: 05/23/2025 **Country:** Malaysia **Ticker:** 9172
Record Date: 05/16/2025 **Meeting Type:** Annual
Primary Security ID: Y7100L100

Shares Voted: 248,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Fees	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						
2	Approve Directors' Benefits	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						
3	Elect Wayne Leow Tze Waye as Director	Mgmt	For	For	For	No
4	Approve BDO PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
6	Approve Share Repurchase Program	Mgmt	For	For	For	No
7	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No

Formosa Prosonic Industries Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Approve Grant of ESOS Options to Wayne Leow Tze Waye	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the proposed Scheme is 10 percent of the company's issued capital. * The Scheme lacks challenging performance criteria and meaningful vesting periods. * The Scheme permits stock options to be issued with an exercise price at a discount to the current market price.						
9	Approve Grant of ESOS Options to Leong Ngai Seng	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the proposed Scheme is 10 percent of the company's issued capital. * The Scheme lacks challenging performance criteria and meaningful vesting periods. * The Scheme permits stock options to be issued with an exercise price at a discount to the current market price.						
10	Approve Grant of ESOS Options to Goh Saw Tin	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the proposed Scheme is 10 percent of the company's issued capital. * The Scheme lacks challenging performance criteria and meaningful vesting periods. * The Scheme permits stock options to be issued with an exercise price at a discount to the current market price.						

Frasers Centrepoint Trust

Meeting Date: 05/23/2025	Country: Singapore	Ticker: J69U
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y2642S101		

Shares Voted: 595,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Acquisition	Mgmt	For	For	For	No

Globe Union Industrial Corp.

Meeting Date: 05/23/2025	Country: Taiwan	Ticker: 9934
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: Y2725R103		

Shares Voted: 184,738						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Meeting Date: 05/23/2025

Country: France

Ticker: GBT

Record Date: 05/21/2025

Meeting Type: Annual/Special

Primary Security ID: F46788109

Shares Voted: 2,090

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>						
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>						
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
6	Approve Compensation of Didier Izabel, Chairman of the Board from January 1, 2024 until May 24, 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i>						
7	Approve Compensation of Hugues Lecat, Chairman of the Board since May 24, 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i>						
8	Approve Compensation of David Hale, CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: * As last year, the company fails to disclose the weightings, targets and achievement levels for the bonus' performance conditions. * As last year, the company fails to disclose the target and vesting scales underlying the performance conditions attached to the 2023 LTI plan. * The company only discloses the remuneration allocated to the vice-CEO under his corporate office. * The vice-CEO is paid in major part through his employment contract which not only deprives shareholders to vote on his total remuneration. This practice falls short market standards. * Disclosure of vested LTI and performance achievement underlying awards vested are well below market standard.</i>						
9	Approve Compensation of Philippe Bourrinet, Vice-CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: * As last year, the company fails to disclose the weightings, targets and achievement levels for the bonus' performance conditions. * As last year, the company fails to disclose the target and vesting scales underlying the performance conditions attached to the 2023 LTI plan. * The company only discloses the remuneration allocated to the vice-CEO under his corporate office. * The vice-CEO is paid in major part through his employment contract which not only deprives shareholders to vote on his total remuneration. This practice falls short market standards. * Disclosure of vested LTI and performance achievement underlying awards vested are well below market standard.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
11	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * The maintain of the vice-CEO's employment contract and the lack of disclosure on the elements allocated under this contract does not allow to assess the vice-CEO's total remuneration (Item 12). * The company does not disclose the weightings and targets attached to the bonus' performance criteria granted to the CEO (Item 11). * Under the LTIP, the company does not disclose any precise cap, performance period, clear performance criteria and associated weighting, targets, and vesting scale (Item 11). * In the event of a retirement, the CEO could keep all the unvested shares without the application of a prorata temporis (Item 11). * The company does not provide any cap or circumstance for the allocation of an exceptional remuneration (Item 11).</i>						
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * The maintain of the vice-CEO's employment contract and the lack of disclosure on the elements allocated under this contract does not allow to assess the vice-CEO's total remuneration (Item 12). * The company does not disclose the weightings and targets attached to the bonus' performance criteria granted to the CEO (Item 11). * Under the LTIP, the company does not disclose any precise cap, performance period, clear performance criteria and associated weighting, targets, and vesting scale (Item 11). * In the event of a retirement, the CEO could keep all the unvested shares without the application of a prorata temporis (Item 11). * The company does not provide any cap or circumstance for the allocation of an exceptional remuneration (Item 11).</i>						
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 340,000	Mgmt	For	For	For	No
15	Reelect Céline Lamort as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees (Eric Drape and Michele Lesieur) are warranted given the satisfactory level of board independence (33.3 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 21 and 22). * Votes AGAINST Celine Lamort and Marc Massiot are warranted because these nominees benefit from the company's distortive voting structure (Items 15 and 16). * A vote AGAINST Celine Lamort as non-independent remuneration committee member on ballot is warranted as the level of independence at the remuneration committee level lies below recommended guidelines (Item 15).</i>						
16	Reelect Marc Massiot as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees (Eric Drape and Michele Lesieur) are warranted given the satisfactory level of board independence (33.3 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 21 and 22). * Votes AGAINST Celine Lamort and Marc Massiot are warranted because these nominees benefit from the company's distortive voting structure (Items 15 and 16). * A vote AGAINST Celine Lamort as non-independent remuneration committee member on ballot is warranted as the level of independence at the remuneration committee level lies below recommended guidelines (Item 15).</i>						
17	Acknowledge End of Mandate of Mark Fouquet as Director and Decision Not to Renew	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concern.</i>						
18	Acknowledge End of Mandate of Claire Massiot-Jouault as Director and Decision Not to Renew	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concern.</i>						
19	Acknowledge End of Mandate of Jean Sébastien Raynaud as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concern.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
20	Acknowledge End of Mandate of Didier Izabel as Director and Decision Not to Renew	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concern.</i>						
21	Elect Eric Drapé as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees (Eric Drape and Michele Lesieur) are warranted given the satisfactory level of board independence (33.3 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 21 and 22). * Votes AGAINST Celine Lamort and Marc Massiot are warranted because these nominees benefit from the company's distortive voting structure (Items 15 and 16). * A vote AGAINST Celine Lamort as non-independent remuneration committee member on ballot is warranted as the level of independence at the remuneration committee level lies below recommended guidelines (Item 15).</i>						
22	Elect Michèle Lesieur as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees (Eric Drape and Michele Lesieur) are warranted given the satisfactory level of board independence (33.3 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 21 and 22). * Votes AGAINST Celine Lamort and Marc Massiot are warranted because these nominees benefit from the company's distortive voting structure (Items 15 and 16). * A vote AGAINST Celine Lamort as non-independent remuneration committee member on ballot is warranted as the level of independence at the remuneration committee level lies below recommended guidelines (Item 15).</i>						
23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
24	Extraordinary Business	Mgmt				
	Amend Articles 9b and 9c of Bylaws Re: Directors Length of Term	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR Item 24 is warranted as the proposed amendment would reduce the duration of supervisory board members' mandate from six to four years, in line with recommended guidelines. A vote FOR Item 25 is warranted given the absence of any concerns. A vote AGAINST Item 26 is warranted as it includes neutral and negative provisions. Notably, the proposal allowing the board of directors to amend the Bylaws to comply with new regulation. In addition, the adoption of the new articles does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.</i>						
25	Amend Articles 11 of Bylaws Re: Board Deliberations	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR Item 24 is warranted as the proposed amendment would reduce the duration of supervisory board members' mandate from six to four years, in line with recommended guidelines. A vote FOR Item 25 is warranted given the absence of any concerns. A vote AGAINST Item 26 is warranted as it includes neutral and negative provisions. Notably, the proposal allowing the board of directors to amend the Bylaws to comply with new regulation. In addition, the adoption of the new articles does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.</i>						
26	Amend Articles 12 of Bylaws Re: Powers of the Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR Item 24 is warranted as the proposed amendment would reduce the duration of supervisory board members' mandate from six to four years, in line with recommended guidelines. A vote FOR Item 25 is warranted given the absence of any concerns. A vote AGAINST Item 26 is warranted as it includes neutral and negative provisions. Notably, the proposal allowing the board of directors to amend the Bylaws to comply with new regulation. In addition, the adoption of the new articles does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.</i>						
27	Ordinary Business	Mgmt				
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Harbin Electric Company Limited

Meeting Date: 05/23/2025Country: ChinaTicker: 1133

Record Date: 05/19/2025Meeting Type: Annual

Primary Security ID: Y30683109

Shares Voted: 404,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Report	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
3	Approve Audited Accounts and Auditor's Report	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Du Xing-kai as Director	Mgmt	For	For	For	No
6	Approve ShineWing Certified Public Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Grant to the Board to Appoint Any Person to Fill in a Casual Vacancy of the Board or as an Additional Director	Mgmt	For	For	For	No
8	Authorize Repurchase of Issued H Share Capital	Mgmt	For	For	For	No
9	Authorize Board to Make Necessary Amendments to Article 16 and Article 17 of the Articles of Association in Relation to the Repurchase of Issued H Share Capital	Mgmt	For	For	For	No

Harbin Electric Company Limited

Meeting Date: 05/23/2025Country: ChinaTicker: 1133

Record Date: 05/19/2025Meeting Type: Special

Primary Security ID: Y30683109

Shares Voted: 404,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	CLASS MEETING FOR HOLDERS OF H SHARES	Mgmt				

Harbin Electric Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Authorize Repurchase of Issued H Share Capital	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the proposed H share repurchase.						
2	Authorize Board to Make Necessary Amendments to Article 16 and Article 17 of the Articles of Association in Relation to the Repurchase of Issued H Share Capital	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the proposed H share repurchase.						

Interactive Digital Technologies, Inc.

Meeting Date: 05/23/2025Country: TaiwanTicker: 6486

Record Date: 03/24/2025Meeting Type: Annual

Primary Security ID: Y4R936100

Shares Voted: 39,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Release of Restrictions of Competitive Activities of Directors and Representatives	Mgmt	For	For	For	No

Kerry Properties Limited

Meeting Date: 05/23/2025Country: BermudaTicker: 683

Record Date: 05/19/2025Meeting Type: Annual

Primary Security ID: G52440107

Shares Voted: 100,702

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No

Kerry Properties Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3a	Elect Kuok Khoon Hua as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3b	Elect Chum Kwan Lock, Grant as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Approve Directors' Fees	Mgmt	For	For	For	No
5	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
6B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
7	Amend Existing Bye-Laws and Adopt Amended and Restated Bye-Laws	Mgmt	For	For	For	No

Primax Electronics Ltd.

Meeting Date: 05/23/2025Country: TaiwanTicker: 4915

Record Date: 03/24/2025Meeting Type: Annual

Primary Security ID: Y7080U112

Shares Voted: 558,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Issuance of Restricted Stocks	Mgmt	For	For	For	No

Primax Electronics Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Release of Restrictions of Competitive Activities of Directors	Mgmt	For	For	For	No

PT Mulia Industrindo Tbk

Meeting Date: 05/23/2025Country: IndonesiaTicker: MLIA

Record Date: 04/29/2025Meeting Type: Annual

Primary Security ID: Y71312113

Shares Voted: 7,401,938

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors	Mgmt	For	For	For	No
4	Approve Remuneration and Other Benefits of Directors and Commissioners	Mgmt	For	For	For	No

PT Sumber Tani Agung Resources Tbk

Meeting Date: 05/23/2025Country: IndonesiaTicker: STAA

Record Date: 04/29/2025Meeting Type: Annual

Primary Security ID: Y8T82V107

Shares Voted: 2,695,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
4	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Accept Report on the Use of Proceeds	Mgmt				

PT Sumber Tani Agung Resources Tbk

Meeting Date: 05/23/2025

Record Date: 04/29/2025

Primary Security ID: Y8T82V107

Country: Indonesia

Meeting Type: Extraordinary Shareholders

Ticker: STAA

Shares Voted: 2,695,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						

Q Technology (Group) Company Limited

Meeting Date: 05/23/2025

Record Date: 05/19/2025

Primary Security ID: G7306T105

Country: Cayman Islands

Meeting Type: Annual

Ticker: 1478

Shares Voted: 475,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect He Ningning as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted.						
4	Elect Chu Chia-Hsiang as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted.						
5	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
6	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
8	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No

Q Technology (Group) Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Riso Kyoiku Co., Ltd.

Meeting Date: 05/23/2025	Country: Japan	Ticker: 4714
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: J65236101		

Shares Voted: 13,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Adoption of Holding Company Structure and Transfer of Operations to Wholly Owned Subsidiary	Mgmt	For	For	For	No
2	Amend Articles to Change Company Name - Amend Business Lines	Mgmt	For	For	For	No
3	Approve Accounting Transfers	Mgmt	For	For	For	No
4.1	Elect Director Tembo, Masahiko	Mgmt	For	For	For	No
4.2	Elect Director Kume, Masaaki	Mgmt	For	For	For	No
4.3	Elect Director Ueda, Masaya	Mgmt	For	For	For	No
4.4	Elect Director Nishiura, Saburo	Mgmt	For	For	For	No
4.5	Elect Director Sato, Toshio	Mgmt	For	For	For	No
4.6	Elect Director Konishi, Toru	Mgmt	For	For	For	No
4.7	Elect Director Onoda, Maiko	Mgmt	For	For	For	No
5	Appoint Statutory Auditor Shibusa, Toshihiko	Mgmt	For	For	For	No
6	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Shin Maint Holdings Co., Ltd.

Meeting Date: 05/23/2025	Country: Japan	Ticker: 6086
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: J73854101		

Shin Maint Holdings Co., Ltd.

Shares Voted: 2,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 32	Mgmt	For	For	For	No
2.1	Elect Director Naito, Hideo	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.</i>						
2.2	Elect Director Murayama, Masaaki	Mgmt	For	For	For	No
2.3	Elect Director Naito, Tsuyoshi	Mgmt	For	For	For	No
2.4	Elect Director Osaki, Hidefumi	Mgmt	For	For	For	No
2.5	Elect Director Wakimoto, Genichi	Mgmt	For	For	For	No
2.6	Elect Director Yamagata, Arinori	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Arakawa, Tsutomu	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Tamura, Toshiro	Mgmt	For	For	For	No
3.3	Appoint Statutory Auditor Yoshiki, Toru	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Hirai, Akira	Mgmt	For	For	For	No

Taiwan Fu Hsing Industrial Co., Ltd.

Meeting Date: 05/23/2025

Country: Taiwan

Ticker: 9924

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: Y8419B106

Shares Voted: 233,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve to Handle Cash Refunding Capital Reduction	Mgmt	For	For	For	No
4	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

TK Group (Holdings) Limited

Meeting Date: 05/23/2025

Country: Cayman Islands

Ticker: 2283

Record Date: 05/19/2025

Meeting Type: Annual

Primary Security ID: G88939106

Shares Voted: 40,485

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend and Special Dividend	Mgmt	For	For	For	No
3	Elect Li Pui Leung as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
4	Elect Lee Leung Yiu as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
5	Elect Tsang Wah Kwong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
6	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
7	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
9	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
10	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Truecaller AB

Meeting Date: 05/23/2025

Country: Sweden

Ticker: TRUE.B

Record Date: 05/15/2025

Meeting Type: Annual

Primary Security ID: W9679Z116

Shares Voted: 127,053

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
0	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
1	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Receive President's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
7	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8.b	Approve Allocation of Income and Dividends of SEK 1.70 Per Series A and Series B Shares	Mgmt	For	For	For	No
8.c	Approve Discharge of Board and President	Mgmt	For	For	For	No
9	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
10	Approve Remuneration of Directors in the Amount of SEK 650,000 for Chair and SEK 500,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
11	Approve Remuneration of Auditors	Mgmt	For	For	For	No
12.a	Reelect Alan Mamedi as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all six candidates (Items 12.a-12.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12.b	Reelect Annika Poutiainen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all six candidates (Items 12.a-12.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
12.c	Reelect Helena Svancar as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all six candidates (Items 12.a-12.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
12.d	Reelect Nami Zarringham as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all six candidates (Items 12.a-12.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
12.e	Reelect Shailesh Lakhani as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all six candidates (Items 12.a-12.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
12.f	Elect Aruna Sundararajan as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all six candidates (Items 12.a-12.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>						
13	Reelect Nami Zarringham as Board Chair	Mgmt	For	For	For	No
14	Ratify Ernst & Young AB as Auditors	Mgmt	For	For	For	No
15	Approve Remuneration Report	Mgmt	For	For	For	No
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
17	Approve Nomination Committee Procedures	Mgmt	For	For	For	No
18	Approve Issuance of up to 38.8 Million B-Shares without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted as the potential share capital increase is excessive.</i>						
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
20.a	Approve SEK 8,531.85 Reduction in Share Capital via Share Cancellation for Transfer to Unrestricted Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the cancellation of shares may improve the efficiency of the balance sheet, which may also enhance returns over the long-term. No concerns are noted regarding the bonus issue as it is intended to restore the share capital.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
20.b	Approve SEK 8,531.85 Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the cancellation of shares may improve the efficiency of the balance sheet, which may also enhance returns over the long-term. No concerns are noted regarding the bonus issue as it is intended to restore the share capital.</i>					
21.a	Approve Performance Share Plan for Key Employees	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted because the awards vest in less than three years.</i>					
21.b1	Authorize Issuance of Convertible Class C Shares in Connection With Employee Remuneration Program	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient vesting and performance period.</i>					
21.b2	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient vesting and performance period.</i>					
21.b3	Approve Equity Plan Financing Through Transfer of Class B Shares	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient vesting and performance period.</i>					
21.c	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient vesting and performance period.</i>					
22.a	Approve Performance Share Plan 2025:2 for Key Employees	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted because the performance period is less than three years.</i>					
22.b1	Authorize Issuance of Convertible Class C Shares in Connection With Employee Remuneration Program	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.</i>					
22.b2	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.</i>					
22.b3	Approve Equity Plan Financing Through Transfer of Class B Shares	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
22.c	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.						
23	Close Meeting	Mgmt				

Vienna Insurance Group AG

Meeting Date: 05/23/2025	Country: Austria	Ticker: VIG
Record Date: 05/13/2025	Meeting Type: Annual	
Primary Security ID: A9142L128		

Shares Voted: 8,296						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.55 per Share	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The ex-post disclosure regarding the assessment of 'special strategic targets' for 'specific remuneration' is limited. * The report does not elaborate on the reasons for the discretionary adjustments under variable remuneration and to what extent the targets were adjusted. * The company's remuneration committee is majority non-independent. * While pension arrangements are disclosed in the remuneration policy, the contributions made in FY 2024 are not disclosed; additionally, pension can amount to up to 40 percent of the base salary, which is considered very high in the context of European market practices.						
4	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
5	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
6	Approve Creation of EUR 66.4 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Item 6 A vote AGAINST the proposed authorization is warranted because: * The issuance request would allow for a capital increase without preemptive rights for up to 50 percent of the issued share capital. * Non-voting preferred shares could be issued under this authorization, which would introduce a dual-class capital structure. Items 8-9 Votes AGAINST the proposed authorization are warranted because: * The issuance request would allow for a capital increase without preemptive rights for up to 23.44 percent of the issued share capital. * The issuance request, when combined with the proposed authorized capital, represents an excessive total issuance volume.						

Vienna Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Issuance of Profit Participation Certificates without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For	For	No
8	Approve Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Item 6 A vote AGAINST the proposed authorization is warranted because: * The issuance request would allow for a capital increase without preemptive rights for up to 50 percent of the issued share capital. * Non-voting preferred shares could be issued under this authorization, which would introduce a dual-class capital structure. Items 8-9 Votes AGAINST the proposed authorization are warranted because: * The issuance request would allow for a capital increase without preemptive rights for up to 23.44 percent of the issued share capital. * The issuance request, when combined with the proposed authorized capital, represents an excessive total issuance volume.</i>						
9	Approve Creation of EUR 31.1 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Item 6 A vote AGAINST the proposed authorization is warranted because: * The issuance request would allow for a capital increase without preemptive rights for up to 50 percent of the issued share capital. * Non-voting preferred shares could be issued under this authorization, which would introduce a dual-class capital structure. Items 8-9 Votes AGAINST the proposed authorization are warranted because: * The issuance request would allow for a capital increase without preemptive rights for up to 23.44 percent of the issued share capital. * The issuance request, when combined with the proposed authorized capital, represents an excessive total issuance volume.</i>						
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
11	Ratify KPMG Austria GmbH as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 20256	Mgmt	For	For	For	No
12	Amend Articles Re: Deputies of Supervisory Board Chair	Mgmt	For	For	For	No

Wacker Neuson SE

Meeting Date: 05/23/2025 **Country:** Germany **Ticker:** WAC
Record Date: 05/16/2025 **Meeting Type:** Annual
Primary Security ID: D9553L101

Shares Voted: 9,228						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.60 per Share	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
5	Ratify Forvis Mazars GmbH & Co. KG as Auditors for Fiscal Year 2025	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Variable compensation was paid to non-executive directors in the year under review. * The compensation committee of the supervisory board is completely non-independent and has been so long-term.						
7.1	Elect Johann Neunteufel to the Supervisory Board	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST all proposed nominees Johann Neunteufel, Peter Riegler, Matthias Schueppen, and Ralph Wacker, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST Matthias Schueppen and Ralph Wacker are additionally warranted because of the failure to establish a sufficiently independent audit committee. Votes AGAINST Johann Neunteufel, Matthias Schueppen, and Ralph Wacker are further warranted because of the failure to establish a sufficiently independent remuneration committee. Votes AGAINST Peter Riegler and Ralph Wacker are further warranted because their proposed term limits exceed four years. Because the company does not have a standalone nomination committee, a vote AGAINST the current board chair, Johann Neunteufel, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse.						
7.2	Elect Peter Riegler to the Supervisory Board	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST all proposed nominees Johann Neunteufel, Peter Riegler, Matthias Schueppen, and Ralph Wacker, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST Matthias Schueppen and Ralph Wacker are additionally warranted because of the failure to establish a sufficiently independent audit committee. Votes AGAINST Johann Neunteufel, Matthias Schueppen, and Ralph Wacker are further warranted because of the failure to establish a sufficiently independent remuneration committee. Votes AGAINST Peter Riegler and Ralph Wacker are further warranted because their proposed term limits exceed four years. Because the company does not have a standalone nomination committee, a vote AGAINST the current board chair, Johann Neunteufel, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse.						
7.3	Elect Matthias Schueppen to the Supervisory Board	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST all proposed nominees Johann Neunteufel, Peter Riegler, Matthias Schueppen, and Ralph Wacker, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST Matthias Schueppen and Ralph Wacker are additionally warranted because of the failure to establish a sufficiently independent audit committee. Votes AGAINST Johann Neunteufel, Matthias Schueppen, and Ralph Wacker are further warranted because of the failure to establish a sufficiently independent remuneration committee. Votes AGAINST Peter Riegler and Ralph Wacker are further warranted because their proposed term limits exceed four years. Because the company does not have a standalone nomination committee, a vote AGAINST the current board chair, Johann Neunteufel, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse.						

Wacker Neuson SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.4	Elect Ralph Wacker to the Supervisory Board	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST all proposed nominees Johann Neunteufel, Peter Riegler, Matthias Schueppen, and Ralph Wacker, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST Matthias Schueppen and Ralph Wacker are additionally warranted because of the failure to establish a sufficiently independent audit committee. Votes AGAINST Johann Neunteufel, Matthias Schueppen, and Ralph Wacker are further warranted because of the failure to establish a sufficiently independent remuneration committee. Votes AGAINST Peter Riegler and Ralph Wacker are further warranted because their proposed term limits exceed four years. Because the company does not have a standalone nomination committee, a vote AGAINST the current board chair, Johann Neunteufel, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse.						
8	Approve Remuneration Policy	Mgmt	For	For	For	No
9	Approve Supervisory Board Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the company proposes that non-executive directors shall receive variable remuneration.						

YE Digital Corp.

Meeting Date: 05/23/2025	Country: Japan	Ticker: 2354
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: J9693H105		

Shares Voted: 20,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For	For	No
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Indemnify Directors - Authorize Board to Determine Income Allocation	Mgmt	For	For	For	No
3.1	Elect Director Tamai, Hiroharu	Mgmt	For	For	For	No
3.2	Elect Director Motomatsu, Takayuki	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Eto, Tomoki	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Shimoike, Shoichiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
4.3	Elect Director and Audit Committee Member Miura, Masamichi	Mgmt	For	For	For	No

YE Digital Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.4	Elect Director and Audit Committee Member Kanazawa, Mifuyu	Mgmt	For	For	For	No
4.5	Elect Director and Audit Committee Member Sagara, Yoichi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
4.6	Elect Director and Audit Committee Member Noge, Yoshifumi	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
7	Approve Deep Discount Stock Option Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * Total dilution from this plan and the company's other equity compensation plans reaches 17.6 percent, which appears excessive.						
8	Approve Deep Discount Stock Option Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * Total dilution from this plan and the company's other equity compensation plans reaches 17.6 percent, which appears excessive.						

Yue Yuen Industrial (Holdings) Limited

Meeting Date: 05/23/2025Country: BermudaTicker: 551

Record Date: 05/16/2025Meeting Type: Annual

Primary Security ID: G98803144

Shares Voted: 786,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Elect Lin Cheng-Tien as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3b	Elect Liu George Hong-Chih as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

Yue Yuen Industrial (Holdings) Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3c	Elect Ho Lai Hong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3d	Elect Lin Shei-Yuan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3e	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the general share issuance mandate in Item 5A is warranted given that the company has not specified the discount limit for cash and non-cash consideration. A vote AGAINST the share reissuance request in Item 5C is warranted given the reissuance of repurchase share would cause the aggregate share issuance limit (including the transfer of treasury shares, if permitted) to exceed 10 percent of the relevant class of shares for issuance for cash and non-cash consideration and the discount limit has not been specified.</i>						
5B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the general share issuance mandate in Item 5A is warranted given that the company has not specified the discount limit for cash and non-cash consideration. A vote AGAINST the share reissuance request in Item 5C is warranted given the reissuance of repurchase share would cause the aggregate share issuance limit (including the transfer of treasury shares, if permitted) to exceed 10 percent of the relevant class of shares for issuance for cash and non-cash consideration and the discount limit has not been specified.</i>						

Advanced Analog Technology, Inc.

Meeting Date: 05/26/2025 **Country:** Taiwan **Ticker:** 3438
Record Date: 03/27/2025 **Meeting Type:** Annual
Primary Security ID: Y0015U117

Shares Voted: 15,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				

Advanced Analog Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1	Elect WU CHIN-CHUAN, a Representative of CHIH HSIN TECHNOLOGY CO LTD with Shareholder No. 51953, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.2	Elect LIN TENG-TSAI, a Representative of CHIH HSIN TECHNOLOGY CO LTD with Shareholder No. 51953, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.3	Elect HSIEH NAN-CHIANG, a Representative of CHIH HSIN TECHNOLOGY CO LTD with Shareholder No. 51953, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.4	Elect FU JIH-LANG, a Representative of CHIH HSIN TECHNOLOGY CO LTD with Shareholder No. 51953, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.5	Elect FU HSIN-I, with Shareholder No. A224426XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.6	Elect HO YA-CHIEH, with Shareholder No. F229215XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.7	Elect LI HSIAO-PEI, with Shareholder No. F223150XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of the proposal.</i>						

Asia Cement (China) Holdings Corporation

Meeting Date: 05/26/2025

Country: Cayman Islands

Ticker: 743

Record Date: 05/20/2025

Meeting Type: Annual

Primary Security ID: G0539C106

Shares Voted: 78,191

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Elect Hsu, Shu-tong as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST Douglas Hsu Shu-Tong and Steve Chen Ruey-Long is warranted for serving on more than six public company boards. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.</i>						
2b	Elect Hsu, Shu-ping as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Douglas Hsu Shu-Tong and Steve Chen Ruey-Long is warranted for serving on more than six public company boards. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.</i>						
2c	Elect Lee, Kun-yen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Douglas Hsu Shu-Tong and Steve Chen Ruey-Long is warranted for serving on more than six public company boards. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.</i>						
2d	Elect Chen, Ruey-long as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST Douglas Hsu Shu-Tong and Steve Chen Ruey-Long is warranted for serving on more than six public company boards. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.</i>						
2e	Elect Wu, Chun-pang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST Douglas Hsu Shu-Tong and Steve Chen Ruey-Long is warranted for serving on more than six public company boards. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.</i>						
2f	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Meeting Date: 05/26/2025

Country: Bermuda

Ticker: BWE

Record Date: 05/21/2025

Meeting Type: Annual

Primary Security ID: G0702P108

Shares Voted: 9,375

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Confirm Notice of Annual General Meeting	Mgmt				
2	Receive Financial Statements and Statutory Reports	Mgmt				
3	Fix Number of Directors at up to Eight	Mgmt	For	For	For	No
4.a	Reelect Andreas Sohmen-Pao (Chair) as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Alan Dowokpor, Hilde Dronen, Darrell McKenna, William Russell Scheirman II and Ana Lucia Pocas Zambelli (Items 4.b-4.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST chairman Andreas Sohmen-Pao (Item 4.a) is warranted due to him holding three or more chairmanships in aggregate and subsequently, being considered overboarded.</i>						
4.b	Reelect William Russell Scheirman II as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Alan Dowokpor, Hilde Dronen, Darrell McKenna, William Russell Scheirman II and Ana Lucia Pocas Zambelli (Items 4.b-4.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST chairman Andreas Sohmen-Pao (Item 4.a) is warranted due to him holding three or more chairmanships in aggregate and subsequently, being considered overboarded.</i>						
4.c	Reelect Hilde Dronen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Alan Dowokpor, Hilde Dronen, Darrell McKenna, William Russell Scheirman II and Ana Lucia Pocas Zambelli (Items 4.b-4.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST chairman Andreas Sohmen-Pao (Item 4.a) is warranted due to him holding three or more chairmanships in aggregate and subsequently, being considered overboarded.</i>						
4.d	Reelect Ana Lucia Pocas Zambelli as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Alan Dowokpor, Hilde Dronen, Darrell McKenna, William Russell Scheirman II and Ana Lucia Pocas Zambelli (Items 4.b-4.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST chairman Andreas Sohmen-Pao (Item 4.a) is warranted due to him holding three or more chairmanships in aggregate and subsequently, being considered overboarded.</i>						
4.e	Reelect Darrell McKenna as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Alan Dowokpor, Hilde Dronen, Darrell McKenna, William Russell Scheirman II and Ana Lucia Pocas Zambelli (Items 4.b-4.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST chairman Andreas Sohmen-Pao (Item 4.a) is warranted due to him holding three or more chairmanships in aggregate and subsequently, being considered overboarded.</i>						
4.f	Reelect Alan Dowokpor as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Alan Dowokpor, Hilde Dronen, Darrell McKenna, William Russell Scheirman II and Ana Lucia Pocas Zambelli (Items 4.b-4.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST chairman Andreas Sohmen-Pao (Item 4.a) is warranted due to him holding three or more chairmanships in aggregate and subsequently, being considered overboarded.</i>						
5.a	Elect Alicia Yik as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.</i>						

BW Energy Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.b	Elect Elaine Yew Wen Suen (Chair) as Member of Nominating Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.						
6	Approve Remuneration of Directors in the Amount of USD 80,000 for the Chair and USD 65,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
7	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Evergreen Fibreboard Berhad

Meeting Date: 05/26/2025Country: MalaysiaTicker: 5101

Record Date: 05/19/2025Meeting Type: Annual

Primary Security ID: Y2362K106

Shares Voted: 468,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Baker Tilly Monteiro Heng PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
2	Elect Kuo Jen Chang as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3	Elect Mary Henerietta Lim Kim Neo as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Shameer Bin Othman as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Approve Directors' Fees and Allowances	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
7	Approve Share Repurchase Program	Mgmt	For	For	For	No
8	Approve Kuan Kai Seng to Continue Office as Independent Non-Executive Director	Mgmt	For	For	For	No

Fitipower Integrated Technology, Inc.

Meeting Date: 05/26/2025

Record Date: 03/27/2025

Primary Security ID: Y2574L108

Country: Taiwan

Meeting Type: Annual

Ticker: 4961

Shares Voted: 278,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Issuance of Shares via a Private Placement	Mgmt	For	For	For	No
4	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

FocalTech Systems Co., Ltd.

Meeting Date: 05/26/2025

Record Date: 03/27/2025

Primary Security ID: Y2576H105

Country: Taiwan

Meeting Type: Annual

Ticker: 3545

Shares Voted: 460,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations and based on operation needs.						
4	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations and based on operation needs.						
5	Approve Issuance of Restricted Stocks	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because there is limited disclosure of the performance hurdles to be applied.						
6	Approve Issuance of Shares via a Private Placement	Mgmt	For	For	For	No

GEM Services, Inc.

Meeting Date: 05/26/2025

Record Date: 03/27/2025

Primary Security ID: G3790U104

Country: Cayman Islands

Meeting Type: Annual

Ticker: 6525

Shares Voted: 28,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Consolidated Business Operations Report and Consolidated Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Grape King Bio Ltd.

Meeting Date: 05/26/2025

Record Date: 03/27/2025

Primary Security ID: Y2850Y105

Country: Taiwan

Meeting Type: Annual

Ticker: 1707

Shares Voted: 55,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Release of Restrictions of Competitive Activities of Directors	Mgmt	For	For	For	No

Inmobiliaria Colonial SOCIMI SA

Meeting Date: 05/26/2025

Record Date: 05/21/2025

Primary Security ID: E6451E105

Country: Spain

Meeting Type: Annual

Ticker: COL

Shares Voted: 157,719

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Approve Standalone Financial Statements	Mgmt	For	For	For	No

Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concern regarding the accounts presented or audit procedures used.

Inmobiliaria Colonial SOCIMI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concern regarding the accounts presented or audit procedures used.						
2.1	Approve Allocation of Income	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted due to a lack of concerns about the proposed income allocation and dividend distribution						
2.2	Approve Dividends	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted due to a lack of concerns about the proposed income allocation and dividend distribution						
3	Approve Discharge of Board	Mgmt	For	For	For	No
4	Approve Merger by Absorption of Societe Fonciere Lyonnaise by Company	Mgmt	For	For	For	No
5	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because the potential dilution deriving from this authorization exceeds the 10 percent guideline for generic capital increases without pre-emptive rights.						
6	Authorize Share Repurchase Program	Mgmt	For	For	For	No
7	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For	No
8	Amend Long-Term Incentive Plan	Mgmt	For	For	For	No
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
10	Receive Amendments to Board of Directors Regulations	Mgmt				
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Intron Technology Holdings Limited

Meeting Date: 05/26/2025	Country: Cayman Islands	Ticker: 1760
Record Date: 05/20/2025	Meeting Type: Annual	
Primary Security ID: G4914A107		

Shares Voted: 226,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No

Intron Technology Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3a	Elect Chan Cheung Ngai as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3b	Elect Chan Ming as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3c	Elect Han Shuting as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3d	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

ITE Tech, Inc.

Meeting Date: 05/26/2025	Country: Taiwan	Ticker: 3014
Record Date: 03/27/2025	Meeting Type: Annual	
Primary Security ID: Y4101F109		

Shares Voted: 115,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Meeting Date: 05/26/2025

Country: Taiwan

Ticker: 3557

Record Date: 03/27/2025

Meeting Type: Annual

Primary Security ID: Y2679H127

Shares Voted: 19,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.</i>						
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Amend the Endorsement and Guarantee Management Regulations	Mgmt	For	Against	Against	Yes
5	Approve the Issuance of New Shares by Capitalization of Profit	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.</i>						
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
6.1	Elect JACKY HUANG, a Representative of HSIN FU INVESTMENTS LIMITED with SHAREHOLDER NO.56173 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
6.2	Elect DAVID WU, a Representative of SMART INVESTMENTS LIMITED with SHAREHOLDER NO.53893 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
6.3	Elect LI-HUA WU, a Representative of HSIN FU INVESTMENTS LIMITED with SHAREHOLDER NO.56173 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
6.4	Elect RAY HOU, a Representative of SMART INVESTMENTS LIMITED with SHAREHOLDER NO.53893 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						

Jia Wei Lifestyle, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.5	Elect SHOU-TE HSU with SHAREHOLDER NO.E101428XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6.6	Elect CHIN-CHOU HSU with SHAREHOLDER NO.N103733XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6.7	Elect VICKIE CHEN with SHAREHOLDER NO.A222825XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
7	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

Kingboard Holdings Limited

Meeting Date: 05/26/2025Country: Cayman IslandsTicker: 148

Record Date: 05/20/2025Meeting Type: Annual

Primary Security ID: G52562140

Shares Voted: 162,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend and Special Final Dividend	Mgmt	For	For	For	No
3A	Elect Cheung Kwok Wing as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3B	Elect Ho Yin Sang as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3C	Elect Ho Kin Fan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

Kingboard Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Elect Cheung Ming Man as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
5	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
6	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
7B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

KLN Logistics Group Limited

Meeting Date: 05/26/2025 **Country:** Bermuda **Ticker:** 636
Record Date: 05/20/2025 **Meeting Type:** Annual
Primary Security ID: G52418103

Shares Voted: 439,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Chen Keren as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4	Elect Cheung Wai Man as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5	Elect Lai Sau Cheong Simon as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						

KLN Logistics Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Elect Tan Chuen Yan Paul as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
7	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
8	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
9A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the general share issuance mandate in Item 9A is warranted given that the company has not specified the discount limit for issuance for cash and non-cash consideration. A vote AGAINST the share reissuance request in Item 9C is warranted given the reissuance of repurchase share would cause the aggregate share issuance limit (including the transfer of treasury shares, if permitted) to exceed 10 percent of the relevant class of shares for issuance for cash and non-cash consideration, and the company has not specified the discount limit for issuance for cash and non-cash consideration.						
9B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
9C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the general share issuance mandate in Item 9A is warranted given that the company has not specified the discount limit for issuance for cash and non-cash consideration. A vote AGAINST the share reissuance request in Item 9C is warranted given the reissuance of repurchase share would cause the aggregate share issuance limit (including the transfer of treasury shares, if permitted) to exceed 10 percent of the relevant class of shares for issuance for cash and non-cash consideration, and the company has not specified the discount limit for issuance for cash and non-cash consideration.						

KLN Logistics Group Limited

Meeting Date: 05/26/2025Country: BermudaTicker: 636

Record Date: 05/20/2025Meeting Type: Special

Primary Security ID: G52418103

Shares Voted: 439,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Revision of Annual Cap under the 2024 KLN Logistics Services Framework Agreement, Revised KLN Annual Caps and Related Transactions	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.						

KLN Logistics Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Revision of Annual Cap under the 2024 SF Logistics Services Framework Agreement, Revised SF Annual Caps and Related Transactions	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.						

Kuen Ling Machinery Refrigerating Co., Ltd.

Meeting Date: 05/26/2025	Country: Taiwan	Ticker: 4527
Record Date: 03/27/2025	Meeting Type: Annual	
Primary Security ID: Y5015G109		

Shares Voted: 40,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report, Financial Statements and Profit Distribution	Mgmt	For	For	For	No
2	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Merry Electronics Co., Ltd.

Meeting Date: 05/26/2025	Country: Taiwan	Ticker: 2439
Record Date: 03/27/2025	Meeting Type: Annual	
Primary Security ID: Y6021M106		

Shares Voted: 275,601						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report, Financial Statements and Consolidated Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are to align company procedures with regulations.						
4	Amend Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are to align company procedures with regulations.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Issuance of Restricted Stocks	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
6.1	Elect LIAO LU-LEE, a REPRESENTATIVE of Zong Cyuan Investment Co Ltd, with SHAREHOLDER NO.172626, as Non-Independent Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
6.2	Elect WEI WEN-CHIEH, with SHAREHOLDER NO.5, as Non-Independent Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
6.3	Elect HUANG CHAO-LI, a REPRESENTATIVE of Cheng Sheng Investment Co Ltd., with SHAREHOLDER NO.231859, as Non-Independent Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
6.4	Elect LIAO CHUNG-HSI, a REPRESENTATIVE of Cheng Sheng Investment Co Ltd., with SHAREHOLDER NO.231859, as Non-Independent Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
6.5	Elect LIAO KENG-PIN, a REPRESENTATIVE of TONGCIAN Investment Co Ltd., with SHAREHOLDER NO.25514, as Non-Independent Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
6.6	Elect SOH YONG-SENG, a REPRESENTATIVE of Shu Zheng Investment Co Ltd, with SHAREHOLDER NO.148378, as Non-Independent Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
6.7	Elect SHER JIH-HSIN, with ID NO.D120020XXX, as Independent Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					

Merry Electronics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.8	Elect CHEN TING-JU, with ID NO.B221102XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6.9	Elect LEE FANG-TING, with ID NO.F225226XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
7	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	Mgmt	For	For	For	No

Nuvoton Technology Corp.

Meeting Date: 05/26/2025	Country: Taiwan	Ticker: 4919
Record Date: 03/27/2025	Meeting Type: Annual	
Primary Security ID: Y6409N106		

Shares Voted: 301,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING						
4.1	Elect YUAN-MOU SU, a Representative of WINBOND ELECTRONICS CORP. with SHAREHOLDER NO.1 as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all independent director nominees under Items 4.8-4.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR all non-independent director nominees under Items 4.1-4.2 and 4.4-4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the non-independent director nominee under Item 4.3 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.2	Elect KAREN K CHIAO with SHAREHOLDER NO.A970013XXX as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all independent director nominees under Items 4.8-4.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR all non-independent director nominees under Items 4.1-4.2 and 4.4-4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the non-independent director nominee under Item 4.3 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.</i>						
4.3	Elect a Representative of CHIN XIN INVESTMENT CORP. (Chin-Xin Investment Co., Ltd.) with SHAREHOLDER NO.21151 as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR all independent director nominees under Items 4.8-4.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR all non-independent director nominees under Items 4.1-4.2 and 4.4-4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the non-independent director nominee under Item 4.3 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.</i>						
4.4	Elect REHN-LIEH LIN with SHAREHOLDER NO.546 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all independent director nominees under Items 4.8-4.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR all non-independent director nominees under Items 4.1-4.2 and 4.4-4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the non-independent director nominee under Item 4.3 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.</i>						
4.5	Elect CHI-LIN WEA with SHAREHOLDER NO.J100196XXX as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all independent director nominees under Items 4.8-4.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR all non-independent director nominees under Items 4.1-4.2 and 4.4-4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the non-independent director nominee under Item 4.3 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.</i>						
4.6	Elect YU-CHUN HONG with SHAREHOLDER NO.A170129XXX as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all independent director nominees under Items 4.8-4.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR all non-independent director nominees under Items 4.1-4.2 and 4.4-4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the non-independent director nominee under Item 4.3 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.7	Elect LIANG-GEE CHEN with SHAREHOLDER NO.P102057XXX as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all independent director nominees under Items 4.8-4.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR all non-independent director nominees under Items 4.1-4.2 and 4.4-4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the non-independent director nominee under Item 4.3 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.</i>						
4.8	Elect PAO-SHENG WEI with SHAREHOLDER NO.A110802XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all independent director nominees under Items 4.8-4.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR all non-independent director nominees under Items 4.1-4.2 and 4.4-4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the non-independent director nominee under Item 4.3 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.</i>						
4.9	Elect SHU-CHYUAN TU with SHAREHOLDER NO.A122131XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all independent director nominees under Items 4.8-4.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR all non-independent director nominees under Items 4.1-4.2 and 4.4-4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the non-independent director nominee under Item 4.3 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.</i>						
4.10	Elect KUANG-CHUNG CHEN with SHAREHOLDER NO.D100628XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all independent director nominees under Items 4.8-4.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR all non-independent director nominees under Items 4.1-4.2 and 4.4-4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the non-independent director nominee under Item 4.3 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.</i>						
4.11	Elect LI-HSIN WANG with SHAREHOLDER NO.A231601XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all independent director nominees under Items 4.8-4.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR all non-independent director nominees under Items 4.1-4.2 and 4.4-4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the non-independent director nominee under Item 4.3 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative.</i>						
5	Approve Release of Restrictions of Competitive Activities of Director YU-CHENG CHIAO	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Release of Restrictions of Competitive Activities of Director, a Representative of WINBOND ELECTRONICS CORPORATION	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.</i>						
7	Approve Release of Restrictions of Competitive Activities of Director, a Representative of CHIN-XIN INVESTMENT CO., LTD.	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.</i>						
8	Approve Release of Restrictions of Competitive Activities of Director KAREN K CHIAO	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.</i>						
9	Approve Release of Restrictions of Competitive Activities of Director REHN-LIEH LIN	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.</i>						
10	Approve Release of Restrictions of Competitive Activities of Director CHI-LIN WEA	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.</i>						
11	Approve Release of Restrictions of Competitive Activities of Director YU-CHUN HONG	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.</i>						
12	Approve Release of Restrictions of Competitive Activities of Director LIANG-GEE CHEN	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.</i>						
13	Approve Release of Restrictions of Competitive Activities of Independent Director PAO-SHENG WEI	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.</i>						

Nuvoton Technology Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Approve Release of Restrictions of Competitive Activities of Independent Director SHU-CHYUAN TU	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.						
15	Approve Release of Restrictions of Competitive Activities of Independent Director KUANG-CHUNG CHEN	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.						
16	Approve Release of Restrictions of Competitive Activities of Independent Director LI-HSIN WANG	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.						

Sinon Corp.

Meeting Date: 05/26/2025Country: TaiwanTicker: 1712

Record Date: 03/27/2025Meeting Type: Annual

Primary Security ID: Y8002P108

Shares Voted: 463,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

T3EX Global Holdings Corp.

Meeting Date: 05/26/2025Country: TaiwanTicker: 2636

Record Date: 03/27/2025Meeting Type: Annual

Primary Security ID: Y8T99R107

Shares Voted: 97,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No

T3EX Global Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

ABC-MART, INC.

Meeting Date: 05/27/2025	Country: Japan	Ticker: 2670
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: J00056101		

Shares Voted: 127,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 37	Mgmt	For	For	For	No
2.1	Elect Director Noguchi, Minoru	Mgmt	For	For	For	No
2.2	Elect Director Hattori, Kiichiro	Mgmt	For	For	For	No
2.3	Elect Director Katsunuma, Kiyoshi	Mgmt	For	For	For	No
2.4	Elect Director Kikuchi, Takashi	Mgmt	For	For	For	No
2.5	Elect Director Ishii, Yasuo	Mgmt	For	For	For	No
2.6	Elect Director Suzuki, Hiroko	Mgmt	For	For	For	No
2.7	Elect Director Sasaki, Kanako	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Matsuoka, Tadashi	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Sugahara, Taio	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Kobayakawa, Hideki	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.

Alpha Networks, Inc.

Meeting Date: 05/27/2025	Country: Taiwan	Ticker: 3380
Record Date: 03/28/2025	Meeting Type: Annual	
Primary Security ID: Y0093T115		

Shares Voted: 178,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Release of Restrictions of Competitive Activities of Directors and Representatives	Mgmt	For	For	For	No

Anton Oilfield Services Group

Meeting Date: 05/27/2025 **Country:** Cayman Islands **Ticker:** 3337
Record Date: 05/21/2025 **Meeting Type:** Annual
Primary Security ID: G03999102

Shares Voted: 204,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Luo Lin as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
4	Elect Fan Yonghong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
5	Elect Zhang Yongyi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
6	Elect Zhu Xiaoping as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
7	Elect Chen Xin as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
8	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
9	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Anton Oilfield Services Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
11	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
12	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Avino Silver & Gold Mines Ltd.

Meeting Date: 05/27/2025 **Country:** Canada **Ticker:** ASM
Record Date: 04/22/2025 **Meeting Type:** Annual
Primary Security ID: 053906103

Shares Voted: 54,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Directors at Five	Mgmt	For	For	For	No
2.1	Elect Director Ronald Andrews	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.2	Elect Director Peter Bojtos	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.3	Elect Director Carolina Ordoñez	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.4	Elect Director David Wolfin	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.5	Elect Director Michael Clark	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
3	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

BayCurrent, Inc.

Meeting Date: 05/27/2025 **Country:** Japan **Ticker:** 6532
Record Date: 02/28/2025 **Meeting Type:** Annual
Primary Security ID: J0433F103

Shares Voted: 6,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Abe, Yoshiyuki	Mgmt	For	For	For	No
1.2	Elect Director Kitakaze, Daisuke	Mgmt	For	For	For	No
1.3	Elect Director Ikehira, Kentaro	Mgmt	For	For	For	No
1.4	Elect Director Nakamura, Kosuke	Mgmt	For	For	For	No
1.5	Elect Director Shoji, Toshimune	Mgmt	For	For	For	No
1.6	Elect Director Sato, Shintaro	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Okuyama, Yoshitaka	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Kasuya, Yuichiro	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Fujimoto, Tetsuya	Mgmt	For	For	For	No
2.4	Elect Director and Audit Committee Member Midorikawa, Yoshie	Mgmt	For	For	For	No

Camurus AB

Meeting Date: 05/27/2025Country: SwedenTicker: CAMX
Record Date: 05/19/2025Meeting Type: Annual
Primary Security ID: W1970K104

Shares Voted: 4,902

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
2	Elect Chair of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
4	Designate Inspector of Minutes of Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
6	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
7	Receive President's Report	Mgmt				
8a	Receive Financial Statements and Statutory Reports	Mgmt				
<i>Voting Policy Rationale: These are routine, non-voting items.</i>						
8b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt				
<i>Voting Policy Rationale: These are routine, non-voting items.</i>						
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
9c.1	Approve Discharge of Per Olof Wallstrom	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
9c.2	Approve Discharge of Hege Hellstrom	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
9c.3	Approve Discharge of Jakob Lindberg	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
9c.4	Approve Discharge of Stefan Persson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
9c.5	Approve Discharge of Behshad Sheldon	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
9c.6	Approve Discharge of Erika Soderberg Johnsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
9c.7	Approve Discharge of Fredrik Tiberg	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9c.8	Approve Discharge of Ole Vahlgren	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
9c.9	Approve Discharge of Kerstin Valinder Strinnholm	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
9c.10	Approve Discharge of CEO Fredrik Tiber	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For	No
10.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
11.1	Approve Remuneration of Directors in the Amount of SEK 875,000 for Chair and SEK 375,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
11.2	Approve Remuneration of Auditor	Mgmt	For	For	For	No
12.1	Elect Elisabeth Bjork as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per-Olof Wallstrom, Fredrik Tiber, Margareta Elisabeth Bjork, Jakob Lindberg, Robert McQuade, Stefan Persson and Erika Soderberg-Johnsson (Items 12.1, 12.3, 12.4, 12.5, 12.6, 12.7 and 12.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Hege Hellstrom (Item 12.2) is warranted due to them being considered overboarded.</i>						
12.2	Reelect Hege Hellstrom as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Per-Olof Wallstrom, Fredrik Tiber, Margareta Elisabeth Bjork, Jakob Lindberg, Robert McQuade, Stefan Persson and Erika Soderberg-Johnsson (Items 12.1, 12.3, 12.4, 12.5, 12.6, 12.7 and 12.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Hege Hellstrom (Item 12.2) is warranted due to them being considered overboarded.</i>						
12.3	Reelect Jakob Lindberg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per-Olof Wallstrom, Fredrik Tiber, Margareta Elisabeth Bjork, Jakob Lindberg, Robert McQuade, Stefan Persson and Erika Soderberg-Johnsson (Items 12.1, 12.3, 12.4, 12.5, 12.6, 12.7 and 12.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Hege Hellstrom (Item 12.2) is warranted due to them being considered overboarded.</i>						
12.4	Elect Robert McQuade as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per-Olof Wallstrom, Fredrik Tiber, Margareta Elisabeth Bjork, Jakob Lindberg, Robert McQuade, Stefan Persson and Erika Soderberg-Johnsson (Items 12.1, 12.3, 12.4, 12.5, 12.6, 12.7 and 12.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Hege Hellstrom (Item 12.2) is warranted due to them being considered overboarded.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12.5	Reelect Stefan Persson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per-Olof Wallstrom, Fredrik Tiber, Margareta Elisabeth Bjork, Jakob Lindberg, Robert McQuade, Stefan Persson and Erika Soderberg-Johnsson (Items 12.1, 12.3, 12.4, 12.5, 12.6, 12.7 and 12.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Hege Hellstrom (Item 12.2) is warranted due to them being considered overboarded.</i>						
12.6	Reelect Erika Soderberg Johnsson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per-Olof Wallstrom, Fredrik Tiber, Margareta Elisabeth Bjork, Jakob Lindberg, Robert McQuade, Stefan Persson and Erika Soderberg-Johnsson (Items 12.1, 12.3, 12.4, 12.5, 12.6, 12.7 and 12.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Hege Hellstrom (Item 12.2) is warranted due to them being considered overboarded.</i>						
12.7	Reelect Fredrik Tiber as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per-Olof Wallstrom, Fredrik Tiber, Margareta Elisabeth Bjork, Jakob Lindberg, Robert McQuade, Stefan Persson and Erika Soderberg-Johnsson (Items 12.1, 12.3, 12.4, 12.5, 12.6, 12.7 and 12.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Hege Hellstrom (Item 12.2) is warranted due to them being considered overboarded.</i>						
12.8	Reelect Per Olof Wallstrom as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per-Olof Wallstrom, Fredrik Tiber, Margareta Elisabeth Bjork, Jakob Lindberg, Robert McQuade, Stefan Persson and Erika Soderberg-Johnsson (Items 12.1, 12.3, 12.4, 12.5, 12.6, 12.7 and 12.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Hege Hellstrom (Item 12.2) is warranted due to them being considered overboarded.</i>						
12.9	Reelect Per Olof Wallstrom as Board Chair	Mgmt	For	For	For	No
12.2.	Ratify PricewaterhouseCoopers AB as Auditor	Mgmt	For	For	For	No
13	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because of the overall poor disclosure of the performance metrics of the annual bonus.</i>						
14	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For	No
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
16.A	Approve Performance Share Program 2025/2028 for All Employees	Mgmt	For	For	For	No
16.B1	Approve Equity Plan Financing	Mgmt	For	For	For	No
16.B2	Approve Alternative Equity Plan Financing	Mgmt	For	For	For	No
17	Approve Transfer of Warrants Issued under ESOP 2022/2026	Mgmt	For	For	For	No
18	Close Meeting	Mgmt				

ChipMOS Technologies, Inc.

Meeting Date: 05/27/2025

Country: Taiwan

Ticker: 8150

Record Date: 03/28/2025

Meeting Type: Annual

Primary Security ID: Y1566L100

Shares Voted: 1,445,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations.</i>						
4	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	Mgmt	For	For	For	No
5	Amend Rules and Procedures for Election of Directors and Independent Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations.</i>						

Chow Sang Sang Holdings International Limited

Meeting Date: 05/27/2025

Country: Bermuda

Ticker: 116

Record Date: 05/21/2025

Meeting Type: Annual

Primary Security ID: G2113M120

Shares Voted: 54,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3.1	Elect Winston Chow Wun Sing as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3.2	Elect Genevieve Chow Karwing as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3.3	Elect Stephen Ting Leung Huel as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						

Chow Sang Sang Holdings International Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.4	Elect Stephen Lau Man Lung as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3.5	Elect Pi Fang as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
5	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6A	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6B	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
6C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

CMGE Technology Group Limited

Meeting Date: 05/27/2025Country: Cayman IslandsTicker: 302

Record Date: 05/21/2025Meeting Type: Annual

Primary Security ID: G2347J109

Shares Voted: 914,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a1	Elect Xiao Jian as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2a2	Elect Sin Hendrick as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2a3	Elect Fan Yingjie as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

CMGE Technology Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2a4	Elect Zhang Shengyan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2b	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve BDO Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

D-Link Corp.

Meeting Date: 05/27/2025Country: TaiwanTicker: 2332

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: Y2013S102

Shares Voted: 771,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature and mean to align company procedures with regulations.						
4	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature and mean to align company procedures with regulations.						
5	Approve Amendments to Trading Procedures Governing Derivatives Products	Mgmt	For	For	For	No

D-Link Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Release of Restrictions of Competitive Activities of Directors and Representatives	Mgmt	For	For	For	No

Doutor Nichires Holdings Co., Ltd.

Meeting Date: 05/27/2025	Country: Japan	Ticker: 3087
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: J13105101		

Shares Voted: 4,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 27	Mgmt	For	For	For	No
2.1	Elect Director Obayashi, Hirofumi	Mgmt	For	For	For	No
2.2	Elect Director Hoshino, Masanori	Mgmt	For	For	For	No
2.3	Elect Director Takebayashi, Motoya	Mgmt	For	For	For	No
2.4	Elect Director Goda, Tomoyo	Mgmt	For	For	For	No
2.5	Elect Director Sekine, Kazuhiro	Mgmt	For	For	For	No
2.6	Elect Director Enoki, Kazushige	Mgmt	For	For	For	No
2.7	Elect Director Miyajima, Tadashi	Mgmt	For	For	For	No
2.8	Elect Director Iwata, Akiko	Mgmt	For	For	For	No
3	Approve Annual Bonus	Mgmt	For	For	For	No

Evergreen International Storage & Transport Corp.

Meeting Date: 05/27/2025	Country: Taiwan	Ticker: 2607
Record Date: 03/28/2025	Meeting Type: Annual	
Primary Security ID: Y2376C108		

Shares Voted: 342,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No

Evergreen International Storage & Transport Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Capital Reduction by Returning Share Capital in Cash	Mgmt	For	For	For	No
4	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Extendicare Inc.

Meeting Date: 05/27/2025

Country: Canada

Ticker: EXE

Record Date: 04/07/2025

Meeting Type: Annual/Special

Primary Security ID: 30224T863

Shares Voted: 44,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Norma Beauchamp	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.2	Elect Director Donald E. Clow	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.3	Elect Director Michael Guerriere	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.4	Elect Director Sandra L. Hanington	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.5	Elect Director Brent Houlden	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.6	Elect Director Heather-Anne Irwin	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.7	Elect Director Donna E. Kingelin	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.8	Elect Director Samir Manji	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.9	Elect Director Alan D. Torrie	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Amend Long Term Incentive Plan	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

Formula Systems (1985) Ltd.

Meeting Date: 05/27/2025	Country: Israel	Ticker: FORTY
Record Date: 04/25/2025	Meeting Type: Annual	
Primary Security ID: M46518102		

Shares Voted: 3,484						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Reelect Marek Panek as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the (re)election of Relly Danon, Tomer Jacob, Itay Meroz, Karolina Rzonca-Bajorek, Marek Panek, Rafal Kozlowski and Gabriela Zukowicz is warranted, as there are no issues with the nominees.						
2	Reelect Rafal Kozlowski as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the (re)election of Relly Danon, Tomer Jacob, Itay Meroz, Karolina Rzonca-Bajorek, Marek Panek, Rafal Kozlowski and Gabriela Zukowicz is warranted, as there are no issues with the nominees.						
3	Reelect Karolina Rzonca-Bajorek as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the (re)election of Relly Danon, Tomer Jacob, Itay Meroz, Karolina Rzonca-Bajorek, Marek Panek, Rafal Kozlowski and Gabriela Zukowicz is warranted, as there are no issues with the nominees.						
4	Reelect Gabriela Zukowicz as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the (re)election of Relly Danon, Tomer Jacob, Itay Meroz, Karolina Rzonca-Bajorek, Marek Panek, Rafal Kozlowski and Gabriela Zukowicz is warranted, as there are no issues with the nominees.						
5	Elect Itay Meroz as Director and Approve His Director Fee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the (re)election of Relly Danon, Tomer Jacob, Itay Meroz, Karolina Rzonca-Bajorek, Marek Panek, Rafal Kozlowski and Gabriela Zukowicz is warranted, as there are no issues with the nominees.						
6	Reelect Tomer Jacob as External Director and Approve His Remuneration	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the (re)election of Relly Danon, Tomer Jacob, Itay Meroz, Karolina Rzonca-Bajorek, Marek Panek, Rafal Kozlowski and Gabriela Zukowicz is warranted, as there are no issues with the nominees.						
7	Reelect Relly Danon as External Director and Approve Her Remuneration	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the (re)election of Relly Danon, Tomer Jacob, Itay Meroz, Karolina Rzonca-Bajorek, Marek Panek, Rafal Kozlowski and Gabriela Zukowicz is warranted, as there are no issues with the nominees.						
8	Reappoint Ziv Haft as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Meeting Date: 05/27/2025

Country: Taiwan

Ticker: 4952

Record Date: 03/28/2025

Meeting Type: Annual

Primary Security ID: Y26918105

Shares Voted: 240,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect Huang Chou chye, a REPRESENTATIVE of Sunplus Technology Co., Ltd., with SHAREHOLDER NO.1, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.6-4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because considered by the company as independent director, Chai chia ming is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.1-4.2 and 4.4 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.3 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.2	Elect Shan Wei heng, a REPRESENTATIVE of Sunplus Technology Co., Ltd., with SHAREHOLDER NO.1, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.6-4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because considered by the company as independent director, Chai chia ming is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.1-4.2 and 4.4 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.3 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.3	Elect Chia Yi hsing, with SHAREHOLDER NO.90, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.6-4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because considered by the company as independent director, Chai chia ming is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.1-4.2 and 4.4 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.3 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						

Generalplus Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.4	Elect Lai Nai shin, with ID NO.A123060XXX, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.6-4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because considered by the company as independent director, Chai chia ming is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.1-4.2 and 4.4 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.3 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.5	Elect Chai Chia ming, with ID NO.A223742XXX, as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.6-4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because considered by the company as independent director, Chai chia ming is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.1-4.2 and 4.4 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.3 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.6	Elect Lin Wei min, with ID NO.M120473XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.6-4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because considered by the company as independent director, Chai chia ming is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.1-4.2 and 4.4 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.3 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.7	Elect Tsai Chih chung, with ID NO.S101311XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.6-4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because considered by the company as independent director, Chai chia ming is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.1-4.2 and 4.4 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.3 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	Mgmt	For	For	For	No

Goodyear Lastikleri TAS

Meeting Date: 05/27/2025	Country: Turkey	Ticker: GOODY.E
Record Date:	Meeting Type: Annual	
Primary Security ID: M5240U108		

Shares Voted: 56,095

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	For	No
2	Accept Board Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.</i>						
3	Accept Audit Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.</i>						
4	Accept Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.</i>						
5	Approve Discharge of Board	Mgmt	For	For	For	No
6	Approve Allocation of Income	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.</i>						
7	Elect Directors	Mgmt	For	For	For	No
8	Approve Director Remuneration	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.</i>						
9	Ratify External Auditors	Mgmt	For	For	For	No
10	Appoint Auditor for Sustainability Reporting	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the company failed to disclose the name of the proposed auditor.</i>						
11	Approve Upper Limit of Donations for 2025 and Receive Information on Donations Made in 2024	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This item warrants a vote AGAINST due to a lack of disclosure on the resolution.</i>						
12	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt				
13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For	For	No

Goodyear Lastikleri TAS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles	Mgmt				
15	Wishes	Mgmt				

Hap Seng Plantations Holdings Berhad

Meeting Date: 05/27/2025Country: MalaysiaTicker: 5138

Record Date: 05/20/2025Meeting Type: Annual

Primary Security ID: Y30686102

Shares Voted: 204,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Mohammed Bin Haji Che Hussein as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2	Elect Amirsham Bin A Aziz as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3	Elect Hamisa Binti Samat as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Approve Directors' Fees	Mgmt	For	For	For	No
5	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
7	Approve Renewal of Existing Shareholders' Mandate and Implementation of New Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No
8	Approve Share Repurchase Program	Mgmt	For	For	For	No

INDUS Holding AG

Meeting Date: 05/27/2025Country: GermanyTicker: INH

Record Date: 05/05/2025Meeting Type: Annual

Primary Security ID: D3510Y108

Shares Voted: 4,855

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
5	Ratify PricewaterhouseCoopers GmbH as Auditors and as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	For	No
7	Approve Remuneration Policy	Mgmt	For	For	For	No
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No

Kindom Development Co., Ltd.

Meeting Date: 05/27/2025Country: TaiwanTicker: 2520
Record Date: 03/28/2025Meeting Type: Annual
Primary Security ID: Y4792R107

Shares Voted: 468,882

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.						
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Kindom Development Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve the Issuance of New Shares by Capitalization of Profit	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.</i>						
5	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
6.1	Elect Mike Ma, a Representative of Yu De Investment Co., Ltd. with Shareholder No. 71, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
6.2	Elect Mei Chu Liu, a Representative of Yu De Investment Co., Ltd. with Shareholder No. 71, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
6.3	Elect Sui Chang Liang, a Representative of Yu De Investment Co., Ltd. with Shareholder No. 71, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
6.4	Elect Chen Tan Ho, a Representative of Yu De Investment Co., Ltd. with Shareholder No. 71, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
6.5	Elect Tzu mei Hsu, a Representative of Yu De Investment Co., Ltd. with Shareholder No. 71, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
6.6	Elect Sheng An Chang, a Representative of Yu De Investment Co., Ltd. with Shareholder No. 71, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						

Kindom Development Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.7	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
	Elect Hung Chin Huang, with Shareholder No. F120136XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6.8	Elect Kuo Feng Lin, with Shareholder No. L103316XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6.9	Elect Tung Hsuan Wan, with Shareholder No. A121148XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
7	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

KION GROUP AG

Meeting Date: 05/27/2025Country: GermanyTicker: KGX

Record Date: 05/05/2025Meeting Type: Annual

Primary Security ID: D4S14D103

Shares Voted: 2,305						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.82 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For	No
5.2	Appoint KPMG AG as Auditor for Sustainability Reporting Fiscal Year 2025	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * A former executive again received a payout under the 2022-2024 LTI tranche based on 100 percent target achievement, although actual target achievement was just 17.5 percent. Shareholders may also wish to note that: * Pension contributions to two executives are considered somewhat high in the context of European market practice. * Ex-post disclosure in terms of the modifier still remains underdeveloped. Nevertheless, the modifier was only used between 1.0-1.05 for the year under review.</i>						
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No
8.1	Elect Mohsen Sohi to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the proposed nominees, Mohsen Sohi, Sherry Aaholm, Kui (Kevin) Jiang, and Xiaomei Zhang, are warranted because their terms of office exceed four years. Votes AGAINST the non-independent nominees, Kui (Kevin) Jiang, Shaojun (Sherman) Sun, and Xiaomei Zhang, are further warranted because of the failure to establish a sufficiently independent board. A vote FOR the independent director Peter Kameritsch is warranted due to a lack of concerns.</i>						
8.2	Elect Sherry Aaholm to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the proposed nominees, Mohsen Sohi, Sherry Aaholm, Kui (Kevin) Jiang, and Xiaomei Zhang, are warranted because their terms of office exceed four years. Votes AGAINST the non-independent nominees, Kui (Kevin) Jiang, Shaojun (Sherman) Sun, and Xiaomei Zhang, are further warranted because of the failure to establish a sufficiently independent board. A vote FOR the independent director Peter Kameritsch is warranted due to a lack of concerns.</i>						
8.3	Elect Xiaomei Zhang to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the proposed nominees, Mohsen Sohi, Sherry Aaholm, Kui (Kevin) Jiang, and Xiaomei Zhang, are warranted because their terms of office exceed four years. Votes AGAINST the non-independent nominees, Kui (Kevin) Jiang, Shaojun (Sherman) Sun, and Xiaomei Zhang, are further warranted because of the failure to establish a sufficiently independent board. A vote FOR the independent director Peter Kameritsch is warranted due to a lack of concerns.</i>						
8.4	Elect Jiang Kui to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the proposed nominees, Mohsen Sohi, Sherry Aaholm, Kui (Kevin) Jiang, and Xiaomei Zhang, are warranted because their terms of office exceed four years. Votes AGAINST the non-independent nominees, Kui (Kevin) Jiang, Shaojun (Sherman) Sun, and Xiaomei Zhang, are further warranted because of the failure to establish a sufficiently independent board. A vote FOR the independent director Peter Kameritsch is warranted due to a lack of concerns.</i>						
8.5	Elect Shaojun Sun to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the proposed nominees, Mohsen Sohi, Sherry Aaholm, Kui (Kevin) Jiang, and Xiaomei Zhang, are warranted because their terms of office exceed four years. Votes AGAINST the non-independent nominees, Kui (Kevin) Jiang, Shaojun (Sherman) Sun, and Xiaomei Zhang, are further warranted because of the failure to establish a sufficiently independent board. A vote FOR the independent director Peter Kameritsch is warranted due to a lack of concerns.</i>						
8.6	Elect Peter Kameritsch to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST the proposed nominees, Mohsen Sohi, Sherry Aaholm, Kui (Kevin) Jiang, and Xiaomei Zhang, are warranted because their terms of office exceed four years. Votes AGAINST the non-independent nominees, Kui (Kevin) Jiang, Shaojun (Sherman) Sun, and Xiaomei Zhang, are further warranted because of the failure to establish a sufficiently independent board. A vote FOR the independent director Peter Kameritsch is warranted due to a lack of concerns.</i>						

Leo Systems, Inc.

Meeting Date: 05/27/2025Country: TaiwanTicker: 5410

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: Y50562100

Shares Voted: 145,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Orascom Construction Plc

Meeting Date: 05/27/2025Country: United Arab EmiratesTicker: OC

Record Date: 05/13/2025Meeting Type: Annual

Primary Security ID: M7527C108

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Accept Financial Statements and Statutory Reports and Related Notes, Board's Report and Auditor's Report on Financial Statements for FY 2024	Mgmt	For	For	Do Not Vote	No
2	Reappoint Jerome Guiraud as Non-Executive Director	Mgmt	For	For	Do Not Vote	No
Voting Policy Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns.						
3	Appoint Renad Younes as Non-Executive Director	Mgmt	For	For	Do Not Vote	No
Voting Policy Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns.						
4	Appoint Johan Beerlandt as Non-Executive Director	Mgmt	For	For	Do Not Vote	No
Voting Policy Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns.						

Orascom Construction Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Reappoint KPMG LLP as Independent External Auditor of the Company from the Conclusion of this Meeting Until the Conclusion of the Next General Assembly Meeting of the Company at Which Audited Financial Statements are Laid	Mgmt	For	For	Do Not Vote	No
Voting Policy Rationale: Votes FOR these proposals are warranted in the absence of significant concerns.						
6	Authorize Board to Fix the Remuneration of Auditor	Mgmt	For	For	Do Not Vote	No
Voting Policy Rationale: Votes FOR these proposals are warranted in the absence of significant concerns.						

PagSeguro Digital Ltd.

Meeting Date: 05/27/2025Country: Cayman IslandsTicker: PAGS

Record Date: 04/24/2025Meeting Type: Annual

Primary Security ID: G68707101

Shares Voted: 169,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2.1	Elect Director Luis Frias	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Eduardo Alcaro, and Maria Judith de Brito is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. A vote AGAINST Luiz (Luis) Frias and Maria Judith de Brito is warranted for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.						
2.2	Elect Director Maria Judith de Brito	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Eduardo Alcaro, and Maria Judith de Brito is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. A vote AGAINST Luiz (Luis) Frias and Maria Judith de Brito is warranted for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.						
2.3	Elect Director Eduardo Alcaro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Eduardo Alcaro, and Maria Judith de Brito is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. A vote AGAINST Luiz (Luis) Frias and Maria Judith de Brito is warranted for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.						
2.4	Elect Director Cleveland Prates Teixeira	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Eduardo Alcaro, and Maria Judith de Brito is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. A vote AGAINST Luiz (Luis) Frias and Maria Judith de Brito is warranted for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.						

PagSeguro Digital Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.5	Elect Director Marcia Nogueira de Mello	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Eduardo Alcaro, and Maria Judith de Brito is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. A vote AGAINST Luiz (Luis) Frias and Maria Judith de Brito is warranted for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.						
2.6	Elect Director Maria Carolina Ferreira Lacerda	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Eduardo Alcaro, and Maria Judith de Brito is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee. A vote AGAINST Luiz (Luis) Frias and Maria Judith de Brito is warranted for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.						
3	Amend Restricted Stock Plan	Mgmt	For	For	For	No
4	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Phison Electronics Corp.

Meeting Date: 05/27/2025Country: TaiwanTicker: 8299

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: Y7136T101

Shares Voted: 5,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Issuance of Shares via a Private Placement	Mgmt	For	For	For	No
4	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

PR TIMES Corp.

Meeting Date: 05/27/2025Country: JapanTicker: 3922

Record Date: 02/28/2025Meeting Type: Annual

Primary Security ID: J6409K109

Shares Voted: 2,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 10.3	Mgmt	For	For	For	No

PR TIMES Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Amend Articles to Make Technical Changes	Mgmt	For	For	For	No
3.1	Elect Director Yamaguchi, Takumi	Mgmt	For	For	For	No
3.2	Elect Director Mishima, Akihiro	Mgmt	For	For	For	No
3.3	Elect Director Suzuki, Keita	Mgmt	For	For	For	No
3.4	Elect Director Ozawa, Hiroko	Mgmt	For	For	For	No
3.5	Elect Director Sugimoto, Tetsuya	Mgmt	For	For	For	No
3.6	Elect Director Fukutani, Naohisa	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Minami, Chika	Mgmt	For	For	For	No

PT Clipan Finance Indonesia Tbk

Meeting Date: 05/27/2025

Record Date: 05/02/2025

Primary Security ID: Y7120B181

Country: Indonesia

Meeting Type: Annual

Ticker: CFIN

Shares Voted: 1,732,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
5	Approve Auditors	Mgmt	For	For	For	No

PT Clipan Finance Indonesia Tbk

Meeting Date: 05/27/2025

Record Date: 05/02/2025

Primary Security ID: Y7120B181

Country: Indonesia

Meeting Type: Extraordinary Shareholders

PT Clipan Finance Indonesia Tbk

Shares Voted: 1,732,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Article 3 Paragraph 3.3 of the Articles of Association to be Adjusted to the Indonesia Standard Industrial Classification 2020	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of further information to make an informed voting decision.						

Sugi Holdings Co., Ltd.

Meeting Date: 05/27/2025Country: JapanTicker: 7649
Record Date: 02/28/2025Meeting Type: Annual
Primary Security ID: J7687M106

Shares Voted: 10,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Sakakibara, Eiichi	Mgmt	For	For	For	No
1.2	Elect Director Sugiura, Katsunori	Mgmt	For	For	For	No
1.3	Elect Director Sugiura, Shinya	Mgmt	For	For	For	No
1.4	Elect Director Kamino, Shigeyuki	Mgmt	For	For	For	No
1.5	Elect Director Uchida, Shiro	Mgmt	For	For	For	No
1.6	Elect Director Takaishi, Hideaki	Mgmt	For	For	For	No
1.7	Elect Director Oura, Kaseri	Mgmt	For	For	For	No

Topoint Technology Co., Ltd.

Meeting Date: 05/27/2025Country: TaiwanTicker: 8021
Record Date: 03/28/2025Meeting Type: Annual
Primary Security ID: Y88973105

Shares Voted: 257,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Topoint Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Issuance of Restricted Stocks	Mgmt	For	For	For	No

Vedan International (Holdings) Limited

Meeting Date: 05/27/2025Country: Cayman IslandsTicker: 2317

Record Date: 05/21/2025Meeting Type: Annual

Primary Security ID: G9327M101

Shares Voted: 360,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Elect Yang, Kun-Hsiang as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3b	Elect Huang, Ching-Jung as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3c	Elect Ko, Jim-Chen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3d	Elect Huang, Chung-Fong as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3e	Elect Lee, Peir-Fen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3f	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Vedan International (Holdings) Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

X-Legend Entertainment Co., Ltd.

Meeting Date: 05/27/2025 **Country:** Taiwan **Ticker:** 4994
Record Date: 03/28/2025 **Meeting Type:** Annual
Primary Security ID: Y9725Z100

Shares Voted: 94,417						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.</i>						
3	Approve Cash Distribution from Capital Reserve	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.</i>						
4	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
5.1	Elect CHANG FENG-CHI, with Shareholder No. 00000001, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.2	Elect SIR MIN-HONG, with Shareholder No. S120938XXX, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.3	Elect CHIANG SHU-CHEN, with Shareholder No. 00008207, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				

X-Legend Entertainment Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.4	Elect YEH LI-CHUAN, with Shareholder No. A122684XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.5	Elect CHEN HUNG-CHIEH, with Shareholder No. H120342XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.6	Elect JENG GUNG-YEU, with Shareholder No. H121450XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.7	Elect PAN CHIEN-WEI, with Shareholder No. A122120XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

Yakuodo Holdings Co., Ltd.

Meeting Date: 05/27/2025 **Country:** Japan **Ticker:** 7679
Record Date: 02/28/2025 **Meeting Type:** Annual
Primary Security ID: J95559100

Shares Voted: 1,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 28	Mgmt	For	For	For	No
2.1	Elect Director Saigo, Tatsuhiro	Mgmt	For	For	For	No
2.2	Elect Director Saigo, Kiyoko	Mgmt	For	For	For	No
2.3	Elect Director Ogasawara, Yasuhiro	Mgmt	For	For	For	No
2.4	Elect Director Saigo, Takahito	Mgmt	For	For	For	No
2.5	Elect Director Obara, Koichi	Mgmt	For	For	For	No
2.6	Elect Director Saito, Takaaki	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Sakamoto, Atsushi	Mgmt	For	For	For	No

Yakuodo Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.2	Elect Director and Audit Committee Member Kamata, Hideki	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Katano, Keiji	Mgmt	For	For	For	No

104 Corp.

Meeting Date: 05/28/2025

Record Date: 03/28/2025

Primary Security ID: Y6427E112

Country: Taiwan

Meeting Type: Annual

Ticker: 3130

Shares Voted: 16,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Arcadyan Technology Corp.

Meeting Date: 05/28/2025

Record Date: 03/28/2025

Primary Security ID: Y02020116

Country: Taiwan

Meeting Type: Annual

Ticker: 3596

Shares Voted: 168,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Release of Restrictions of Competitive Activities of Directors and Representatives	Mgmt	For	For	For	No

Asia Tech Image, Inc.

Meeting Date: 05/28/2025

Country: Taiwan

Ticker: 4974

Record Date: 03/28/2025

Meeting Type: Annual

Primary Security ID: Y0393G102

Shares Voted: 98,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect Yi-Jen Lai, a REPRESENTATIVE of Asia Optical Co Inc., with SHAREHOLDER NO.1, as Non-Independent Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
4.2	Elect Chun-How Lai, with ID NO.B121837XXX, as Non-Independent Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
4.3	Elect Shu-Ping Wu, with ID NO.L220071XXX, as Non-Independent Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
4.4	Elect Wu-Nan Chen, with ID NO.N122374XXX, as Independent Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
4.5	Elect Chih-Sheng Chang, with ID NO.B120319XXX, as Independent Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
4.6	Elect Jui-Chang Hsu, with ID NO.R121887XXX, as Independent Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					

Asia Tech Image, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.7	Elect Meng-Tsung Lin, with ID NO.L120067XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5	Approve Release of Restrictions of Competitive Activities of Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because there is a lack of disclosure on the pertinent details of the proposal.						

ASRock, Inc.

Meeting Date: 05/28/2025Country: TaiwanTicker: 3515

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: Y04080118

Shares Voted: 47,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature and to align company procedures with regulations.						
4	Amend Procedures for Lending Funds to Other Parties and Procedures for Endorsement and Guarantees	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature and to align company procedures with regulations.						

Aten International Co. Ltd.

Meeting Date: 05/28/2025Country: TaiwanTicker: 6277

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: Y0433U103

Shares Voted: 13,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No

Aten International Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature and to align company procedures with regulations.</i>						
4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature and to align company procedures with regulations.</i>						

Bank of Qingdao Co., Ltd.

Meeting Date: 05/28/2025 **Country:** China **Ticker:** 3866
Record Date: 05/21/2025 **Meeting Type:** Annual
Primary Security ID: Y069A1104

Shares Voted: 262,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1	Approve Work Report of the Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any known issues concerning the bank's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>						
2	Approve Work Report of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any known issues concerning the bank's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>						
3	Approve Report for Final Financial Accounts	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any known issues concerning the bank's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>						
4	Approve Profit Distribution Plan	Mgmt	For	For	For	No
5	Approve Ernst & Young Hua Ming LLP as Domestic Auditor and Ernst & Young as Overseas Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Estimated Amount of the Ordinary Related Party Transactions	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted given the transactions contemplated and to be contemplated under these proposals are within the ordinary and usual course of the bank's business.</i>						

Bank of Qingdao Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Special Report on Related Party Transactions	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted given the transactions contemplated and to be contemplated under these proposals are within the ordinary and usual course of the bank's business.						
8	Approve Shareholders' Return Plan	Mgmt	For	For	For	No
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The bank has not specified the discount limit for issuance for cash and non-cash consideration.						
10	Approve Issuance of Financial Bonds	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted given the reasons stated by the board and use of proceeds.						
11	Approve Issuance Quota of Capital Replenishment Instruments of Bank	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted given the reasons stated by the board and use of proceeds.						

Care Property Invest

Meeting Date: 05/28/2025	Country: Belgium	Ticker: CPINV
Record Date: 05/14/2025	Meeting Type: Annual	
Primary Security ID: B1464S103		

Shares Voted: 11,463						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Annual Meeting Agenda	Mgmt				
	Receive Directors' Reports (Non-Voting)	Mgmt				
Voting Policy Rationale: No vote is required.						
2	Receive Auditors' Reports (Non-Voting)	Mgmt				
Voting Policy Rationale: No vote is required.						
3	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
4a	Acknowledge Resignation of Brigitte Grouwels as Director	Mgmt				
4b	Acknowledge End of Mandate of Mark Suykens as Director	Mgmt				
4c	Reelect Dirk Van den Broeck as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates						

Care Property Invest

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4d	Reelect Patrick Couttenier as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
4e	Elect Inge Boets as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
4f	Elect Sonja Gonzalez Valverde as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
4g	Elect Bart Bots as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
5	Approve Remuneration Report	Mgmt	For	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	For	No
7	Approve Discharge of Directors	Mgmt	For	For	For	No
8	Approve Discharge of Auditors	Mgmt	For	For	For	No
9	Ratify EY, Represented by Joeri Klaykens, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For	No
10	Approve Change-of-Control Clause Re: Financing Agreements	Mgmt	For	For	For	No
11	Approve Change-of-Control Clause Re: Management Agreements	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The proposed change-of-control clauses foresee an increase in severance from 12 to 18 months' fixed remuneration upon a change of control. This exceeds Belgian market practice norms, which consider a 12-month cap as standard.</i>						
12	Transact Other Business	Mgmt				

CCK Consolidated Holdings Berhad

Meeting Date: 05/28/2025	Country: Malaysia	Ticker: 7035
Record Date: 05/21/2025	Meeting Type: Annual	
Primary Security ID: Y1235K103		

CCK Consolidated Holdings Berhad

Shares Voted: 163,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Final Dividend	Mgmt	For	For	For	No
2	Approve Directors' Fees	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						
3	Approve Directors' Meeting Allowances	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						
4	Elect Chong Shaw Fui as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
5	Elect Tiong Chiong Hiiung as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
6	Elect Kueh Chung Peng as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
7	Elect Wong Siaw Peng as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
8	Approve Crowe Malaysia PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
9	Approve Share Repurchase Program	Mgmt	For	For	For	No
10	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No

Chicony Electronics Co., Ltd.

Meeting Date: 05/28/2025

Country: Taiwan

Ticker: 2385

Record Date: 03/28/2025

Meeting Type: Annual

Primary Security ID: Y1364B106

Shares Voted: 812,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report, Financial Statements and Profit Distribution	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations and based on operational needs.</i>					
3	Amend Procedures for Endorsement and Guarantees	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations and based on operational needs.</i>					
4	Amend Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations and based on operational needs.</i>					
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
5.1	Elect Hsu Kun Tai, with SHAREHOLDER NO.1, as Non-Independent Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
5.2	Elect Lu Chin Chung, with SHAREHOLDER NO.112, as Non-Independent Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
5.3	Elect Tsai Ming Hsien, with SHAREHOLDER NO.702, as Non-Independent Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
5.4	Elect Liu Chia Sheng, a REPRESENTATIVE of Dong Ling Investment Co., Ltd. Legal, with SHAREHOLDER NO.8456, as Non-Independent Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
5.5	Elect Li Cih Jing, with SHAREHOLDER NO.232, as Non-Independent Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
5.6	Elect Kuo Tsung Ming, with ID NO.R122200XXX, as Independent Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					

Chicony Electronics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.7	Elect Chu Jia Siang, with ID NO.H123394XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5.8	Elect Peng Chu Ju, with ID NO.M220882XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

CyberPower Systems, Inc.

Meeting Date: 05/28/2025Country: TaiwanTicker: 3617

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: Y1R54C118

Shares Voted: 62,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Issuance of Restricted Stocks	Mgmt	For	Against	Against	Yes

ELAN Microelectronics Corp.

Meeting Date: 05/28/2025Country: TaiwanTicker: 2458

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: Y2268H108

Shares Voted: 244,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No

ELAN Microelectronics Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Amendments to Articles of Association	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the proposed amendments would grant the board full authority to decide on the company's cash dividend distribution plan without shareholder approval. Such amendment will undermine shareholder's right in deciding on cash dividend payments.						
3	Approve Release of Restrictions of Competitive Activities of Directors	Mgmt	For	For	For	No

Emerging Display Technologies Corp.

Meeting Date: 05/28/2025Country: TaiwanTicker: 3038
Record Date: 03/28/2025Meeting Type: Annual
Primary Security ID: Y6008W101

Shares Voted: 131,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Excelliance MOS Corp.

Meeting Date: 05/28/2025Country: TaiwanTicker: 5299
Record Date: 03/28/2025Meeting Type: Annual
Primary Security ID: Y23830105

Shares Voted: 10,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1	Elect LI CHI LUNG with SHAREHOLDER NO.1 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.7-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, CHEN YA CHEN is non-independent non-executive director under ISS' classification. A vote FOR all non-independent director nominees under Items 4.1-4.5 is warranted given the absence of any known issues concerning the nominees.</i>						
4.2	Elect WU CHIA LIEN with SHAREHOLDER NO.8 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.7-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, CHEN YA CHEN is non-independent non-executive director under ISS' classification. A vote FOR all non-independent director nominees under Items 4.1-4.5 is warranted given the absence of any known issues concerning the nominees.</i>						
4.3	Elect Wu Chang Rong, a Representative of ASUSTeK Computer Inc with SHAREHOLDER NO.40 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.7-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, CHEN YA CHEN is non-independent non-executive director under ISS' classification. A vote FOR all non-independent director nominees under Items 4.1-4.5 is warranted given the absence of any known issues concerning the nominees.</i>						
4.4	Elect Yao Tan Liang, a Representative of Actron Technology Corporation with SHAREHOLDER NO.40835 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.7-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, CHEN YA CHEN is non-independent non-executive director under ISS' classification. A vote FOR all non-independent director nominees under Items 4.1-4.5 is warranted given the absence of any known issues concerning the nominees.</i>						
4.5	Elect Wu Hsien Chung, a Representative of Actron Technology Corporation with SHAREHOLDER NO.40835 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.7-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, CHEN YA CHEN is non-independent non-executive director under ISS' classification. A vote FOR all non-independent director nominees under Items 4.1-4.5 is warranted given the absence of any known issues concerning the nominees.</i>						
4.6	Elect CHEN YA CHEN with SHAREHOLDER NO.B221205XXX as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.7-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, CHEN YA CHEN is non-independent non-executive director under ISS' classification. A vote FOR all non-independent director nominees under Items 4.1-4.5 is warranted given the absence of any known issues concerning the nominees.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.7	Elect LEE CHIH HAO with SHAREHOLDER NO.Q120229XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.7-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, CHEN YA CHEN is non-independent non-executive director under ISS' classification. A vote FOR all non-independent director nominees under Items 4.1-4.5 is warranted given the absence of any known issues concerning the nominees.						
4.8	Elect Perng Chii Hwang with SHAREHOLDER NO.L100869XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.7-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, CHEN YA CHEN is non-independent non-executive director under ISS' classification. A vote FOR all non-independent director nominees under Items 4.1-4.5 is warranted given the absence of any known issues concerning the nominees.						
4.9	Elect Chuang Ching Fu with SHAREHOLDER NO.V120335XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.7-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, CHEN YA CHEN is non-independent non-executive director under ISS' classification. A vote FOR all non-independent director nominees under Items 4.1-4.5 is warranted given the absence of any known issues concerning the nominees.						
5	Approve Release of Restrictions of Competitive Activities of Directors and Representatives	Mgmt	For	For	For	No

Fnac Darty SA

Meeting Date: 05/28/2025	Country: France	Ticker: FNAC
Record Date: 05/26/2025	Meeting Type: Annual/Special	
Primary Security ID: F3808N101		

Shares Voted: 13,607						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.						
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Non-Deductible Expenses	Mgmt	For	For	For	No
4	Approve Treatment of Losses and Dividends of EUR 1 per Share	Mgmt	For	For	For	No
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
6	Renew Appointment of KPMG Audit SA as Auditor	Mgmt	For	For	For	No
7	Reelect Jacques Veyrat as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 66.7 percent vs 50 percent recommended) and the absence of specific concerns (Items 7, 10 and 11). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 8 and 9).</i>						
8	Reelect Sandra Langumina as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 66.7 percent vs 50 percent recommended) and the absence of specific concerns (Items 7, 10 and 11). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 8 and 9).</i>						
9	Reelect Caroline Gregoire Sainte Marie as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 66.7 percent vs 50 percent recommended) and the absence of specific concerns (Items 7, 10 and 11). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 8 and 9).</i>						
10	Ratify Appointment of Stefano Meloni as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 66.7 percent vs 50 percent recommended) and the absence of specific concerns (Items 7, 10 and 11). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 8 and 9).</i>						
11	Reelect Stefano Meloni as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 66.7 percent vs 50 percent recommended) and the absence of specific concerns (Items 7, 10 and 11). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 8 and 9).</i>						
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 720,000	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted since the proposed amounts remains in line with French market practices.</i>						
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted since the proposed amounts remains in line with French market practices.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted since the proposed amounts remains in line with French market practices.</i>						
15	Approve Remuneration Policy of CEO and Executive Corporate Officers	Mgmt	For	For	For	No
16	Approve Compensation Report	Mgmt	For	For	For	No
17	Approve Compensation of Jacques Veyrat, Chairman of the Board	Mgmt	For	For	For	No
18	Approve Compensation of Enrique Martinez, CEO	Mgmt	For	For	For	No
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
20	Extraordinary Business	Mgmt				
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
21	Authorize Capitalization of Reserves of Up to EUR 14.8 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 14.8 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the authorizations under Items 22 to 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.96 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the authorizations under Items 22 to 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 2.96 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the authorizations under Items 22 to 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 22-24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the authorizations under Items 22 to 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						

Fnac Darty SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the authorizations under Items 22 to 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.						
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
28	Authorize up to 5 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For	No
29	Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For	No
30	Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees with the Exception of Corporate Officers and Executive Committee Members	Mgmt	For	For	For	No
31	Amend Article 14.2 of Bylaws Re: Chairman of the Board	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 31 to 34 are warranted as the proposed amendments are not considered contentious.						
32	Amend Article 15.2 of Bylaws Re: Virtual Participation	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 31 to 34 are warranted as the proposed amendments are not considered contentious.						
33	Amend Article 15.3 of Bylaws Re: Written Consultation	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 31 to 34 are warranted as the proposed amendments are not considered contentious.						
34	Amend Article 22 of Bylaws Re: General Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 31 to 34 are warranted as the proposed amendments are not considered contentious.						
	Ordinary Business	Mgmt				
35	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Fong Chien Construction Co., Ltd.

Meeting Date: 05/28/2025	Country: Taiwan	Ticker: 5523
Record Date: 03/28/2025	Meeting Type: Annual	
Primary Security ID: Y3781C105		

Shares Voted: 27,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Forvia SE

Meeting Date: 05/28/2025

Country: France

Ticker: FRVIA

Record Date: 05/26/2025

Meeting Type: Annual/Special

Primary Security ID: F3445A108

Shares Voted: 108,216

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
5	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>					
6	Renew Appointment of Forvis Mazars as Auditor	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>					
7	Appoint PricewaterhouseCoopers Audit as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Renew Appointment of Forvis Mazars as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>						
9	Elect Martin Fischer as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * A vote FOR the election of the CEO is warranted in the absence of any specific concerns (Item 9). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 10 and 11). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 64.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 12-13).</i>						
10	Reelect Penelope Herscher as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * A vote FOR the election of the CEO is warranted in the absence of any specific concerns (Item 9). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 10 and 11). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 64.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 12-13).</i>						
11	Reelect Valérie Landon as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * A vote FOR the election of the CEO is warranted in the absence of any specific concerns (Item 9). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 10 and 11). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 64.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 12-13).</i>						
12	Reelect Peugeot 1810 as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * A vote FOR the election of the CEO is warranted in the absence of any specific concerns (Item 9). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 10 and 11). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 64.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 12-13).</i>						
13	Elect Lutz Meschke as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * A vote FOR the election of the CEO is warranted in the absence of any specific concerns (Item 9). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 10 and 11). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 64.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 75.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 12-13).</i>						
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
15	Approve Compensation of Michel de Rosen, Chairman of the Board	Mgmt	For	For	For	No
16	Approve Compensation of Patrick Koller, CEO until February 28, 2025	Mgmt	For	For	For	No
17	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
18	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i>						
19	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
21	Extraordinary Business	Mgmt				
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Share Capital	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the authorizations under Items 21 to 25 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the authorizations under Items 21 to 25 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						
23	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the authorizations under Items 21 to 25 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21 to 23	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the authorizations under Items 21 to 25 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the authorizations under Items 21 to 25 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>						
26	Authorize Capitalization of Reserves of Up to EUR 175 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
27	Authorize up to 4 Million Shares for Use in Restricted Stock Plans	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR item 27 and 28 are warranted given the absence of any concerns.						
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR item 27 and 28 are warranted given the absence of any concerns.						
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
31	Amend Articles 14, 24, and 25 of Bylaws to Incorporate Legal Changes Re: Virtual Participation	Mgmt	For	For	For	No
Voting Policy Rationale: These proposals merit votes FOR as they are deemed non-contentious (Items 31-32). Item 33 merits a vote FOR but is not without concerns as the board would be able to nominate censors instead of the general meeting. Support is nonetheless warranted as this amendment would be limited in time and scope, and the censor would be set for election as board member at the 2026 AGM.						
32	Amend Article 14 of Bylaws to Incorporate Legal Changes Re: Written Consultation	Mgmt	For	For	For	No
Voting Policy Rationale: These proposals merit votes FOR as they are deemed non-contentious (Items 31-32). Item 33 merits a vote FOR but is not without concerns as the board would be able to nominate censors instead of the general meeting. Support is nonetheless warranted as this amendment would be limited in time and scope, and the censor would be set for election as board member at the 2026 AGM.						
33	Amend Article 13 of Bylaws Re: Censors	Mgmt	For	For	For	No
Voting Policy Rationale: These proposals merit votes FOR as they are deemed non-contentious (Items 31-32). Item 33 merits a vote FOR but is not without concerns as the board would be able to nominate censors instead of the general meeting. Support is nonetheless warranted as this amendment would be limited in time and scope, and the censor would be set for election as board member at the 2026 AGM.						
Ordinary Business		Mgmt				
34	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Foxsemicon Integrated Technology, Inc.

Meeting Date: 05/28/2025	Country: Taiwan	Ticker: 3413
Record Date: 03/28/2025	Meeting Type: Annual	
Primary Security ID: Y2630J139		

Shares Voted: 32,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No

Foxsemicon Integrated Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

GemPharmatech Co., Ltd.

Meeting Date: 05/28/2025	Country: China	Ticker: 688046
Record Date: 05/22/2025	Meeting Type: Annual	
Primary Security ID: Y268FM101		

Shares Voted: 57,552						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report and Summary	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
2	Approve Report of the Board of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
4	Approve Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
5	Approve Financial Budget Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted due to lack of disclosure.						
6	Approve Profit Distribution	Mgmt	For	For	For	No
7	Approve to Appoint Auditor	Mgmt	For	For	For	No
8	Approve Remuneration of Directors and Supervisors	Mgmt	For	For	For	No
9	Approve Use of Excess Raised Funds to Replenish Working Capital	Mgmt	For	For	For	No
10	Approve Amendments to Articles of Association to Expand Business Scope	Mgmt	For	For	For	No

GemTek Technology Co., Ltd.

Meeting Date: 05/28/2025	Country: Taiwan	Ticker: 4906
Record Date: 03/28/2025	Meeting Type: Annual	
Primary Security ID: Y2684N101		

Shares Voted: 578,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the proposed amendments would grant the board full authority to decide on the company's cash dividend distribution plan without shareholder approval. Such amendment will undermine shareholder's right in deciding on cash dividend payments.</i>						
4.1	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect HONG-WEN CHEN, a Representative of CHWANG-HSIANG INVESTMENT COMPANY, LTD. with SHAREHOLDER NO.303989 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.4 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote AGAINST the non-independent director nominees under Items 4.5-4.6 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individuals who will serve on the board, which limits shareholders' ability to assess the quality of these representatives. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as an independent director, Wang is a non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees.</i>						
4.2	Elect CHENG-REN YANG with SHAREHOLDER NO.2 as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.4 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote AGAINST the non-independent director nominees under Items 4.5-4.6 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individuals who will serve on the board, which limits shareholders' ability to assess the quality of these representatives. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as an independent director, Wang is a non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees.</i>						
4.3	Elect RONG-HUI HSU with SHAREHOLDER NO.9 as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.4 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote AGAINST the non-independent director nominees under Items 4.5-4.6 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individuals who will serve on the board, which limits shareholders' ability to assess the quality of these representatives. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as an independent director, Wang is a non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.4	Elect YUE-JI CHANG with SHAREHOLDER NO.24547 as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.4 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote AGAINST the non-independent director nominees under Items 4.5-4.6 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individuals who will serve on the board, which limits shareholders' ability to assess the quality of these representatives. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as an independent director, Wang is a non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees.</i>						
4.5	Elect a Representative of LEE-HENG INVESTMENT LIMITED with SHAREHOLDER NO.81982 as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.4 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote AGAINST the non-independent director nominees under Items 4.5-4.6 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individuals who will serve on the board, which limits shareholders' ability to assess the quality of these representatives. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as an independent director, Wang is a non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees.</i>						
4.6	Elect a Representative of AMPAK TECHNOLOGY INC with SHAREHOLDER NO.304067 as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.4 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote AGAINST the non-independent director nominees under Items 4.5-4.6 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individuals who will serve on the board, which limits shareholders' ability to assess the quality of these representatives. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as an independent director, Wang is a non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees.</i>						
4.7	Elect ZHU-SAN WANG with SHAREHOLDER NO.H121263XXX as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.4 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote AGAINST the non-independent director nominees under Items 4.5-4.6 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individuals who will serve on the board, which limits shareholders' ability to assess the quality of these representatives. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as an independent director, Wang is a non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees.</i>						

GemTek Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.8	Elect CHIH-YANG CHANG with SHAREHOLDER NO.F103790XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.4 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote AGAINST the non-independent director nominees under Items 4.5-4.6 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individuals who will serve on the board, which limits shareholders' ability to assess the quality of these representatives. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as an independent director, Wang is a non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees.						
4.9	Elect ZHEN-HUAN ZHAN with SHAREHOLDER NO.E121374XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.4 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote AGAINST the non-independent director nominees under Items 4.5-4.6 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individuals who will serve on the board, which limits shareholders' ability to assess the quality of these representatives. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as an independent director, Wang is a non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees.						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	Mgmt	For	For	For	No

Global Lighting Technologies, Inc.

Meeting Date: 05/28/2025Country: Cayman IslandsTicker: 4935

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: G3931M102

Shares Voted: 49,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				

Global Lighting Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1	Elect MANG-SHIANG,LEE with SHAREHOLDER NO.00000108 as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.2	Elect JIANN-SHIUN,LIN, a Representative of WISTRON CORPORATION with SHAREHOLDER NO.00000002 as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.3	Elect TZU-HSIN,CHANG with SHAREHOLDER NO.A110626XXX as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.4	Elect MARK RICHARD PRATT with SHAREHOLDER NO.1955083XXX as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.5	Elect SU-LEE,WEN TSAI with SHAREHOLDER NO.A203202XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.6	Elect HO-HSINAG,HSU with SHAREHOLDER NO.M100161XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.7	Elect YA-HUI,CHUANG with SHAREHOLDER NO.F227576XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

IGG Inc

Meeting Date: 05/28/2025	Country: Cayman Islands	Ticker: 799
Record Date: 05/21/2025	Meeting Type: Annual	
Primary Security ID: G6771K102		

Shares Voted: 113,491

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Zongjian Cai as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3	Elect Jessie Shen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4	Elect Feng Chen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
5	Elect Tan Hup Foi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
6	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
7	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
9	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
10	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Kloeckner & Co. SE
Meeting Date: 05/28/2025

Country: Germany

Ticker: KCO

Record Date: 05/21/2025

Meeting Type: Annual

Primary Security ID: D40376101

Shares Voted: 20,613

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 0.20 per Share for Fiscal Year 2024	Mgmt	For	For	For	No
2	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
4	Change Location of Registered Office Headquarters to Duesseldorf, Germany	Mgmt	For	For	For	No
5	Ratify PricewaterhouseCoopers GmbH AG as Auditors for Fiscal Year 2025, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025 and for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	For	No
7	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For	No

Okaya & Co., Ltd.

Meeting Date: 05/28/2025Country: JapanTicker: 7485

Record Date: 02/28/2025Meeting Type: Annual

Primary Security ID: J60622107

Shares Voted: 400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 75	Mgmt	For	For	For	No
2.1	Elect Director Okaya, Takehiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors. * Top management bears responsibility for the board composition where no female directors are included. * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Baba, Toshiaki	Mgmt	For	For	For	No

Okaya & Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Hirano, Takahiro	Mgmt	For	For	For	No
2.4	Elect Director Sakata, Mitsunori	Mgmt	For	For	For	No
2.5	Elect Director Uchida, Kazuki	Mgmt	For	For	For	No
2.6	Elect Director Nakasone, Hideki	Mgmt	For	For	For	No
2.7	Elect Director Kawamura, Motoshi	Mgmt	For	For	For	No
2.8	Elect Director Sato, Hiroaki	Mgmt	For	For	For	No
2.9	Elect Director Oya, Hideki	Mgmt	For	For	For	No
2.10	Elect Director Kasano, Masatsugu	Mgmt	For	For	For	No
2.11	Elect Director Inui, Yoshitaka	Mgmt	For	For	For	No
2.12	Elect Director Imabayashi, Hiroshi	Mgmt	For	For	For	No
2.13	Elect Director Matsuoka, Hitoshi	Mgmt	For	For	For	No
2.14	Elect Director Nakane, Keiji	Mgmt	For	For	For	No
2.15	Elect Director Mizuno, Osamu	Mgmt	For	For	For	No
2.16	Elect Director Okaya, Tokuchi	Mgmt	For	For	For	No
2.17	Elect Director Shimada, Haruo	Mgmt	For	For	For	No

Opple Lighting Co., Ltd.

Meeting Date: 05/28/2025

Country: China

Ticker: 603515

Record Date: 05/21/2025

Meeting Type: Annual

Primary Security ID: Y6440S106

Shares Voted: 218,336						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for Items 1, 2 and 5 because no concerns have been identified. A vote AGAINST is warranted for Item 4 because the FY 2025 Financial Budget Report has not been disclosed as of the date of the analysis.						
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for Items 1, 2 and 5 because no concerns have been identified. A vote AGAINST is warranted for Item 4 because the FY 2025 Financial Budget Report has not been disclosed as of the date of the analysis.						
3	Approve Remuneration of Directors and Supervisors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted due to lack of sufficient disclosure.						

Opple Lighting Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Financial Statements and Financial Budget Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR is merited for Items 1, 2 and 5 because no concerns have been identified. A vote AGAINST is warranted for Item 4 because the FY 2025 Financial Budget Report has not been disclosed as of the date of the analysis.</i>						
5	Approve Annual Report and Summary	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for Items 1, 2 and 5 because no concerns have been identified. A vote AGAINST is warranted for Item 4 because the FY 2025 Financial Budget Report has not been disclosed as of the date of the analysis.</i>						
6	Approve Profit Distribution	Mgmt	For	For	For	No
7	Approve Application of Bank Credit Lines	Mgmt	For	For	For	No
8	Approve Use of Own Funds for Cash Management	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.</i>						
9	Approve the Authorized External Guarantee Amount	Mgmt	For	For	For	No
10	Approve Related Party Transactions	Mgmt	For	For	For	No
11	Approve Factoring and Financial Leasing Business	Mgmt	For	For	For	No
12	Amend Articles of Association	Mgmt	For	For	For	No
13	Approve Appointment of Financial Auditor and Internal Control Auditor	Mgmt	For	For	For	No
14	Approve Shareholder Dividend Return Plan	Mgmt	For	For	For	No

PAL GROUP Holdings Co., Ltd.

Meeting Date: 05/28/2025 **Country:** Japan **Ticker:** 2726
Record Date: 02/28/2025 **Meeting Type:** Annual
Primary Security ID: J63535108

Shares Voted: 59,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For	No
2.1	Elect Director Matsuo, Isamu	Mgmt	For	For	For	No
2.2	Elect Director Kojima, Hirofumi	Mgmt	For	For	For	No
2.3	Elect Director Tameda, Akiyuki	Mgmt	For	For	For	No
2.4	Elect Director Shimao, Hiromitsu	Mgmt	For	For	For	No
2.5	Elect Director Inoue, Ryuta	Mgmt	For	For	For	No

PAL GROUP Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.6	Elect Director Watanabe, Takayo	Mgmt	For	For	For	No
2.7	Elect Director Teranishi, Kensaku	Mgmt	For	For	For	No
2.8	Elect Director Arai, Yoshiaki	Mgmt	For	For	For	No
2.9	Elect Director Miura, Kiyoshi	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Ogawa, Norihisa	Mgmt	For	For	For	No
4	Approve Director Retirement Bonus	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The bonus amounts are not fully disclosed.						
5	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	No

PixArt Imaging, Inc.

Meeting Date: 05/28/2025Country: TaiwanTicker: 3227

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: Y6986P102

Shares Voted: 137,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Issuance of Restricted Stocks	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because there is limited disclosure of the performance hurdles to be applied						

Powertech Technology, Inc.

Meeting Date: 05/28/2025Country: TaiwanTicker: 6239

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: Y7083Y103

Shares Voted: 481,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Issuance of Ordinary Shares or Issuance of Ordinary Shares to Participate in the Issuance of Global Depository Receipt or Issuance of Ordinary Shares via Private Placement or Issuance of Overseas or Domestic Convertible Bond	Mgmt	For	For	For	No
4	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

PT Intiland Development Tbk

Meeting Date: 05/28/2025Country: IndonesiaTicker: DILD
Record Date: 05/05/2025Meeting Type: Annual
Primary Security ID: Y7122T149

Shares Voted: 4,379,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, and Statutory Reports	Mgmt	For	For	For	No
2	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Approve Allocation of Income	Mgmt	For	For	For	No
4	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						
5	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
6	Authorize Board of Directors to Deal with All Matters and Execute Approved Resolutions	Mgmt	For	For	For	No

PT Perusahaan Gas Negara Tbk

Meeting Date: 05/28/2025

Record Date: 05/05/2025

Primary Security ID: Y7136Y118

Country: Indonesia

Meeting Type: Annual

Ticker: PGAS

Shares Voted: 12,360,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.						
2	Approve Financial Statements of the Company, Financial Statements of the Company's Micro and Small Business Funding Program and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.						
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
4	Approve Remuneration of Directors and Commissioners for the Financial Year 2025 and Tantiem for the Financial Year 2024	Mgmt	For	For	For	No
5	Approve Auditors of the Company, PSA 62 Compliance Audit, and the Micro and Small Business Funding Program	Mgmt	For	For	For	No
6	Approve Special Assignments to the Company	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of further information to make an informed voting decision.						
7	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						

Radiant Opto-Electronics Corp.

Meeting Date: 05/28/2025

Record Date: 03/28/2025

Primary Security ID: Y7174K103

Country: Taiwan

Meeting Type: Annual

Ticker: 6176

Radiant Opto-Electronics Corp.

Shares Voted: 233,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	Against	Against	Yes
4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments and formulation are mostly technical in nature, to align company procedures with regulations and based on operational needs.						
5	Approve Establishment of Trading Procedures Governing Derivatives Products	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments and formulation are mostly technical in nature, to align company procedures with regulations and based on operational needs.						
6	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	Mgmt	For	For	For	No

Raydium Semiconductor Corp.

Meeting Date: 05/28/2025Country: TaiwanTicker: 3592
Record Date: 03/28/2025Meeting Type: Annual
Primary Security ID: Y7197S117

Shares Voted: 56,189

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Release of Restrictions of Competitive Activities of Directors and Representatives	Mgmt	For	For	For	No

Rich Honour International Designs Co., Ltd.

Meeting Date: 05/28/2025Country: TaiwanTicker: 6754

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: Y72886107

Shares Voted: 39,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4.1	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
	Elect JESSICA H.C. WANG with SHAREHOLDER NO.00000002 as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.2	Elect HSIN LI YANG with SHAREHOLDER NO.00000003 as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.3	Elect TING YU YANG with SHAREHOLDER NO.00000009 as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.4	Elect I CHEN WANG with SHAREHOLDER NO.C120896XXX as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.5	Elect WEN HUNG LEE with SHAREHOLDER NO.L121425XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.6	Elect CHIH WEI CHEN with SHAREHOLDER NO.A122797XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						

Rich Honour International Designs Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.7	Elect HUI YING WU with SHAREHOLDER NO.U220036XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.8	Elect HSIAO LEI WANG with SHAREHOLDER NO.H121059XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors (Including Independent Directors)	Mgmt	For	For	For	No

Serverworks Co., Ltd.

Meeting Date: 05/28/2025	Country: Japan	Ticker: 4434
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: J7113Z101		

Shares Voted: 3,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Oishi, Ryo	Mgmt	For	For	For	No
1.2	Elect Director Hashiba, Takashi	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Inoue, Mikiya	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Tanaka, Yuko	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Fujimoto, Hikari	Mgmt	For	For	For	No
3	Approve Restricted Stock Plan	Mgmt	For	For	For	No

SIS Limited

Meeting Date: 05/28/2025	Country: India	Ticker: 540673
Record Date: 04/25/2025	Meeting Type: Special	
Primary Security ID: Y7T669116		

Shares Voted: 33,504

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Approve Buyback of Equity Shares Through Tender Offer Route	Mgmt	For	For	For	No

Systex Corp.
Meeting Date: 05/28/2025

Country: Taiwan

Ticker: 6214

Record Date: 03/28/2025

Meeting Type: Annual

Primary Security ID: Y8345P104

Shares Voted: 294,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect LIN, LUNG-FEN, with Shareholder No. 0001043, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8, 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.9 is warranted because considered by the company as independent director, CHENG, WEN-FENG is non-independent non-executive director under ISS' classification; A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 27.27 percent under ISS classification, which does not meet the ISS minimum requirement of one-third.</i>						
4.2	Elect HUANG, TING-RONG, with Shareholder No. 0069453, as Non-Independent Director	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8, 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.9 is warranted because considered by the company as independent director, CHENG, WEN-FENG is non-independent non-executive director under ISS' classification; A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 27.27 percent under ISS classification, which does not meet the ISS minimum requirement of one-third.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.3	Elect HUANG, CHI-RONG, with Shareholder No. 0069454, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8, 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.9 is warranted because considered by the company as independent director, CHENG, WEN-FENG is non-independent non-executive director under ISS' classification; A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 27.27 percent under ISS classification, which does not meet the ISS minimum requirement of one-third.</i>						
4.4	Elect SHAW, SHUNG-HO, with Shareholder No. 0001656, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8, 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.9 is warranted because considered by the company as independent director, CHENG, WEN-FENG is non-independent non-executive director under ISS' classification; A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 27.27 percent under ISS classification, which does not meet the ISS minimum requirement of one-third.</i>						
4.5	Elect HSIEH, CHIN-HO, with Shareholder No. 0101474, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8, 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.9 is warranted because considered by the company as independent director, CHENG, WEN-FENG is non-independent non-executive director under ISS' classification; A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 27.27 percent under ISS classification, which does not meet the ISS minimum requirement of one-third.</i>						
4.6	Elect WU, CHENG-HUAN, with Shareholder No. 0000457, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8, 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.9 is warranted because considered by the company as independent director, CHENG, WEN-FENG is non-independent non-executive director under ISS' classification; A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 27.27 percent under ISS classification, which does not meet the ISS minimum requirement of one-third.</i>						
4.7	Elect CHU, HSIAO-SHING, a Representative of TAIWAN MOBILE CO., LTD. with Shareholder No. 0197592, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8, 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.9 is warranted because considered by the company as independent director, CHENG, WEN-FENG is non-independent non-executive director under ISS' classification; A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 27.27 percent under ISS classification, which does not meet the ISS minimum requirement of one-third.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.8	Elect LAI, CHIEN-HUA, with Shareholder No. F121437XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8, 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.9 is warranted because considered by the company as independent director, CHENG, WEN-FENG is non-independent non-executive director under ISS' classification; A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 27.27 percent under ISS classification, which does not meet the ISS minimum requirement of one-third.</i>						
4.9	Elect CHENG, WEN-FENG, with Shareholder No. X100131XXX, as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8, 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.9 is warranted because considered by the company as independent director, CHENG, WEN-FENG is non-independent non-executive director under ISS' classification; A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 27.27 percent under ISS classification, which does not meet the ISS minimum requirement of one-third.</i>						
4.10	Elect HUANG, TA-LUN, with Shareholder No. A121556XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8, 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.9 is warranted because considered by the company as independent director, CHENG, WEN-FENG is non-independent non-executive director under ISS' classification; A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 27.27 percent under ISS classification, which does not meet the ISS minimum requirement of one-third.</i>						
4.11	Elect CHEN, YUN-NUNG, with Shareholder No. R223591XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8, 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.9 is warranted because considered by the company as independent director, CHENG, WEN-FENG is non-independent non-executive director under ISS' classification; A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 27.27 percent under ISS classification, which does not meet the ISS minimum requirement of one-third.</i>						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	Mgmt	For	For	For	No

TeamViewer SE

Meeting Date: 05/28/2025

Country: Germany

Ticker: TMV

Record Date: 05/06/2025

Meeting Type: Annual

Primary Security ID: D8T895100

Shares Voted: 30,054

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025 and for the Review of Interim Financial Statements Until 2026 AGM	Mgmt	For	For	For	No
4.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
5	Approve Remuneration Report	Mgmt	For	For	For	No
6	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No
7	Elect James Kinder to the Supervisory Board	Mgmt	For	For	For	No
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the proposed article amendments in regard to virtual-only shareholder meetings is warranted because: * The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only. * The rationale regarding why it was considered necessary to hold a virtual-only meeting in the past three years, or why the company chose the virtual-only format again for the 2025 AGM, is not considered compelling. * The company has not given shareholders the option to attend the AGM in-person so far and there is no commitment by the boards to giving shareholders an in-person attendance option in the near future.</i>						

Teo Seng Capital Berhad

Meeting Date: 05/28/2025

Country: Malaysia

Ticker: 7252

Record Date: 05/21/2025

Meeting Type: Annual

Primary Security ID: Y8564Y109

Teo Seng Capital Berhad

Shares Voted: 691,638

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Fees	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						
2	Approve Directors' Benefits	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						
3	Elect Lim Huey Hean as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4	Elect Lim Ying Khoo as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
5	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
7	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No
8	Approve Share Repurchase Program	Mgmt	For	For	For	No

Tofu Restaurant Co., Ltd.

Meeting Date: 05/28/2025

Country: Taiwan

Ticker: 2752

Record Date: 03/28/2025

Meeting Type: Annual

Primary Security ID: Y8848R102

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Uchi Technologies Berhad

Meeting Date: 05/28/2025Country: MalaysiaTicker: 7100

Record Date: 05/21/2025Meeting Type: Annual

Primary Security ID: Y9035F109

Shares Voted: 111,153

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Final Dividend	Mgmt	For	For	For	No
2	Approve Directors' Fees	Mgmt	For	For	For	No
3	Elect Tan Boon Hoe as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Huang, Yen-Chang (Stanley Huang) as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Elect Han Chin Ling as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
6	Approve Deloitte PLT as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Tan Boon Hoe to Continue Office as Independent Non-Executive Director	Mgmt	For	For	For	No
8	Authorize Repurchase Program	Mgmt	For	For	For	No

WADAKOHSAN CORP.

Meeting Date: 05/28/2025Country: JapanTicker: 8931

Record Date: 02/28/2025Meeting Type: Annual

Primary Security ID: J9480A107

Shares Voted: 2,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 44	Mgmt	For	For	For	No
2.1	Elect Director Wada, Takenao	Mgmt	For	For	For	No
2.2	Elect Director Mizomoto, Toshiya	Mgmt	For	For	For	No
2.3	Elect Director Hamamoto, Satoshi	Mgmt	For	For	For	No
2.4	Elect Director Kurokawa, Hiroyuki	Mgmt	For	For	For	No

WADAKOHSAN CORP.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.5	Elect Director Otsuki, Yasunari	Mgmt	For	For	For	No
2.6	Elect Director Hayano, Katsuhisa	Mgmt	For	For	For	No
2.7	Elect Director Saito, Tomio	Mgmt	For	For	For	No
2.8	Elect Director Taniguchi, Tokihiro	Mgmt	For	For	For	No
2.9	Elect Director Otaka, Hiroshi	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Miki, Shinji	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Sunami, Tadaaki	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Sonoda, Osamu	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Nakatsukasa, Naoko	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.

Weblink International Inc. (Taiwan)

Meeting Date: 05/28/2025Country: TaiwanTicker: 6776
Record Date: 03/28/2025Meeting Type: Annual
Primary Security ID: Y953DY104

Shares Voted: 65,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST is warranted as the proposed amendments would grant the board full authority to decide on the company's cash dividend distribution plan without shareholder approval. Such amendment will undermine shareholder's right in deciding on cash dividend payments.

Yancoal Australia Ltd.

Meeting Date: 05/28/2025Country: AustraliaTicker: YAL
Record Date: 05/22/2025Meeting Type: Annual
Primary Security ID: Q9869P115

Shares Voted: 170,713

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2a	Elect Jiuhong Wang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of Jiuhong Wang and Zhiguo Zhao is warranted. They are representatives of Yankuang Energy Group, which has four nominees representing 37 percent of the board, being reasonable when having regard to its 62 percent shareholding in the company. A vote AGAINST the election of Ang Li is warranted on the basis that he is a non-independent director on a majority non-independent board. Li is a representative of China Cinda Asset Management Co. Ltd, which holds 7.6 percent of the company's equity. A vote FOR the election of Peter Smith is warranted. No material issues have been identified regarding his nomination in respect of board and committee composition.</i>						
2b	Elect Zhiguo Zhao as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of Jiuhong Wang and Zhiguo Zhao is warranted. They are representatives of Yankuang Energy Group, which has four nominees representing 37 percent of the board, being reasonable when having regard to its 62 percent shareholding in the company. A vote AGAINST the election of Ang Li is warranted on the basis that he is a non-independent director on a majority non-independent board. Li is a representative of China Cinda Asset Management Co. Ltd, which holds 7.6 percent of the company's equity. A vote FOR the election of Peter Smith is warranted. No material issues have been identified regarding his nomination in respect of board and committee composition.</i>						
2c	Elect Ang Li as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the election of Jiuhong Wang and Zhiguo Zhao is warranted. They are representatives of Yankuang Energy Group, which has four nominees representing 37 percent of the board, being reasonable when having regard to its 62 percent shareholding in the company. A vote AGAINST the election of Ang Li is warranted on the basis that he is a non-independent director on a majority non-independent board. Li is a representative of China Cinda Asset Management Co. Ltd, which holds 7.6 percent of the company's equity. A vote FOR the election of Peter Smith is warranted. No material issues have been identified regarding his nomination in respect of board and committee composition.</i>						
2d	Elect Peter Andrew Smith as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of Jiuhong Wang and Zhiguo Zhao is warranted. They are representatives of Yankuang Energy Group, which has four nominees representing 37 percent of the board, being reasonable when having regard to its 62 percent shareholding in the company. A vote AGAINST the election of Ang Li is warranted on the basis that he is a non-independent director on a majority non-independent board. Li is a representative of China Cinda Asset Management Co. Ltd, which holds 7.6 percent of the company's equity. A vote FOR the election of Peter Smith is warranted. No material issues have been identified regarding his nomination in respect of board and committee composition.</i>						
3	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted. * There is no disclosure that bonuses were reduced to account for a fatality that was reported during FY24. This does not appear to reflect the level of accountability expected in the local market amongst ASX300 companies. Typically, at a minimum, the safety performance measure in the STI is reduced to a nil result. * There appears to be no formal policy on fatality, which is inconsistent with better market practice amongst large ASX-listed entities. * There is poor and absent disclosure of any specific or quantified targets in the STI to provide shareholders with line-of-sight on target rigor and justify bonus outcomes; * The former CEO's LTI award was granted without shareholder approval, which is not in line with good corporate governance; * There is potential for double counting, given the inclusion of a FOB cost measure in the STI and LTI; and * There is an absence of minimum shareholding requirements for executive KMP and non-executive directors.</i>						
4	Approve Issuance of STIP Rights to Ning Yue	Mgmt	For	For	For	No
5	Approve SW Audit as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve General Mandate to Issue Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Yancoal Australia Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve General Mandate to Repurchase Shares	Mgmt	For	For	For	No
8	Approve Extension of General Mandate to Add the Number of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Zinzino AB

Meeting Date: 05/28/2025	Country: Sweden	Ticker: ZZ.B
Record Date: 05/20/2025	Meeting Type: Annual	
Primary Security ID: W9900V116		

Shares Voted: 6,060						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Broadcasting Video Recording of The Meeting via The Internet	Mgmt	For	For	For	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
6	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
7	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
8	Receive President's Report	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
9	Receive Financial Statements and Statutory Reports	Mgmt				
Voting Policy Rationale: These are routine, non-voting items.						
10.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.b	Approve Allocation of Income and Dividends of SEK 4.00 Per Share	Mgmt	For	For	For	No
10.c1	Approve Discharge of Hans Jacobsson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.c2	Approve Discharge of Anna Frick	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.c3	Approve Discharge of Staffan Hillberg	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.c4	Approve Discharge of Ingela Nordenhav	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.c5	Approve Discharge of Pierre Martensson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
10.c6	Approve Discharge of CEO Dag Bergheim Pettersen	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>						
11	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
12	Approve Remuneration of Directors in the Amount of SEK 400,000 for Chair and SEK 200,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditor	Mgmt	For	For	For	No
13.1	Reelect Hans Jacobsson as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Anna Frick, Staffan Hillberg, Ingela Nordenhav, and Pierre Martensson (Items 13.2, 13.3, 13.4 and 13.5) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST chairman Hans Jacobsson (Item 13.1) is warranted due to them holding five chairmanships in aggregate and subsequently, being considered overboarded.</i>						
13.2	Reelect Anna Frick as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anna Frick, Staffan Hillberg, Ingela Nordenhav, and Pierre Martensson (Items 13.2, 13.3, 13.4 and 13.5) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST chairman Hans Jacobsson (Item 13.1) is warranted due to them holding five chairmanships in aggregate and subsequently, being considered overboarded.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13.3	Reelect Staffan Hillberg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anna Frick, Staffan Hillberg, Ingela Nordenhav, and Pierre Martensson (Items 13.2, 13.3, 13.4 and 13.5) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST chairman Hans Jacobsson (Item 13.1) is warranted due to them holding five chairmanships in aggregate and subsequently, being considered overboarded.</i>						
13.4	Reelect Ingela Nordenhav as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anna Frick, Staffan Hillberg, Ingela Nordenhav, and Pierre Martensson (Items 13.2, 13.3, 13.4 and 13.5) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST chairman Hans Jacobsson (Item 13.1) is warranted due to them holding five chairmanships in aggregate and subsequently, being considered overboarded.</i>						
13.5	Reelect Pierre Martensson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Anna Frick, Staffan Hillberg, Ingela Nordenhav, and Pierre Martensson (Items 13.2, 13.3, 13.4 and 13.5) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST chairman Hans Jacobsson (Item 13.1) is warranted due to them holding five chairmanships in aggregate and subsequently, being considered overboarded.</i>						
13.6	Ratify BDO as Auditor	Mgmt	For	For	For	No
14	Approve Nomination Committee Procedures	Mgmt	For	For	For	No
15	Approve Issuance of Shares for a Private Placement to Enhanz AG	Mgmt	For	For	For	No
16	Approve Issuance of Shares for a Private Placement to Jay Shafer	Mgmt	For	For	For	No
17	Approve Issuance of Shares for a Private Placement to Company's Distributors	Mgmt	For	For	For	No
18	Approve Stock Option Plan for Key Employees	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the proposed equity plan is warranted, as the warrants become exercisable in less than three years.</i>						
19	Approve Issuance of Class B Shares with Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase may be excessive.</i>						
20	Approve Issuance of 3 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For	No
21	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted due to significant base salary increase for the CEO without rationale, as well as the lagged disclosure of the annual bonus.</i>						
22	Shareholder Proposals Submitted by Finn Orjan Saele and Saele Invest AS	Mgmt				
	Approve Warrant Plan for Board Members	SH	None	Against	Against	No
	Management Proposals	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
23	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Swedish Authorities	Mgmt	For	For	For	No
24	Close Meeting	Mgmt				

Adaptimmune Therapeutics Plc

Meeting Date: 05/29/2025 **Country:** United Kingdom **Ticker:** ADAP
Record Date: 04/22/2025 **Meeting Type:** Annual
Primary Security ID: 00653A107

Shares Voted: 52,944						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Meeting for ADR Holders	Mgmt				
1	Re-elect Ali Behbahani as Director	Mgmt	For	Against	Against	Yes
	Voting Policy Rationale: A vote AGAINST Ali Behbahani is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.					
2	Re-elect John Furey as Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote AGAINST Ali Behbahani is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.					
3	Re-elect Adrian Rawcliffe Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote AGAINST Ali Behbahani is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.					
4	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
5	Authorize Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
7	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
8	Approve Director's Remuneration Report	Mgmt	For	For	For	No
9	Approve Omnibus Stock Plan	Mgmt	For	Against	Against	Yes
	Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and * The plan allows broad discretion to accelerate vesting.					
10	Approve Non-Employee Director Omnibus Stock Plan	Mgmt	For	Against	Against	Yes
	Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the estimated shareholder value transfer is excessive and the qualitative review of director compensation indicates multiple deficiencies.					

Adaptimmune Therapeutics Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Authorize Issue of Equity	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these proposals is warranted, as the magnitude to the share issuance authority exceeds the limits in ISS guidelines and the company has not provided a compelling rationale for setting the limit at such a high level.</i>						
12	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these proposals is warranted, as the magnitude to the share issuance authority exceeds the limits in ISS guidelines and the company has not provided a compelling rationale for setting the limit at such a high level.</i>						
13	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No

Adastria Co., Ltd.

Meeting Date: 05/29/2025 **Country:** Japan **Ticker:** 2685
Record Date: 02/28/2025 **Meeting Type:** Annual
Primary Security ID: J0011S105

Shares Voted: 10,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Adoption of Holding Company Structure and Transfer of Operations to Wholly Owned Subsidiary	Mgmt	For	For	For	No
2	Amend Articles to Change Company Name - Amend Business Lines	Mgmt	For	For	For	No
3.1	Elect Director Fukuda, Michio	Mgmt	For	For	For	No
3.2	Elect Director Kimura, Osamu	Mgmt	For	For	For	No
3.3	Elect Director Kitamura, Yoshiaki	Mgmt	For	For	For	No
3.4	Elect Director Fukuda, Taiki	Mgmt	For	For	For	No
3.5	Elect Director Mizutome, Koichi	Mgmt	For	For	For	No
3.6	Elect Director Matsuoka, Tatsuhiko	Mgmt	For	For	For	No
3.7	Elect Director Etsuko Shakespeare	Mgmt	For	For	For	No
3.8	Elect Director Xiqiao Liu	Mgmt	For	For	For	No
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Meeting Date: 05/29/2025

Country: Taiwan

Ticker: 8049

Record Date: 03/28/2025

Meeting Type: Annual

Primary Security ID: Y0124S102

Shares Voted: 29,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect Su, Han-Jeh, with Shareholder No. 68, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.5 and 4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, Lin, Chin-Miao is non-independent non-executive director under ISS' classification. A vote FOR the non-independent director nominees under Items 4.1-4.2 is warranted given their removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominee under Item 4.3 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote AGAINST the non-independent director nominee under Item 4.4 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individuals who will serve on the board, which limits shareholders' ability to assess the quality of these representatives.</i>						
4.2	Elect Chen, Chi-Yong, with Shareholder No. 9, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.5 and 4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, Lin, Chin-Miao is non-independent non-executive director under ISS' classification. A vote FOR the non-independent director nominees under Items 4.1-4.2 is warranted given their removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominee under Item 4.3 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote AGAINST the non-independent director nominee under Item 4.4 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individuals who will serve on the board, which limits shareholders' ability to assess the quality of these representatives.</i>						
4.3	Elect Liu, Tung-Cheng, with Shareholder No. 13, as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.5 and 4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, Lin, Chin-Miao is non-independent non-executive director under ISS' classification. A vote FOR the non-independent director nominees under Items 4.1-4.2 is warranted given their removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominee under Item 4.3 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote AGAINST the non-independent director nominee under Item 4.4 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individuals who will serve on the board, which limits shareholders' ability to assess the quality of these representatives.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.4	Elect a Representative of TOP TAIWAN XII VENTURE CAPITAL CO, with Shareholder No. 59911, as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.5 and 4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, Lin, Chin-Miao is non-independent non-executive director under ISS' classification. A vote FOR the non-independent director nominees under Items 4.1-4.2 is warranted given their removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominee under Item 4.3 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote AGAINST the non-independent director nominee under Item 4.4 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individuals who will serve on the board, which limits shareholders' ability to assess the quality of these representatives.</i>						
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.5	Elect Liu, Xuen-Da, with Shareholder No. P121712XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.5 and 4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, Lin, Chin-Miao is non-independent non-executive director under ISS' classification. A vote FOR the non-independent director nominees under Items 4.1-4.2 is warranted given their removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominee under Item 4.3 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote AGAINST the non-independent director nominee under Item 4.4 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individuals who will serve on the board, which limits shareholders' ability to assess the quality of these representatives.</i>						
4.6	Elect Lin, Chin-Miao, with Shareholder No. 38, as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.5 and 4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, Lin, Chin-Miao is non-independent non-executive director under ISS' classification. A vote FOR the non-independent director nominees under Items 4.1-4.2 is warranted given their removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominee under Item 4.3 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote AGAINST the non-independent director nominee under Item 4.4 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individuals who will serve on the board, which limits shareholders' ability to assess the quality of these representatives.</i>						
4.7	Elect Liu, Ru-Fen, with Shareholder No. 85587, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.5 and 4.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because considered by the company as independent director, Lin, Chin-Miao is non-independent non-executive director under ISS' classification. A vote FOR the non-independent director nominees under Items 4.1-4.2 is warranted given their removal would be expected to have material negative impacts on shareholder value. A vote AGAINST the non-independent director nominee under Item 4.3 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote AGAINST the non-independent director nominee under Item 4.4 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individuals who will serve on the board, which limits shareholders' ability to assess the quality of these representatives.</i>						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

Meeting Date: 05/29/2025

Country: Taiwan

Ticker: 3019

Record Date: 03/28/2025

Meeting Type: Annual

Primary Security ID: Y0368G103

Shares Voted: 403,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect I Jen Lai, a Representative of Tsih Mei Industrial Co., Ltd. with Shareholder No. 209744, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.2	Elect Shu Ping Wu, with Shareholder No. 20, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.3	Elect Tai Lang Lin, with Shareholder No. 579, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.4	Elect Yu Liang Lin, with Shareholder No. 15, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.5	Elect Chyan Long Jan, with Shareholder No. H121201XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.6	Elect Chin Chang Liang, with Shareholder No. L101055XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						

Asia Optical Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.7	Elect Yuan Shuh Lii, with Shareholder No. K120518XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	Mgmt	For	For	For	No

Capital Futures Corp.

Meeting Date: 05/29/2025Country: TaiwanTicker: 6024

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: Y1106L107

Shares Voted: 30,866

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Consolidated and Individual Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Central Security Patrols Co., Ltd.

Meeting Date: 05/29/2025Country: JapanTicker: 9740

Record Date: 02/28/2025Meeting Type: Annual

Primary Security ID: J05586102

Shares Voted: 4,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No
3.1	Elect Director Sawamoto, Takashi	Mgmt	For	For	For	No
3.2	Elect Director Ichikawa, Totaro	Mgmt	For	For	For	No
3.3	Elect Director Horiba, Hirofumi	Mgmt	For	For	For	No
3.4	Elect Director Kusunoki, Hiroyuki	Mgmt	For	For	For	No

Central Security Patrols Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.5	Elect Director Masuzaki, Masako	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Tabata, Tomoaki	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Goto, Keiji	Mgmt	For	For	For	No
4.3	Elect Director and Audit Committee Member Hiyama, Takeo	Mgmt	For	For	For	No
4.4	Elect Director and Audit Committee Member Karatsu, Mami	Mgmt	For	For	For	No

Chunghwa Precision Test Tech Co., Ltd.

Meeting Date: 05/29/2025Country: TaiwanTicker: 6510

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: Y1612W100

Shares Voted: 27,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

CREEK & RIVER Co., Ltd.

Meeting Date: 05/29/2025Country: JapanTicker: 4763

Record Date: 02/28/2025Meeting Type: Annual

Primary Security ID: J7008B102

Shares Voted: 32,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 41	Mgmt	For	For	For	No
2	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	For	For	No
3.1	Elect Director Ikawa, Yukihiro	Mgmt	For	For	For	No
3.2	Elect Director Kurosaki, Jun	Mgmt	For	For	For	No

CREEK & RIVER Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.3	Elect Director Aoki, Katsuhito	Mgmt	For	For	For	No
3.4	Elect Director Goto, Nonohito	Mgmt	For	For	For	No
3.5	Elect Director Matsumoto, Kenji	Mgmt	For	For	For	No
3.6	Elect Director Shimo, Yoshio	Mgmt	For	For	For	No
3.7	Elect Director Sawada, Hideo	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The nominee cannot be expected to fulfill the role of overseeing management effectively in the interests of shareholders in light of the low attendance rate.						
3.8	Elect Director Fujinobu, Naomichi	Mgmt	For	For	For	No
3.9	Elect Director Watanabe, Takashi	Mgmt	For	For	For	No
3.10	Elect Director Tago, Midori	Mgmt	For	For	For	No
3.11	Elect Director Ishimura, Mitsuru	Mgmt	For	For	For	No

CSC Steel Holdings Bhd.

Meeting Date: 05/29/2025Country: MalaysiaTicker: 5094

Record Date: 05/21/2025Meeting Type: Annual

Primary Security ID: Y64953105

Shares Voted: 8,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Final Dividend	Mgmt	For	For	For	No
2	Approve Directors' Fees	Mgmt	For	For	For	No
3	Elect Lim Lay Ching as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * The board is not one-third independent, and Lay Ching Lim (Item 3), Ching-Huei Huang (Item 6) and Wei-Tei (Victor) Chen (Item 7) are non-independent director nominees. A vote FOR all other nominees is warranted.						
4	Elect Siti Haliza Binti Md Taib as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * The board is not one-third independent, and Lay Ching Lim (Item 3), Ching-Huei Huang (Item 6) and Wei-Tei (Victor) Chen (Item 7) are non-independent director nominees. A vote FOR all other nominees is warranted.						
5	Elect Cho, Chun-Yi as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * The board is not one-third independent, and Lay Ching Lim (Item 3), Ching-Huei Huang (Item 6) and Wei-Tei (Victor) Chen (Item 7) are non-independent director nominees. A vote FOR all other nominees is warranted.						
6	Elect Huang, Ching-Huei as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * The board is not one-third independent, and Lay Ching Lim (Item 3), Ching-Huei Huang (Item 6) and Wei-Tei (Victor) Chen (Item 7) are non-independent director nominees. A vote FOR all other nominees is warranted.						

CSC Steel Holdings Bhd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Elect Chen, Wei-Tei (Chen, Victor) as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * The board is not one-third independent, and Lay Ching Lim (Item 3), Ching-Huei Huang (Item 6) and Wei-Tei (Victor) Chen (Item 7) are non-independent director nominees. A vote FOR all other nominees is warranted.						
8	Approve Deloitte PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
9	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No
10	Approve Phong Hon Wai to Continue Office as Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the retention of Lay Ching Lim as an as independent non-executive director (Item 11) is warranted given that there are concerns with her independence. A vote FOR the retention of Phong Hon Wai as an as independent non-executive director (Item 10) is warranted in the absence of significant concerns with his independence.						
11	Approve Lim Lay Ching to Continue Office as Independent Non-Executive Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the retention of Lay Ching Lim as an as independent non-executive director (Item 11) is warranted given that there are concerns with her independence. A vote FOR the retention of Phong Hon Wai as an as independent non-executive director (Item 10) is warranted in the absence of significant concerns with his independence.						

Darfon Electronics Corp.

Meeting Date: 05/29/2025	Country: Taiwan	Ticker: 8163
Record Date: 03/28/2025	Meeting Type: Annual	
Primary Security ID: Y1997G126		

Shares Voted: 195,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Elitegroup Computer Systems Co., Ltd.

Meeting Date: 05/29/2025	Country: Taiwan	Ticker: 2331
Record Date: 03/28/2025	Meeting Type: Annual	
Primary Security ID: Y22877107		

Elitegroup Computer Systems Co., Ltd.

Shares Voted: 182,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the proposed amendments would grant the board full authority to decide on the company's cash dividend distribution plan without shareholder approval. Such amendment will undermine shareholder's right in deciding on cash dividend payments.</i>						
4.1	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING Elect En Guo Wang, a Representative of Tatung Co., with SHAREHOLDER NO.00179917, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.2	Elect Yin Shen Chin, with SHAREHOLDER NO.A120551XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.3	Elect Shih Chen Jao, with SHAREHOLDER NO.A101575XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

Ennoconn Corp.

Meeting Date: 05/29/2025

Country: Taiwan

Ticker: 6414

Record Date: 03/28/2025

Meeting Type: Annual

Primary Security ID: Y229BK101

Shares Voted: 137,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve 2023 Plan on Profit Distribution	Mgmt	For	For	For	No
2	Approve Financial Statements and Business Report	Mgmt	For	For	For	No
3	Approve 2024 Plan on Profit Distribution	Mgmt	For	For	For	No
4	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
5.1	Elect CHU FU-CHUAN, with SHAREHOLDER NO.00000233, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.2	Elect CHANG CHUAN -WANG, a REPRESENTATIVE of BAOXIN INTERNATIONAL INVESTMENTS LTD., with SHAREHOLDER NO.00000108, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.3	Elect FANG GUANG-YEU, a REPRESENTATIVE of BAOXIN INTERNATIONAL INVESTMENTS LTD., with SHAREHOLDER NO.00000108, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.4	Elect CHAN HSIN-I, with ID NO.Y220054XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.5	Elect WEN MIAO-HSIN, with ID NO.A223231XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.6	Elect LIU SHUI-EN, with ID NO.S120423XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						

Ennoconn Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.7	Elect SHAO,CHIEN-HUA, with ID NO.A220516XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	Mgmt	For	For	For	No

Fufeng Group Limited

Meeting Date: 05/29/2025	Country: Cayman Islands	Ticker: 546
Record Date: 05/22/2025	Meeting Type: Annual	
Primary Security ID: G36844119		

Shares Voted: 130,496						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend and Special Final Dividend	Mgmt	For	For	For	No
3.1	Elect Li Xuechun as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3.2	Elect Lau Chung Wai as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3.3	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
5B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No

Fufeng Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

G.M. Breweries Ltd.

Meeting Date: 05/29/2025	Country: India	Ticker: 507488
Record Date: 05/22/2025	Meeting Type: Annual	
Primary Security ID: Y2728K121		

Shares Voted: 8,917						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Dividend	Mgmt	For	For	For	No
3	Reelect Jyoti Almeida Kashyap as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * The board is chaired by an executive and promoter director and the board is not at least one-half independent and Jyoti Almeida Kashyap and Kiran Parashare are non-independent director nominees.						
4	Reelect Kiran Parashare as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * The board is chaired by an executive and promoter director and the board is not at least one-half independent and Jyoti Almeida Kashyap and Kiran Parashare are non-independent director nominees.						
5	Approve Appointment and Remuneration of Jyoti Jimmy Almeida Kashyap as Whole Time Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Jyoti Jimmy Almeida Kashyap is a non-independent director nominee and there are concerns relating to the board independence.						
6	Approve Kala Agarwal as Secretarial Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Galaxy Software Services Corp.

Meeting Date: 05/29/2025	Country: Taiwan	Ticker: 6752
Record Date: 03/28/2025	Meeting Type: Annual	
Primary Security ID: Y267ES101		

Shares Voted: 2,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.</i>						
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Issuance of New Shares from Capital Reserves	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.</i>						
ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt				
5.1	Elect Chang Pei-Yung, a Representative of Shuo Tong International Co Ltd with Shareholder No. 610, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.2	Elect Chen Shih-An, a Representative of Lucky Rich Co. Ltd with Shareholder No. 611, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.3	Elect Chen Chih-Hsiung, with Shareholder No. 2, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.4	Elect Chen Shu-Ching, with Shareholder No. 8, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.5	Elect Lu Fang-Ming, with Shareholder No. 125, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.6	Elect Yang Kang, with Shareholder No. A123202XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						

Galaxy Software Services Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.7	Elect Lu Ching-Hsiung, with Shareholder No. A104300XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5.8	Elect Hsiao Hsing-Chin, with Shareholder No. R220460XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5.9	Elect Lee Hahn-Ming, with Shareholder No. 1788, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

Good Will Instrument Co., Ltd.

Meeting Date: 05/29/2025	Country: Taiwan	Ticker: 2423
Record Date: 03/28/2025	Meeting Type: Annual	
Primary Security ID: Y2808E102		

Shares Voted: 88,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Halows Co., Ltd.

Meeting Date: 05/29/2025	Country: Japan	Ticker: 2742
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: J1814W103		

Shares Voted: 1,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Sato, Toshiyuki	Mgmt	For	For	For	No

Halows Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Elect Director Sato, Taishi	Mgmt	For	For	For	No
1.3	Elect Director Hanaoka, Hidenori	Mgmt	For	For	For	No
1.4	Elect Director Takahashi, Masana	Mgmt	For	For	For	No
1.5	Elect Director Suemitsu, Kenji	Mgmt	For	For	For	No
1.6	Elect Director Sunada, Kenji	Mgmt	For	For	For	No
1.7	Elect Director Sato, Shinzo	Mgmt	For	For	For	No
1.8	Elect Director Ohara, Takanori	Mgmt	For	For	For	No
1.9	Elect Director Uehara, Mizue	Mgmt	For	For	For	No
1.10	Elect Director Fujii, Yoshinori	Mgmt	For	For	For	No
1.11	Elect Director Ikeda, Chiaki	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Ozaki, Kazumasa	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
2.2	Elect Director and Audit Committee Member Okamoto, Hitoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
2.3	Elect Director and Audit Committee Member Sugiyama, Shinsaku	Mgmt	For	For	For	No
2.4	Elect Director and Audit Committee Member Tomiyama, Eiko	Mgmt	For	For	For	No
3	Approve Restricted Stock Plan	Mgmt	For	For	For	No

IEI Integration Corp.

Meeting Date: 05/29/2025Country: TaiwanTicker: 3022

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: Y38586106

Shares Voted: 35,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No

IEI Integration Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

IG Group Holdings plc

Meeting Date: 05/29/2025	Country: United Kingdom	Ticker: IGG
Record Date: 05/27/2025	Meeting Type: Special	
Primary Security ID: G4753Q106		

Shares Voted: 261,038

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Matters Relating to the Capital Reduction	Mgmt	For	For	For	No

J. FRONT RETAILING Co., Ltd.

Meeting Date: 05/29/2025	Country: Japan	Ticker: 3086
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: J28711109		

Shares Voted: 935

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Koide, Hiroko	Mgmt	For	For	For	No
1.2	Elect Director Yago, Natsunosuke	Mgmt	For	For	For	No
1.3	Elect Director Hakoda, Junya	Mgmt	For	For	For	No
1.4	Elect Director Seki, Tadayuki	Mgmt	For	For	For	No
1.5	Elect Director Omura, Emi	Mgmt	For	For	For	No
1.6	Elect Director Yamada, Yoshihito	Mgmt	For	For	For	No
1.7	Elect Director Saito, Kazuhiro	Mgmt	For	For	For	No
1.8	Elect Director Yoshimoto, Tatsuya	Mgmt	For	For	For	No
1.9	Elect Director Hamada, Kazuko	Mgmt	For	For	For	No
1.10	Elect Director Ono, Keiichi	Mgmt	For	For	For	No

Kenanga Investment Bank Berhad

Meeting Date: 05/29/2025	Country: Malaysia	Ticker: 6483
Record Date: 05/22/2025	Meeting Type: Annual	
Primary Security ID: Y459FP125		

Kenanga Investment Bank Berhad

Shares Voted: 404,166

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Angeline-Ong Su Ming as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2	Elect Jeremy Nasrulhaq as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3	Elect Norazian Ahmad Tajuddin as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4	Elect Choy Khai Choon as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
5	Approve Directors' Fees	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						
6	Approve Directors' Benefits	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						
7	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
9	Authorize Share Repurchase Program	Mgmt	For	For	For	No

Magnum Berhad

Meeting Date: 05/29/2025

Country: Malaysia

Ticker: 3859

Record Date: 05/16/2025

Meeting Type: Annual

Primary Security ID: Y61831106

Shares Voted: 45,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Fees	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						

Magnum Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Directors' Remuneration (Excluding Directors' Fees)	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
3	Elect Lawrence Lim Swee Lin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Krian Upatsoon as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
7	Approve Share Repurchase Program	Mgmt	For	For	For	No

MBM Resources Berhad

Meeting Date: 05/29/2025	Country: Malaysia	Ticker: 5983
Record Date: 05/22/2025	Meeting Type: Annual	
Primary Security ID: Y5931L109		

Shares Voted: 151,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Low Hin Choong as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2	Elect Anwar bin Haji @ Aji as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3	Elect Chin Min Ming as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Approve Directors' Fees and Benefits	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						

MBM Resources Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Directors' Meeting Allowance	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
7	Approve Deloitte PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Share Repurchase Program	Mgmt	For	For	For	No
9	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No

MEDIA DO Co., Ltd.

Meeting Date: 05/29/2025Country: JapanTicker: 3678

Record Date: 02/28/2025Meeting Type: Annual

Primary Security ID: J4180H106

Shares Voted: 9,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Fujita, Yasushi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
1.2	Elect Director Kanda, Hiroshi	Mgmt	For	For	For	No
1.3	Elect Director Hanamura, Kayoko	Mgmt	For	For	For	No
1.4	Elect Director Sekiya, Koichi	Mgmt	For	For	For	No
1.5	Elect Director Kanamaru, Ayako	Mgmt	For	For	For	No
1.6	Elect Director Miyagi, Haruo	Mgmt	For	For	For	No
1.7	Elect Director Mokuno, Junko	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Shiina, Tsuyoshi	Mgmt	For	For	For	No

Nishoku Technology, Inc.

Meeting Date: 05/29/2025Country: TaiwanTicker: 3679

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: Y6377T101

Shares Voted: 8,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect CHEN, PIAO-FU, a Representative of JING HONG INVESTMENT LIMITED with Shareholder No. 15091, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.2	Elect TSAI, CHIEN-SHENG, a Representative of HENG SHENG INVESTMENT LIMITED with Shareholder No. 27, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.3	Elect CHANG, WEN-HSIEN, a Representative of CYUAN GUAN INVESTMENT LIMITED with Shareholder No. 21, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.4	Elect WU, YING-LAN, a Representative of JI TENG INVESTMENT LIMITED. with Shareholder No. 15090, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.5	Elect HSIEH, HSIN-I, a Representative of JHAN YU INVESTMENT LIMITED. with Shareholder No. 22, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.6	Elect FAN, CHIA-WEN, a Representative of CHANG SHUN INVESTMENT LIMITED. with Shareholder No. 31, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						

Nishoku Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.7	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
	Elect LIN, HORNG CHANG, with Shareholder No. S121038XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.8	Elect WANG, CHIH-CHENG, with Shareholder No. S121038XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.9	Elect TSAI, CHIH-CHIEH, with Shareholder No. X120144XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

OneConnect Financial Technology Co., Ltd.

Meeting Date: 05/29/2025	Country: Cayman Islands	Ticker: 6638
Record Date: 04/29/2025	Meeting Type: Annual	
Primary Security ID: G6755B110		

Shares Voted: 295						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Meeting for ADR Holders	Mgmt				
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2.1	Elect Chen Danyang as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Dou Wenwei is warranted for failing to attend at least 75 percent of board meetings in the most recent fiscal year, without a satisfactory explanation. A vote FOR the other director nominees is warranted.						
2.2	Elect Xin Fu as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Dou Wenwei is warranted for failing to attend at least 75 percent of board meetings in the most recent fiscal year, without a satisfactory explanation. A vote FOR the other director nominees is warranted.						
2.3	Elect Wenwei Dou as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST Dou Wenwei is warranted for failing to attend at least 75 percent of board meetings in the most recent fiscal year, without a satisfactory explanation. A vote FOR the other director nominees is warranted.						

OneConnect Financial Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.4	Elect Yaolin Zhang as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Dou Wenwei is warranted for failing to attend at least 75 percent of board meetings in the most recent fiscal year, without a satisfactory explanation. A vote FOR the other director nominees is warranted.						
2.5	Elect Tianruo Pu as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Dou Wenwei is warranted for failing to attend at least 75 percent of board meetings in the most recent fiscal year, without a satisfactory explanation. A vote FOR the other director nominees is warranted.						
2.6	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Radware Ltd.

Meeting Date: 05/29/2025Country: IsraelTicker: RDWR

Record Date: 04/25/2025Meeting Type: Special

Primary Security ID: M81873107

Shares Voted: 21,406

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Amended Employment Terms of Roy Zisapel, President and CEO	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because the resulting potential level of dilution (14.39 percent) and the three-year average burn rate (3.8 percent) exceed recommended guidelines.						

SANYO SHOKAI LTD.

Meeting Date: 05/29/2025Country: JapanTicker: 8011

Record Date: 02/28/2025Meeting Type: Annual

Primary Security ID: J69198109

Shares Voted: 5,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 129	Mgmt	For	For	For	No
2.1	Elect Director Oe, Shinji	Mgmt	For	For	For	No
2.2	Elect Director Kato, Ikuro	Mgmt	For	For	For	No
2.3	Elect Director Nihashi, Chihiro	Mgmt	For	For	For	No
2.4	Elect Director Yasuda, Ikuo	Mgmt	For	For	For	No

SANYO SHOKAI LTD.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.5	Elect Director Nakamoto, Osamu	Mgmt	For	For	For	No
2.6	Elect Director Murakami, Kayo	Mgmt	For	For	For	No
2.7	Elect Director Hirabayashi, Yoshiki	Mgmt	For	For	For	No

Sercomm Corp.

Meeting Date: 05/29/2025	Country: Taiwan	Ticker: 5388
Record Date: 03/28/2025	Meeting Type: Annual	
Primary Security ID: Y7670W106		

Shares Voted: 39,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
	Elect JAMES WANG, a Representative of CHAO YUE INVESTMENT CO., LTD. with Shareholder No. 00175016, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
1.2	Elect PAUL WANG, a Representative of PACIFIC VENTURE PARTNERS CO., LTD. with Shareholder No. 00000730, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
1.3	Elect BEN LIN, a Representative of ZHUO JIAN INVESTMENT CO., LTD. with Shareholder No. 00017723, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
1.4	Elect NICOLA PALMER, a Representative of YUN ZHOU INVESTMENT CO., LTD with Shareholder No. 00117220, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						

Sercomm Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.5	Elect ROSE TSOU, with Shareholder No. E220471XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
1.6	Elect PAUL YANG, with Shareholder No. A123777XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
1.7	Elect HILO CHEN, with Shareholder No. F120677XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
1.8	Elect FENG ZHU, with Shareholder No. 1978063XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
2	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
3	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
4	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
5	Approve Private Placement of Ordinary Shares or Private Placement of Domestic and Overseas Convertible Corporate Bonds	Mgmt	For	For	For	No
6	Approve Issuance of Restricted Stocks	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because there is a lack of reasonable vesting period.						
7	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

Sigurd Microelectronics Corp.

Meeting Date: 05/29/2025	Country: Taiwan	Ticker: 6257
Record Date: 03/28/2025	Meeting Type: Annual	
Primary Security ID: Y79355106		

Sigurd Microelectronics Corp.

Shares Voted: 116,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.						
3	Approve Cash Distribution from Capital Reserve	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.						
4	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Simplo Technology Co., Ltd.

Meeting Date: 05/29/2025Country: TaiwanTicker: 6121
Record Date: 03/28/2025Meeting Type: Annual
Primary Security ID: Y7987E104

Shares Voted: 208,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Sinopower Semiconductor, Inc.

Meeting Date: 05/29/2025Country: TaiwanTicker: 6435
Record Date: 03/28/2025Meeting Type: Annual
Primary Security ID: Y80398103

Shares Voted: 45,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Business Report	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Sitronix Technology Corp.

Meeting Date: 05/29/2025

Record Date: 03/28/2025

Primary Security ID: Y8118H107

Country: Taiwan

Meeting Type: Annual

Ticker: 8016

Shares Voted: 44,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Business Report	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature and to align company procedures with regulations.						
4	Amend Procedures for Lending Funds to Other Parties	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature and to align company procedures with regulations.						

SolidWizard Technology Co., Ltd.

Meeting Date: 05/29/2025

Record Date: 03/28/2025

Primary Security ID: Y8T6AQ103

Country: Taiwan

Meeting Type: Annual

Ticker: 8416

Shares Voted: 5,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Sunjuice Holdings Co., Ltd.

Meeting Date: 05/29/2025

Record Date: 03/28/2025

Primary Security ID: G85868100

Country: Cayman Islands

Meeting Type: Annual

Ticker: 1256

Sunjuice Holdings Co., Ltd.

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Sunplus Innovation Technology, Inc.

Meeting Date: 05/29/2025Country: TaiwanTicker: 5236

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: Y8T40H109

Shares Voted: 20,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.						
3	Approve the Issuance of New Shares by Capitalization of Profit	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.						
4	Approve Release of Restrictions of Competitive Activities of Directors and Representatives	Mgmt	For	For	For	No
5	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Sunrex Technology Corp.

Meeting Date: 05/29/2025Country: TaiwanTicker: 2387

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: Y8301L105

Shares Voted: 306,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the proposed amendments would grant the board full authority to decide on the company's cash dividend distribution plan without shareholder approval. Such amendment will undermine shareholder's right in deciding on cash dividend payments.</i>						
4.1	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING Elect TSAI HUO-LU, with SHAREHOLDER NO.1, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as independent director, Kuo Yuan-Ching is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.3 and 4.5-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 4.1 and 4.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
4.2	Elect TSAI-TSENG SHU-PING, with SHAREHOLDER NO.2, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as independent director, Kuo Yuan-Ching is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.3 and 4.5-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 4.1 and 4.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
4.3	Elect TSENG SU-E, with SHAREHOLDER NO.3, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as independent director, Kuo Yuan-Ching is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.3 and 4.5-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 4.1 and 4.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
4.4	Elect LI MING-TSE, with SHAREHOLDER NO.6142, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as independent director, Kuo Yuan-Ching is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.3 and 4.5-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 4.1 and 4.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.5	Elect TSAI YU HSUEH with SHAREHOLDER NO.9 as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as independent director, Kuo Yuan-Ching is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.3 and 4.5-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 4.1 and 4.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
4.6	Elect YEH YEH with SHAREHOLDER NO.N220200XXX as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as independent director, Kuo Yuan-Ching is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.3 and 4.5-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 4.1 and 4.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
4.7	Elect KUO YUAN-CHING, with ID NO.M120207XXX, as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as independent director, Kuo Yuan-Ching is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.3 and 4.5-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 4.1 and 4.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
4.8	Elect WU YUAN-FU, with ID NO.N122519XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as independent director, Kuo Yuan-Ching is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.3 and 4.5-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 4.1 and 4.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
4.9	Elect TSENG LI-WEI, with ID NO.L220149XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as independent director, Kuo Yuan-Ching is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.3 and 4.5-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 4.1 and 4.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
5	Approve Release of Restrictions of Competitive Activities of Directors	Mgmt	For	For	For	No

Syncmold Enterprise Corp.

Meeting Date: 05/29/2025

Record Date: 03/28/2025

Primary Security ID: Y83211113

Country: Taiwan

Meeting Type: Annual

Ticker: 1582

Shares Voted: 226,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

T.K. Corp. (Korea)

Meeting Date: 05/29/2025

Record Date: 05/02/2025

Primary Security ID: Y8363M108

Country: South Korea

Meeting Type: Special

Ticker: 023160

Shares Voted: 6,440

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles of Incorporation	Mgmt	For	For	For	No
2	Approval of Reduction of Capital Reserve	Mgmt	For	For	For	No

Taiwan Fire & Marine Insurance Co., Ltd.

Meeting Date: 05/29/2025

Record Date: 03/28/2025

Primary Security ID: Y8417C106

Country: Taiwan

Meeting Type: Annual

Ticker: 2832

Shares Voted: 86,148

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Capital Decrease via Cash and Refund of Capital	Mgmt	For	For	For	No

Taiwan Fire & Marine Insurance Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature and to align company procedures with regulations.						
5	Amend Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature and to align company procedures with regulations.						

Thai Kin Co., Ltd.

Meeting Date: 05/29/2025	Country: Cayman Islands	Ticker: 6629
Record Date: 03/28/2025	Meeting Type: Annual	
Primary Security ID: G87779107		

Shares Voted: 433						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Release of Restrictions of Competitive Activities of Directors	Mgmt	For	For	For	No

Tongda Group Holdings Limited

Meeting Date: 05/29/2025	Country: Cayman Islands	Ticker: 698
Record Date: 05/23/2025	Meeting Type: Annual	
Primary Security ID: G8917X121		

Shares Voted: 57,935						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Elect Wong Ming Sik as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

Tongda Group Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2b	Elect Wong Ming Yuet as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2c	Elect Chan Size Man as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2d	Elect Sze Irons as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2e	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve D & Partners CPA Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
4B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
4C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Tongda Group Holdings Limited

Meeting Date: 05/29/2025	Country: Cayman Islands	Ticker: 698
Record Date: 05/23/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: G8917X121		

Shares Voted: 57,935						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Share Option Scheme and Scheme Mandate Limit	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The company could be considered a mature company, and the limit under the proposed scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and meaningful vesting periods have not been disclosed. * The directors eligible to receive options under the SOS are involved in its administration.						

UDE Corp.

Meeting Date: 05/29/2025

Record Date: 03/28/2025

Primary Security ID: Y9035C106

Country: Taiwan

Meeting Type: Annual

Ticker: 3689

Shares Voted: 229,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Vector, Inc.

Meeting Date: 05/29/2025

Record Date: 02/28/2025

Primary Security ID: J9451V106

Country: Japan

Meeting Type: Annual

Ticker: 6058

Shares Voted: 44,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 32	Mgmt	For	For	For	No
2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval - Indemnify Directors	Mgmt	For	For	For	No
3.1	Elect Director Nishie, Keiji	Mgmt	For	For	For	No
3.2	Elect Director Goto, Yosuke	Mgmt	For	For	For	No
3.3	Elect Director Kiryu, Saori	Mgmt	For	For	For	No
3.4	Elect Director Matsuda, Kota	Mgmt	For	For	For	No
3.5	Elect Director Naka, Michimasa	Mgmt	For	For	For	No
3.6	Elect Director Inoue, Masatoshi	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Mori, Kazutora	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Yaginuma, Satoshi	Mgmt	For	For	For	No

Vector, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.3	Elect Director and Audit Committee Member Nose, Yasunobu	Mgmt	For	For	For	No
5	Elect Alternate Director and Audit Committee Member Owaki, Yasuyuki	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
8	Approve Restricted Stock Plan	Mgmt	For	For	For	No

WingArc1st Inc.

Meeting Date: 05/29/2025

Record Date: 02/28/2025

Primary Security ID: J34105114

Country: Japan

Meeting Type: Annual

Ticker: 4432

Shares Voted: 16,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Uchino, Hiroyuki	Mgmt	For	For	For	No
1.2	Elect Director Tanaka, Jun	Mgmt	For	For	For	No
1.3	Elect Director Shimazawa, Ko	Mgmt	For	For	For	No
1.4	Elect Director Fujimoto, Taisuke	Mgmt	For	For	For	No
1.5	Elect Director Yamazawa, Kotaro	Mgmt	For	For	For	No
1.6	Elect Director Yajima, Takao	Mgmt	For	For	For	No
1.7	Elect Director Okada, Shunsuke	Mgmt	For	For	For	No
1.8	Elect Director Iizumi, Kaori	Mgmt	For	For	For	No

XD, Inc.

Meeting Date: 05/29/2025

Record Date: 05/23/2025

Primary Security ID: G9830N109

Country: Cayman Islands

Meeting Type: Annual

Ticker: 2400

Shares Voted: 1,034,181

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3.1	Elect Huang Yimeng as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3.2	Elect Dai Yunjie as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3.3	Elect Xin Quandong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3.4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
8	Adopt Amended and Restated Memorandum and Articles of Association and Related Transactions	Mgmt	For	For	For	No

Alliance Bank Malaysia Berhad

Meeting Date: 05/30/2025

Country: Malaysia

Ticker: 2488

Record Date: 05/21/2025

Meeting Type: Extraordinary Shareholders

Primary Security ID: Y0034W102

Shares Voted: 482,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Renounceable Rights Issue of New Ordinary Shares	Mgmt	For	For	For	No

China Yongda Automobiles Services Holdings Limited

Meeting Date: 05/30/2025 **Country:** Cayman Islands **Ticker:** 3669
Record Date: 05/27/2025 **Meeting Type:** Annual
Primary Security ID: G2162W102

Shares Voted: 2,378,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Cheung Tak On as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
4	Elect Tang Liang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
5	Elect Mu Binrui as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
6	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
7	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
8B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
8C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Converge Information and Communications Technology Solutions, Inc.

Meeting Date: 05/30/2025

Country: Philippines

Ticker: CNVRG

Record Date: 05/10/2025

Meeting Type: Annual

Primary Security ID: Y1757W105

Shares Voted: 392,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Minutes of the Previous Meeting	Mgmt	For	For	For	No
2	Ratify Audited Financial Statements	Mgmt	For	For	For	No
3	Ratify Acts of the Board and of Management	Mgmt	For	For	For	No
	Elect 7 Directors by Cumulative Voting	Mgmt				
4.1	Elect Jose P. de Jesus as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
4.2	Elect Dennis Anthony H. Uy as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
4.3	Elect Maria Grace Y. Uy as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
4.4	Elect Amando M. Tetangco, Jr. as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
4.5	Elect Roman Felipe S. Reyes as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
4.6	Elect Estela M. Perlas-Bernabe as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
4.7	Elect Francisco Ed. Lim as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
5	Appoint Isla Lipana & Co. as External Auditors	Mgmt	For	For	For	No

COSCO SHIPPING International (Hong Kong) Co., Ltd.

Meeting Date: 05/30/2025

Country: Bermuda

Ticker: 517

Record Date: 05/26/2025

Meeting Type: Annual

Primary Security ID: G8114Z101

Shares Voted: 66,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Elect Zhu Changyu as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Gordon Kwong Che-Keung is warranted for serving on more than six public company boards. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.						
3b	Elect Ma Xianghui as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Gordon Kwong Che-Keung is warranted for serving on more than six public company boards. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.						
3c	Elect Zhang Xueyan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Gordon Kwong Che-Keung is warranted for serving on more than six public company boards. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.						
3d	Elect Wang Yong as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Gordon Kwong Che-Keung is warranted for serving on more than six public company boards. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.						
3e	Elect Tsui Yiu Wa, Alec as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Gordon Kwong Che-Keung is warranted for serving on more than six public company boards. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.						
3f	Elect Kwong Che Keung, Gordon as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST Gordon Kwong Che-Keung is warranted for serving on more than six public company boards. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.						
3g	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve Shinewing (HK) CPA Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5A	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
5B	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

COSCO SHIPPING International (Hong Kong) Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Cosmo Pharmaceuticals NV

Meeting Date: 05/30/2025 **Country:** Netherlands **Ticker:** COPN
Record Date: 05/02/2025 **Meeting Type:** Annual
Primary Security ID: N22785104

Shares Voted: 13,790						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1.	Open Meeting	Mgmt				
2.	Receive Report of Board of Directors	Mgmt				
3.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
4.	Approve Allocation of Income	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the allocation of income proposal is warranted. Although the company proposes to grant less than 30 percent of the earnings per share, the company gives adequate explanation why this is consistent with the company's dividend policy.</i>						
5.	Approve Discharge of Directors	Mgmt	For	For	For	No
6.	Approve Cash Distribution from COSMO's Freely Distributable Reserves	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the allocation of income proposal is warranted. Although the company proposes to grant less than 30 percent of the earnings per share, the company gives adequate explanation why this is consistent with the company's dividend policy.</i>						
7.	Approve Grant Options to Subscribe for Ordinary Shares and/or Rights to Acquire Ordinary Shares to the Board of Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Non-executive directors participate in the plan; * Total potential dilution exceeds 5 percent; * There are no performance conditions attached; and * There is a discount to the exercise price.</i>						
8.i	Elect Giovanni di Napoli as Executive Director (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the non-independent nominees (Alessandro Della Cha, Mauro Ajani, Niall Donnelly, John O'Dea, Silvana Perretta, Mauro Ajani, and Maria Grazia Roncarolo) is warranted as the future board composition lacks sufficient independent among its members. Additionally, both the audit and remuneration committee lack sufficient independence among its members and the audit committee has a non-independent chair up for election. Furthermore, the board composition lacks sufficient gender diversity. A vote FOR Giovanni Di Napoli is warranted as he is the company's CEO.</i>						

Cosmo Pharmaceuticals NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.ii	Elect Niall Donnelly as Executive Director (CFO)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the non-independent nominees (Alessandro Della Cha, Mauro Ajani, Niall Donnelly, John O'Dea, Silvana Perretta, Mauro Ajani, and Maria Grazia Roncarolo) is warranted as the future board composition lacks sufficient independent among its members. Additionally, both the audit and remuneration committee lack sufficient independence among its members and the audit committee has a non-independent chair up for election. Furthermore, the board composition lacks sufficient gender diversity. A vote FOR Giovanni Di Napoli is warranted as he is the company's CEO.</i>						
9.i	Reelect Alessandro Della Cha as Non-Executive Director (Chairman)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the non-independent nominees (Alessandro Della Cha, Mauro Ajani, Niall Donnelly, John O'Dea, Silvana Perretta, Mauro Ajani, and Maria Grazia Roncarolo) is warranted as the future board composition lacks sufficient independent among its members. Additionally, both the audit and remuneration committee lack sufficient independence among its members and the audit committee has a non-independent chair up for election. Furthermore, the board composition lacks sufficient gender diversity. A vote FOR Giovanni Di Napoli is warranted as he is the company's CEO.</i>						
9.ii	Reelect Mauro Severino Ajani as Non-Executive Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the non-independent nominees (Alessandro Della Cha, Mauro Ajani, Niall Donnelly, John O'Dea, Silvana Perretta, Mauro Ajani, and Maria Grazia Roncarolo) is warranted as the future board composition lacks sufficient independent among its members. Additionally, both the audit and remuneration committee lack sufficient independence among its members and the audit committee has a non-independent chair up for election. Furthermore, the board composition lacks sufficient gender diversity. A vote FOR Giovanni Di Napoli is warranted as he is the company's CEO.</i>						
9.iii	Reelect Maria Grazia Roncarolo as Non-Executive Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the non-independent nominees (Alessandro Della Cha, Mauro Ajani, Niall Donnelly, John O'Dea, Silvana Perretta, Mauro Ajani, and Maria Grazia Roncarolo) is warranted as the future board composition lacks sufficient independent among its members. Additionally, both the audit and remuneration committee lack sufficient independence among its members and the audit committee has a non-independent chair up for election. Furthermore, the board composition lacks sufficient gender diversity. A vote FOR Giovanni Di Napoli is warranted as he is the company's CEO.</i>						
9.iv	Reelect John O'Dea as Non-Executive Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the non-independent nominees (Alessandro Della Cha, Mauro Ajani, Niall Donnelly, John O'Dea, Silvana Perretta, Mauro Ajani, and Maria Grazia Roncarolo) is warranted as the future board composition lacks sufficient independent among its members. Additionally, both the audit and remuneration committee lack sufficient independence among its members and the audit committee has a non-independent chair up for election. Furthermore, the board composition lacks sufficient gender diversity. A vote FOR Giovanni Di Napoli is warranted as he is the company's CEO.</i>						
9.v	Reelect Silvana Perretta as Non-Executive Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the non-independent nominees (Alessandro Della Cha, Mauro Ajani, Niall Donnelly, John O'Dea, Silvana Perretta, Mauro Ajani, and Maria Grazia Roncarolo) is warranted as the future board composition lacks sufficient independent among its members. Additionally, both the audit and remuneration committee lack sufficient independence among its members and the audit committee has a non-independent chair up for election. Furthermore, the board composition lacks sufficient gender diversity. A vote FOR Giovanni Di Napoli is warranted as he is the company's CEO.</i>						
10.i	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital Plus Additional 10 Percent in Case of Takeover/Merger	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these proposals is warranted because: * The authorization to issue shares under normal circumstances (Item 10.i) is considered excessive; * The authorization to issue shares related to the ESOP plan (item 10.ii), to which management and non-executive directors also participate, are not in line with ISS guidelines; and * Protective preference shares constitute an antitakeover mechanism, which could be used to thwart a takeover bid, whereas shareholders have insufficient influence (Item 10.iii).</i>						

Cosmo Pharmaceuticals NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.ii	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital for the Employee Stock Ownership Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these proposals is warranted because: * The authorization to issue shares under normal circumstances (Item 10.i) is considered excessive; * The authorization to issue shares related to the ESOP plan (item 10.ii), to which management and non-executive directors also participate, are not in line with ISS guidelines; and * Protective preference shares constitute an antitakeover mechanism, which could be used to thwart a takeover bid, whereas shareholders have insufficient influence (Item 10.iii).</i>						
10iii	Grant Board Authority to Issue Preference Shares and/or Grant Right to Subscribe for Preferred Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these proposals is warranted because: * The authorization to issue shares under normal circumstances (Item 10.i) is considered excessive; * The authorization to issue shares related to the ESOP plan (item 10.ii), to which management and non-executive directors also participate, are not in line with ISS guidelines; and * Protective preference shares constitute an antitakeover mechanism, which could be used to thwart a takeover bid, whereas shareholders have insufficient influence (Item 10.iii).</i>						
11.	Authorize Board to Exclude Preemptive Rights from Share Issuances Under the Authorizations Mentioned in Proposal 10	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these proposals is warranted because: * The authorization to issue shares under normal circumstances (Item 10.i) is considered excessive; * The authorization to issue shares related to the ESOP plan (item 10.ii), to which management and non-executive directors also participate, are not in line with ISS guidelines; and * Protective preference shares constitute an antitakeover mechanism, which could be used to thwart a takeover bid, whereas shareholders have insufficient influence (Item 10.iii).</i>						
12.	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
13.	Amend Articles Re: Representation Rule	Mgmt	For	For	For	No
14.	Close Meeting	Mgmt				

Crystal International Group Limited

Meeting Date: 05/30/2025 **Country:** Cayman Islands **Ticker:** 2232
Record Date: 05/26/2025 **Meeting Type:** Annual
Primary Security ID: G2701R101

Shares Voted: 222,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Approve Final Dividend	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because these are routine dividend proposals.</i>						

Crystal International Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2b	Approve Special Dividend	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because these are routine dividend proposals.</i>						
3a	Elect Lo Lok Fung Kenneth as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3b	Elect Lo Howard Ching Ho as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3c	Elect Lee Kean Phi Mark as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3d	Elect Wong Siu Kee as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3e	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Dah Sing Financial Holdings Limited

Meeting Date: 05/30/2025 **Country:** Hong Kong **Ticker:** 440
Record Date: 05/26/2025 **Meeting Type:** Annual
Primary Security ID: Y19182107

Shares Voted: 32,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Dah Sing Financial Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Elect Hon-Hing Wong (Derek Wong) as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.						
3b	Elect Mariana Suk-Fun Ngan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.						
4	Approve Directors' Fees	Mgmt	For	For	For	No
5	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Gas Malaysia Berhad

Meeting Date: 05/30/2025	Country: Malaysia	Ticker: 5209
Record Date: 05/22/2025	Meeting Type: Annual	
Primary Security ID: Y26830102		

Shares Voted: 50,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Zulkiflee Wan Ariffin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2	Elect Abu Bakar S Mohsin Almohdzar as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

Gas Malaysia Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Elect Atsunori Takeuchi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4	Approve Directors' Fees and Benefits	Mgmt	For	For	For	No
5	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Renewal of Existing Shareholders' Mandate for Recurrent Related Party Transactions Involving Interest of Petroleum Nasional Berhad and Petronas Gas Berhad	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						
7	Approve Renewal of Existing Shareholders' Mandate for Recurrent Related Party Transactions Involving Interest of Mokhtar Shah Syed Nor, Indra Cita Sdn Bhd, Seaport Terminal Sdn Bhd, MMC Corporation Bhd and Anglo-Oriental Sdn Bhd	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						
8	Approve Renewal of Existing Shareholders' Mandate for Recurrent Related Party Transactions Involving Interest of Mitsui & Co. Ltd, Mitsui & Co. (Asia Pacific) Pte Ltd, Mitsui & Co. (Malaysia) Sdn Bhd and Tokyo-Gas Mitsui & Co. Holdings Sdn Bhd	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						
9	Approve Renewal of Existing Shareholders' Mandate for Recurrent Related Party Transactions Involving Interest of Tokyo Gas Co. Ltd, Tokyo Gas International Holdings B.V. and Tokyo-Gas Mitsui & Co. Holdings Sdn Bhd	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						

Leong Hup International Berhad

Meeting Date: 05/30/2025	Country: Malaysia	Ticker: 6633
Record Date: 05/22/2025	Meeting Type: Annual	
Primary Security ID: Y5259M101		

Shares Voted: 6,390,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Fees	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>					
2	Approve Directors' Benefits	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>					
3	Elect Lau Eng Guang as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>					
4	Elect Lau Tuang Nguang as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>					
5	Elect Tay Tong Poh as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>					
6	Elect Chan Eoi Leng as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>					
7	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
9	Approve Renewal of Shareholders' Mandate and Implementation of New Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No
10	Authorize Share Repurchase Program	Mgmt	For	For	For	No

OVS SpA

Meeting Date: 05/30/2025

Country: Italy

Ticker: OVS

Record Date: 05/21/2025

Meeting Type: Annual/Special

Primary Security ID: T7S3C5103

Shares Voted: 133,434

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>					
2	Approve Allocation of Income and Dividend Distribution	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>					
3	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: This item warrants a vote AGAINST. The company appears insufficiently responsive to shareholder dissent, and the proposed remuneration policy continues to raise concerns mostly due to the following reasons: * The remuneration package of the CEO remains high relative to market standards, mostly due to high non-variable pay components (almost EUR 2 million). * The policy on termination payments is not in line with good market practice. * The board maintains excessively broad discretionary and derogation powers.</i>					
4	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: This item warrants a vote AGAINST because of the insufficient retrospective information on variable pay.</i>					
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
6	Amend Regulations on General Meetings	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: This item warrants a vote AGAINST. The proposal is linked to problematic bylaws amendments approved in the past, which allow the company to hold general meetings where shareholders can participate exclusively through a company-designated proxyholder.</i>					
	Extraordinary Business	Mgmt				
1	Amend Company Bylaws Re: Articles 8, 13, 15, 19 and 24	Mgmt	For	For	For	No

Philip Morris CR as

Meeting Date: 05/30/2025 **Country:** Czech Republic **Ticker:** TABAK
Record Date: 05/23/2025 **Meeting Type:** Annual
Primary Security ID: X6547B106

Shares Voted: 128

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				

Philip Morris CR as

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Meeting Chairman and Other Meeting Officials	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR are warranted as these are routine formalities.</i>					
2.2	Approve Meeting Procedures	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR are warranted as these are routine formalities.</i>					
3	Receive Management Board Reports	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
4	Receive Supervisory Board Report	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
5	Approve Management Board Report, Financial Statements, Consolidated Financial Statement and Proposal for Allocation of Income, Including Dividends of CZK 1,220 per Share	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The company has failed to disclose the detailed KPIs, their corresponding weights, the minimum and maximum achievement levels, targets, and the levels of actual achievements, as well as the corresponding payouts for both STI and LTI; * Share-based remuneration provided in the form of Philip Morris International Inc. shares appears to be linked to the performance of the mother company. Such practice does not appear to be necessarily in line with the interests of minority shareholders and was not justified by any sound rationale; * Tamas Szabados and Manuel Joao Almeida Do Vale Goncalves Marques left the executive positions in 2024. The report lacks further details such as severance pay, notice period; * The members of the supervisory board received remuneration from the entities from the same group of companies, including performance-based remuneration. Receiving the variable performance-based remuneration and the supplementary pension insurance from the entities from the same group as the company increases the risk of conflict of interests.</i>					
7	Amend Articles of Association	Mgmt	For	For	For	No
8.1	Elect Fabio Costa and Serhan Kilic as Management Board Members	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this item is warranted because this is a non-problematic resolution.</i>					
8.2	Approve Contracts on Performance of Functions with Management Board Members	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this item is warranted because this is a non-problematic resolution.</i>					
8.3	Elect Dimitrios Giannopoulos as Supervisory Board Member	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: Votes AGAINST these items are warranted because nominees are considered non-independent, and the board and the separate audit committee lack sufficient independence among its members.</i>					
8.4	Approve Contract on Performance of Functions with Dimitrios Giannopoulos (Supervisory Board Member)	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: Votes AGAINST these items are warranted because nominees are considered non-independent, and the board and the separate audit committee lack sufficient independence among its members.</i>					

Philip Morris CR as

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.1	Elect Dimitrios Giannopoulos and Vera Vytvarova as Members of Audit Committee	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST these items are warranted because nominees are considered non-independent, and the board and the separate audit committee lack sufficient independence among its members.						
9.2	Approve Contracts on Performance of Functions with Audit Committee Members	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST these items are warranted because nominees are considered non-independent, and the board and the separate audit committee lack sufficient independence among its members.						
10	Ratify PricewaterhouseCoopers Audit, s.r.o. as Auditor	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the company failed to provide a rationale for the auditor change.						
11	Close Meeting	Mgmt				

RGB International Bhd.

Meeting Date: 05/30/2025	Country: Malaysia	Ticker: 0037
Record Date: 05/22/2025	Meeting Type: Annual	
Primary Security ID: Y72775102		

Shares Voted: 2,369,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Fees	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
2	Approve Directors' Benefits	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
3	Elect Lim Tow Boon as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Norazman Bin Hamidun as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Approve Grant Thornton Malaysia PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Norazman Bin Hamidun to Continue Office as Independent Non-Executive Director	Mgmt	For	For	For	No
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No

RGB International Bhd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No
9	Approve Share Repurchase Program	Mgmt	For	For	For	No

Ronesans Gayrimenkul Yatirim AS

Meeting Date: 05/30/2025Country: TurkeyTicker: RGYAS.E

Record Date:Meeting Type: Annual

Primary Security ID: M8S18R117

Shares Voted: 321,223						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	For	No
2	Accept Board Report	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						
3	Accept Audit Report	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						
4	Accept Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						
5	Approve Discharge of Board	Mgmt	For	For	For	No
6	Approve Allocation of Income	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						
7	Receive Information on Director Remuneration Paid in 2024	Mgmt				
8	Approve Director Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.						
9	Ratify External Auditors	Mgmt	For	For	For	No
10	Amend Article 7 of Company Bylaws Regarding Capital	Mgmt	For	For	For	No
11	Receive Information on Code of Business Conduct and Ethics Regulation	Mgmt				

Ronesans Gayrimenkul Yatirim AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12	Receive Information in Accordance with Article 1.3.6 of Capital Markets Board Corporate Governance Principles	Mgmt				
13	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt				
14	Approve Upper Limit of Donations for 2025 and Receive Information on Donations Made in 2024	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST due to a lack of disclosure on the resolution.						
15	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For	For	No
16	Wishes	Mgmt				

Santam Ltd.

Meeting Date: 05/30/2025Country: South AfricaTicker: SNT

Record Date: 05/23/2025Meeting Type: Annual

Primary Security ID: S73323115

Shares Voted: 7,907						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Resolutions	Mgmt				
1	Reappoint KPMG Inc. as Auditors with Mark Danckwerts as the Individual and Designated Auditor for the Financial Year Ended 31 December 2025	Mgmt	For	For	For	No
2.1	Re-elect Nombulelo Moholi as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.						
2.2	Re-elect Caroline Da Silva as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Re-elect Preston Speckmann as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.</i>						
2.4	Re-elect Junior Ngulube as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.</i>						
3.1	Re-elect Preston Speckmann as Member of the Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
3.2	Re-elect Monwabisi Fandeso as Member of the Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
3.3	Re-elect Deborah Loxton as Member of the Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
4.1	Elect Caroline da Silva as Member of the Social, Ethics and Sustainability Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.</i>						
4.2	Elect Junior Ngulube as Member of the Social, Ethics and Sustainability Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.</i>						
4.3	Elect Lucia Swartz as Member of the Social, Ethics and Sustainability Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.</i>						
4.4	Elect Tavaziva Madzinga as Member of the Social, Ethics and Sustainability Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.</i>						
5.1	Approve Remuneration Policy	Mgmt	For	For	For	No
5.2	Approve Remuneration Implementation Report	Mgmt	For	For	For	No
6	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	For	For	No
7	Authorise Board to Issue Shares for Cash	Mgmt	For	For	For	No
8	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Special Resolutions	Mgmt				
1	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For	No
2	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For	No
3	Approve Financial Assistance in Terms of Section 44 of the Companies Act	Mgmt	For	For	For	No
Voting Policy Rationale: Special Resolution 3 A vote FOR this item is warranted, although it is not without concern: * The Company seeks an authority to provide financial assistance to "any party" in connection with the subscription of options or securities issued or to be issued by the Company, or in relation to the purchase of securities. This is a broader authority than some shareholders may prefer to approve in advance. The main reason for support is: * The potential recipients of this financial assistance exclude the Directors or prescribed officers of the Group. The Company previously defined these as "a reference to legal/juristic entities (e.g., banking institutions etc) as well as natural persons". Special Resolution 4 A vote FOR this item is warranted: * This is a routine request, proposed as a result of the implementation of the Companies Act 2008.						
4	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	For	For	For	No
Voting Policy Rationale: Special Resolution 3 A vote FOR this item is warranted, although it is not without concern: * The Company seeks an authority to provide financial assistance to "any party" in connection with the subscription of options or securities issued or to be issued by the Company, or in relation to the purchase of securities. This is a broader authority than some shareholders may prefer to approve in advance. The main reason for support is: * The potential recipients of this financial assistance exclude the Directors or prescribed officers of the Group. The Company previously defined these as "a reference to legal/juristic entities (e.g., banking institutions etc) as well as natural persons". Special Resolution 4 A vote FOR this item is warranted: * This is a routine request, proposed as a result of the implementation of the Companies Act 2008.						
5	Amend Trust Deed of the Santam Limited Share Incentive Trust	Mgmt	For	For	For	No

Scroll Corp.

Meeting Date: 05/30/2025Country: JapanTicker: 8005

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J47012117

Shares Voted: 34,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Tsurumi, Tomohisa	Mgmt	For	For	For	No
1.2	Elect Director Sato, Hiroaki	Mgmt	For	For	For	No
1.3	Elect Director Yamazaki, Masayuki	Mgmt	For	For	For	No
1.4	Elect Director Sugimoto, Yasunori	Mgmt	For	For	For	No

Meeting Date: 05/30/2025

Country: Taiwan

Ticker: 6737

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: Y8T6RH105

Shares Voted: 10,805

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Cash Capital Increase by Issuance of Ordinary Shares for Public Listing Underwriting of Shares and Waiver of Pre-emptive Right	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
5.1	Elect Liang Hui Pin, with Shareholder No. 1, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.2	Elect Liang Ching Yu, with Shareholder No. 11, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.3	Elect Liang Hui Hu, with Shareholder No. 13, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.4	Elect Tai Wen Cheng, with Shareholder No. H100925XXX, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.5	Elect Wu Shih Wen, with Shareholder No. 233, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.6	Elect Liang Chun Kai, with Shareholder No. 279, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.7	Elect Yang Yung Lieh, with Shareholder No. N120024XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5.8	Elect Chen Kun Cheng, with Shareholder No. L120759XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5.9	Elect Chen Mei Zhu, with Shareholder No. M201603XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	Mgmt	For	For	For	No

flatexDEGIRO AG

Meeting Date: 06/02/2025

Record Date: 05/26/2025

Primary Security ID: D3690M106

Country: Germany

Meeting Type: Annual

Ticker: FTK

Shares Voted: 16,285

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.04 per Share	Mgmt	For	For	For	No
3.1	Approve Discharge of Management Board Member Oliver Behrens (from Oct. 1, 2024) for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Items 3.1-3.4 and 4.1-4.6 Votes FOR the approval of discharge of the management board members and the supervisory board members are warranted as there is no evidence that the directors have not fulfilled their fiduciary duties. Item 3.5 A vote AGAINST the withholding of discharge of former management board member Frank Niehage is warranted because the company has failed to provide a compelling rationale, and there does not appear to be any evidence that he has not fulfilled his fiduciary duty.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.2	Approve Discharge of Management Board Member Benon Janos for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 3.1-3.4 and 4.1-4.6 Votes FOR the approval of discharge of the management board members and the supervisory board members are warranted as there is no evidence that the directors have not fulfilled their fiduciary duties. Item 3.5 A vote AGAINST the withholding of discharge of former management board member Frank Niehage is warranted because the company has failed to provide a compelling rationale, and there does not appear to be any evidence that he has not fulfilled his fiduciary duty.</i>						
3.3	Approve Discharge of Management Board Member Stephan Simmang for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 3.1-3.4 and 4.1-4.6 Votes FOR the approval of discharge of the management board members and the supervisory board members are warranted as there is no evidence that the directors have not fulfilled their fiduciary duties. Item 3.5 A vote AGAINST the withholding of discharge of former management board member Frank Niehage is warranted because the company has failed to provide a compelling rationale, and there does not appear to be any evidence that he has not fulfilled his fiduciary duty.</i>						
3.4	Approve Discharge of Management Board Member Christiane Strubel for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 3.1-3.4 and 4.1-4.6 Votes FOR the approval of discharge of the management board members and the supervisory board members are warranted as there is no evidence that the directors have not fulfilled their fiduciary duties. Item 3.5 A vote AGAINST the withholding of discharge of former management board member Frank Niehage is warranted because the company has failed to provide a compelling rationale, and there does not appear to be any evidence that he has not fulfilled his fiduciary duty.</i>						
3.5	Withhold Discharge of Management Board Member Frank Niehage (until April 30, 2024) for Fiscal Year 2024	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Items 3.1-3.4 and 4.1-4.6 Votes FOR the approval of discharge of the management board members and the supervisory board members are warranted as there is no evidence that the directors have not fulfilled their fiduciary duties. Item 3.5 A vote AGAINST the withholding of discharge of former management board member Frank Niehage is warranted because the company has failed to provide a compelling rationale, and there does not appear to be any evidence that he has not fulfilled his fiduciary duty.</i>						
4.1	Approve Discharge of Supervisory Board Member Martin Korbmacher (until March 27, 2025) for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 3.1-3.4 and 4.1-4.6 Votes FOR the approval of discharge of the management board members and the supervisory board members are warranted as there is no evidence that the directors have not fulfilled their fiduciary duties. Item 3.5 A vote AGAINST the withholding of discharge of former management board member Frank Niehage is warranted because the company has failed to provide a compelling rationale, and there does not appear to be any evidence that he has not fulfilled his fiduciary duty.</i>						
4.2	Approve Discharge of Supervisory Board Member Stefan Mueller (from March 28, 2025) for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 3.1-3.4 and 4.1-4.6 Votes FOR the approval of discharge of the management board members and the supervisory board members are warranted as there is no evidence that the directors have not fulfilled their fiduciary duties. Item 3.5 A vote AGAINST the withholding of discharge of former management board member Frank Niehage is warranted because the company has failed to provide a compelling rationale, and there does not appear to be any evidence that he has not fulfilled his fiduciary duty.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.3	Approve Discharge of Supervisory Board Member Ayguel Oezkan (from March 28, 2025) for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 3.1-3.4 and 4.1-4.6 Votes FOR the approval of discharge of the management board members and the supervisory board members are warranted as there is no evidence that the directors have not fulfilled their fiduciary duties. Item 3.5 A vote AGAINST the withholding of discharge of former management board member Frank Niehage is warranted because the company has failed to provide a compelling rationale, and there does not appear to be any evidence that he has not fulfilled his fiduciary duty.</i>						
4.4	Approve Discharge of Supervisory Board Member Britta Lehfeldt for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 3.1-3.4 and 4.1-4.6 Votes FOR the approval of discharge of the management board members and the supervisory board members are warranted as there is no evidence that the directors have not fulfilled their fiduciary duties. Item 3.5 A vote AGAINST the withholding of discharge of former management board member Frank Niehage is warranted because the company has failed to provide a compelling rationale, and there does not appear to be any evidence that he has not fulfilled his fiduciary duty.</i>						
4.5	Approve Discharge of Supervisory Board Member Bernd Foertsch (from June 4, 2024) for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 3.1-3.4 and 4.1-4.6 Votes FOR the approval of discharge of the management board members and the supervisory board members are warranted as there is no evidence that the directors have not fulfilled their fiduciary duties. Item 3.5 A vote AGAINST the withholding of discharge of former management board member Frank Niehage is warranted because the company has failed to provide a compelling rationale, and there does not appear to be any evidence that he has not fulfilled his fiduciary duty.</i>						
4.6	Approve Discharge of Supervisory Board Member Herbert Seuling (until June 4, 2024) for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 3.1-3.4 and 4.1-4.6 Votes FOR the approval of discharge of the management board members and the supervisory board members are warranted as there is no evidence that the directors have not fulfilled their fiduciary duties. Item 3.5 A vote AGAINST the withholding of discharge of former management board member Frank Niehage is warranted because the company has failed to provide a compelling rationale, and there does not appear to be any evidence that he has not fulfilled his fiduciary duty.</i>						
5	Ratify Baker Tilly GmbH & Co. KG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements	Mgmt	For	For	For	No
6	Ratify Baker Tilly GmbH & Co. KG as Auditors for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
7	Approve Remuneration Report	Mgmt	For	For	For	No
8	Approve Remuneration Policy	Mgmt	For	For	For	No
9.1	Reelect Stefan Mueller to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST Stefan Mueller and Bernd Foertsch are warranted because their proposed terms of office exceed four years. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
9.2	Reelect Bernd Foertsch to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST Stefan Mueller and Bernd Foertsch are warranted because their proposed terms of office exceed four years. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.3	Elect Hans-Hermann Lotter to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Stefan Mueller and Bernd Foertsch are warranted because their proposed terms of office exceed four years. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
9.4	Elect Martina Pfeifer-Braks to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Stefan Mueller and Bernd Foertsch are warranted because their proposed terms of office exceed four years. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
9.5	Elect Sarna Roeser to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Stefan Mueller and Bernd Foertsch are warranted because their proposed terms of office exceed four years. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
10	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For	No
11	Approve Creation of EUR 11 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted due to a lack of concerns.</i>						
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Preemptive Rights up to Aggregate Nominal Amount of EUR 600 Million; Approve Creation of EUR 22 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted due to a lack of concerns.</i>						
13	Approve Acquisition of flatex Projektgesellschaft Alpha AG	Mgmt	For	For	For	No
14.1	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the proposed article amendments in regard to virtual-only shareholder meetings is warranted because: * The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only. * The rationale regarding why it was considered necessary to hold a virtual-only meeting in the past three years, or why the company chose the virtual-only format again for the 2025 AGM, is not considered compelling. * The company has not given shareholders the option to attend the AGM in-person since prior to the pandemic, and there is no commitment by the boards to giving shareholders an in-person attendance option in the near future. In this vein, the company only vaguely addresses the circumstances under which in-person meetings might be held in the future.</i>						
14.2	Amend Articles Re: Electronic Securities	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted due to a lack of concerns.</i>						
14.3	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted due to a lack of concerns.</i>						

Friedrich Vorwerk Group SE

Meeting Date: 06/02/2025Country: GermanyTicker: VH2

Record Date: 05/09/2025Meeting Type: Annual

Primary Security ID: D2R9Z3109

Shares Voted: 1,833

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.30 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
5	Ratify Nexia GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For	No
6	Ratify Nexia GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
7	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The CFO received a significant base salary increase during the year without a detailed explanation. * Disclosure on variable pay outcomes is insufficient. However, we note that no variable pay was earned based on performance in FY24. * There is no LTI measuring performance over a multi-year period.						

Hemisphere Energy Corporation

Meeting Date: 06/02/2025Country: CanadaTicker: HME

Record Date: 04/14/2025Meeting Type: Annual/Special

Primary Security ID: 423630102

Shares Voted: 16,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Directors at Six	Mgmt	For	For	For	No
2.1	Elect Director Charles N. O'Sullivan	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.2	Elect Director Don Simmons	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						

Hemisphere Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Frank S. Borowicz	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.4	Elect Director Bruce G. McIntyre	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.5	Elect Director Gregg K. Vernon	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.6	Elect Director Richard M. Wyman	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Amend Stock Option Plan	Mgmt	For	For	For	No
5	Approve Bonus Award Incentive Plan	Mgmt	For	For	For	No
6	Approve Prior Restricted Share Unit Grants	Mgmt	For	For	For	No

Paradeep Phosphates Ltd.

Meeting Date: 06/02/2025	Country: India	Ticker: 543530
Record Date: 05/26/2025	Meeting Type: Court	
Primary Security ID: Y6S94E114		

Shares Voted: 98,758

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Court-Ordered Meeting for Equity Shareholders	Mgmt				
1	Approve Scheme of Arrangement	Mgmt	For	For	For	No

UNIQA Insurance Group AG

Meeting Date: 06/02/2025	Country: Austria	Ticker: UQA
Record Date: 05/23/2025	Meeting Type: Annual	
Primary Security ID: A90015131		

Shares Voted: 37,450

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.60 per Share	Mgmt	For	For	For	No
3(i)	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3(ii)	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2026 and as Auditor for the Sustainability Reporting for Fiscal Year 2026	Mgmt	For	For	For	No
5	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The level of disclosure provided in the remuneration report does not allow for an independent assessment of remuneration practices. * It appears that discretionary payments were made to management board members in the past year. * The free float approval rate on prior remuneration reports was high yet has repeatedly not been addressed by the company.</i>						
6	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For	No
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No

Aecon Group Inc.
Meeting Date: 06/03/2025

Country: Canada

Ticker: ARE

Record Date: 04/10/2025

Meeting Type: Annual

Primary Security ID: 00762V109

Shares Voted: 99,776

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director John M. Beck	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						

Aecon Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Elect Director Susan Wolburgh Jenah	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.3	Elect Director Leslie Kass	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.4	Elect Director Stuart Lee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.5	Elect Director Rod Phillips	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.6	Elect Director Eric Rosenfeld	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.7	Elect Director Jean-Louis Servranckx	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.8	Elect Director Deborah S. Stein	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.9	Elect Director Scott Stewart	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.10	Elect Director Scott Thon	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Computer and Technologies Holdings Limited

Meeting Date: 06/03/2025 **Country:** Bermuda **Ticker:** 46
Record Date: 05/28/2025 **Meeting Type:** Annual
Primary Security ID: G2335C108

Shares Voted: 40,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No

Computer and Technologies Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3a	Elect Ng Cheung Shing as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3b	Elect Leung King San Sunny as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3c	Elect Poon Siu Hoi Casey as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3d	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Dream Unlimited Corp.

Meeting Date: 06/03/2025	Country: Canada	Ticker: DRM
Record Date: 04/11/2025	Meeting Type: Annual	
Primary Security ID: 26153M507		

Shares Voted: 29,626						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Meeting for Holders of Class Subordinate Voting and Class B Common Shares	Mgmt				
1.1	Elect Director Michael Cooper	Mgmt	For	For	For	No
Voting Policy Rationale: Vote WITHHOLD for Duncan Jackman for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).						

Dream Unlimited Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Elect Director James Eaton	Mgmt	For	For	For	No
	Voting Policy Rationale: Vote WITHHOLD for Duncan Jackman for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).					
1.3	Elect Director Joanne Ferstman	Mgmt	For	For	For	No
	Voting Policy Rationale: Vote WITHHOLD for Duncan Jackman for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).					
1.4	Elect Director Richard Gateman	Mgmt	For	For	For	No
	Voting Policy Rationale: Vote WITHHOLD for Duncan Jackman for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).					
1.5	Elect Director P. Jane Gavan	Mgmt	For	For	For	No
	Voting Policy Rationale: Vote WITHHOLD for Duncan Jackman for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).					
1.6	Elect Director Duncan Jackman	Mgmt	For	Withhold	Withhold	Yes
	Voting Policy Rationale: Vote WITHHOLD for Duncan Jackman for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).					
1.7	Elect Director Jennifer Lee Koss	Mgmt	For	For	For	No
	Voting Policy Rationale: Vote WITHHOLD for Duncan Jackman for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).					
1.8	Elect Director Vincenza Sera	Mgmt	For	For	For	No
	Voting Policy Rationale: Vote WITHHOLD for Duncan Jackman for serving on more than two public company boards, besides his own, while also serving as a CEO of a public company. Vote FOR the other proposed nominee(s).					
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Amend Deferred Share Incentive Plan	Mgmt	For	Against	Against	Yes
	Voting Policy Rationale: Vote AGAINST this Deferred Share Incentive Plan as: * The estimated shareholder value transfer of the plan (8 percent) exceeds the company's allowable cap (5 percent); and * Non-employee directors participate in this plan on a discretionary basis.					

Eurocommercial Properties NV

Meeting Date: 06/03/2025	Country: Netherlands	Ticker: ECPMA
Record Date: 05/06/2025	Meeting Type: Annual	
Primary Security ID: N31068195		

Shares Voted: 9,222						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1.	Open Meeting	Mgmt				
2.	Receive Report of Management Board (Non-Voting)	Mgmt				

Eurocommercial Properties NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
4.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
5.	Approve Dividends	Mgmt	For	For	For	No
6.	Approve Discharge of Management Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and supervisory board are not fulfilling their fiduciary duties.</i>						
7.	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and supervisory board are not fulfilling their fiduciary duties.</i>						
8.a.	Approve Remuneration Policy of Management Board	Mgmt	For	For	For	No
8.b.	Approve Remuneration Policy of Supervisory Board	Mgmt	For	For	For	No
9.	Approve Remuneration Report	Mgmt	For	For	For	No
10.	Approve Remuneration of Management Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted as there is no sign of excessiveness regarding the overall remuneration of the management and supervisory boards</i>						
11.	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted as there is no sign of excessiveness regarding the overall remuneration of the management and supervisory boards</i>						
12.	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	For	For	No
13.	Authorize Repurchase of Shares	Mgmt	For	For	For	No
14.	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For	No
15.	Other Business (Non-Voting)	Mgmt				
16.	Close Meeting	Mgmt				

K-Bro Linen Inc.

Meeting Date: 06/03/2025

Country: Canada

Ticker: KBL

Record Date: 04/14/2025

Meeting Type: Annual

Primary Security ID: 48243M107

K-Bro Linen Inc.

Shares Voted: 700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Matthew B. Hills	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.2	Elect Director Steven E. Matyas	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.3	Elect Director Linda J. McCurdy	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.4	Elect Director Michael B. Percy	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.5	Elect Director Elise Rees	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Amend Long Term Incentive Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this full-value award plan due to the following key factor(s): * The plan's detailed amendment provision does not sufficiently limit the board's ability to amend the plan without shareholder approval; * The plan's estimated cost is excessive; * The company has not disclosed the full text of the plan document; * The vesting provision for full-value awards issued to the CEO is insufficient; and * The company has not adopted a clawback provision applicable to equity awards.</i>						

L&T Finance Limited

Meeting Date: 06/03/2025

Country: India

Ticker: 533519

Record Date: 05/27/2025

Meeting Type: Annual

Primary Security ID: Y5153Q109

Shares Voted: 84,498

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Dividend	Mgmt	For	For	For	No
3	Reelect Sudipta Roy as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Elect Dhananjaya Tambe as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics.						
5	Approve Alwyn Jay & Co. as Secretarial Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Amend Articles of Association	Mgmt	For	For	For	No

Materialise NV

Meeting Date: 06/03/2025Country: BelgiumTicker: MTLS

Record Date: 05/01/2025Meeting Type: Annual/Special

Primary Security ID: 57667T100

Shares Voted: 13,739						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Meeting for ADR Holders	Mgmt				
	Annual Meeting Agenda	Mgmt				
	Receive Directors' Reports and Consolidated Financial Statement (Non-Voting)	Mgmt				
2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
3	Adopt Financial Statements	Mgmt	For	For	For	No
4	Approve Allocation of Income	Mgmt	For	For	For	No
5	Approve Discharge of Directors	Mgmt	For	For	For	No
6	Approve Discharge of Auditors	Mgmt	For	For	For	No
7.1	Reelect Wilfried Vancraen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the elections of Wilfried (Fried) Vancraen, Volker Hammes, Hilde Ingelaere, Jurgen Ingels, Peter Leys, Bart Luyten, Sander Vancraen, and Godelieve (Lieve) Verplancke and Marleen Mannekens is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominee Johan De Lille, who will serve on the audit committee as chair.						
7.2	Reelect Peter Leys as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the elections of Wilfried (Fried) Vancraen, Volker Hammes, Hilde Ingelaere, Jurgen Ingels, Peter Leys, Bart Luyten, Sander Vancraen, and Godelieve (Lieve) Verplancke and Marleen Mannekens is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominee Johan De Lille, who will serve on the audit committee as chair.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.3	Reelect A TRE C CVOA, Permanently Represented by Johan De Lille, as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the elections of Wilfried (Fried) Vancraen, Volker Hammes, Hilde Ingelaere, Jurgen Ingels, Peter Leys, Bart Luyten, Sander Vancraen, and Godelieve (Lieve) Verplancke and Marleen Mannekens is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominee Johan De Lille, who will serve on the audit committee as chair.</i>						
7.4	Reelect Hilde Ingelaere as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the elections of Wilfried (Fried) Vancraen, Volker Hammes, Hilde Ingelaere, Jurgen Ingels, Peter Leys, Bart Luyten, Sander Vancraen, and Godelieve (Lieve) Verplancke and Marleen Mannekens is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominee Johan De Lille, who will serve on the audit committee as chair.</i>						
7.5	Reelect Jürgen Ingels as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the elections of Wilfried (Fried) Vancraen, Volker Hammes, Hilde Ingelaere, Jurgen Ingels, Peter Leys, Bart Luyten, Sander Vancraen, and Godelieve (Lieve) Verplancke and Marleen Mannekens is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominee Johan De Lille, who will serve on the audit committee as chair.</i>						
7.6	Elect Marleen Mannekens as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the elections of Wilfried (Fried) Vancraen, Volker Hammes, Hilde Ingelaere, Jurgen Ingels, Peter Leys, Bart Luyten, Sander Vancraen, and Godelieve (Lieve) Verplancke and Marleen Mannekens is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominee Johan De Lille, who will serve on the audit committee as chair.</i>						
7.7	Reelect Godelieve Verplancke as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the elections of Wilfried (Fried) Vancraen, Volker Hammes, Hilde Ingelaere, Jurgen Ingels, Peter Leys, Bart Luyten, Sander Vancraen, and Godelieve (Lieve) Verplancke and Marleen Mannekens is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominee Johan De Lille, who will serve on the audit committee as chair.</i>						
7.8	Reelect Bart Luyten as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the elections of Wilfried (Fried) Vancraen, Volker Hammes, Hilde Ingelaere, Jurgen Ingels, Peter Leys, Bart Luyten, Sander Vancraen, and Godelieve (Lieve) Verplancke and Marleen Mannekens is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominee Johan De Lille, who will serve on the audit committee as chair.</i>						
7.9	Reelect Volker Hammes as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the elections of Wilfried (Fried) Vancraen, Volker Hammes, Hilde Ingelaere, Jurgen Ingels, Peter Leys, Bart Luyten, Sander Vancraen, and Godelieve (Lieve) Verplancke and Marleen Mannekens is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominee Johan De Lille, who will serve on the audit committee as chair.</i>						

Materialise NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.10	Reelect Sander Vancraen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the elections of Wilfried (Fried) Vancraen, Volker Hammes, Hilde Ingelaere, Jurgen Ingels, Peter Leys, Bart Luyten, Sander Vancraen, and Godelieve (Lieve) Verplancke and Marleen Mannekens is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominee Johan De Lille, who will serve on the audit committee as chair.						
8	Approve Remuneration of Directors	Mgmt	For	For	For	No
9	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For	No
	Extraordinary Shareholders' Meeting Agenda	Mgmt				
1	Approve Special Board Report Re: Authorized Capital	Mgmt				
2	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because this authority can be used as antitakeover mechanism. As owners of the company, shareholders should be given the opportunity to decide on the merits of takeover offers. the issuance request under normal conditions is considered to be excessive.						
3	Change Date of Annual Meeting	Mgmt	For	For	For	No
4	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For	No

Menivim - The New REIT Ltd.

Meeting Date: 06/03/2025	Country: Israel	Ticker: MNRT
Record Date: 05/01/2025	Meeting Type: Annual/Special	
Primary Security ID: M6919R111		

Shares Voted: 231,861						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Discuss Financial Statements and the Report of the Board	Mgmt				
2	Reappoint Ziv Haft (BDO) as Auditors	Mgmt	For	For	For	No
3	Amend Articles Re: Board Size	Mgmt	For	For	For	No

Menivim - The New REIT Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt	None	Refer	Against	No
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against. <i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>	Mgmt	None	Refer	Against	No
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against. <i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>	Mgmt	None	Refer	Against	No
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against. <i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>	Mgmt	None	Refer	For	No

Namchow Holdings Co., Ltd.

Meeting Date: 06/03/2025	Country: Taiwan	Ticker: 1702
Record Date: 04/02/2025	Meeting Type: Annual	
Primary Security ID: Y61998103		

Shares Voted: 52,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

PageGroup Plc

Meeting Date: 06/03/2025Country: United KingdomTicker: PAGE
Record Date: 05/30/2025Meeting Type: Annual
Primary Security ID: G68668105

Shares Voted: 52,490

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Nicholas Kirk as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
5	Re-elect Babak Fouladi as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
6	Re-elect Karen Geary as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
7	Re-elect Michelle Healy as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
8	Re-elect Angela Seymour-Jackson as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
9	Re-elect Kelvin Stagg as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
10	Re-elect Ben Stevens as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

PRO Real Estate Investment Trust

Meeting Date: 06/03/2025Country: CanadaTicker: PRV.UN

Record Date: 04/14/2025Meeting Type: Annual

Primary Security ID: 742694300

Shares Voted: 8,736						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Meeting for Holders of Trust Units and Special Voting Units	Mgmt				
1a	Elect Trustee James W. Beckerleg	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1b	Elect Trustee Vincent Chiara	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1c	Elect Trustee Martin Cote	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1d	Elect Trustee Shenoor Jadavji	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1e	Elect Trustee Gordon G. Lawlor	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1f	Elect Trustee Kenrick McKinnon	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						

PRO Real Estate Investment Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1g	Elect Trustee Christine Pound	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1h	Elect Trustee Deborah Shaffner	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1i	Elect Trustee Ronald E. Smith	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Approve MNP LLP as Auditors and Authorize Trustees to Fix Their Remuneration	Mgmt	For	For	For	No

PT Medco Energi Internasional Tbk

Meeting Date: 06/03/2025Country: IndonesiaTicker: MEDC

Record Date: 05/07/2025Meeting Type: Annual

Primary Security ID: Y7129J136

Shares Voted: 498,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Report, Commissioners' Report, Financial Statements and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Dismissal and Reappointment of All Members of the Board of Commissioners and Board of Directors	Mgmt	For	For	For	No
5	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
6	Approve Share Repurchase Program	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the share repurchase program is warranted given the proposal is in view of supporting the company's Share Ownership Programs. A vote AGAINST the transfer of treasury shares is warranted given the given the lack of information to make an informed voting decision and concerns with some of the terms of the Share Ownership Programs.						
7	Approve Transfer of Shares Resulting from the Buyback by Implementing the Share Ownership Program	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the share repurchase program is warranted given the proposal is in view of supporting the company's Share Ownership Programs. A vote AGAINST the transfer of treasury shares is warranted given the given the lack of information to make an informed voting decision and concerns with some of the terms of the Share Ownership Programs.						

PT Medco Energi Internasional Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Accept Report on the Use of Proceeds	Mgmt				

SUSS MicroTec SE

Meeting Date: 06/03/2025	Country: Germany	Ticker: SMHN
Record Date: 05/27/2025	Meeting Type: Annual	
Primary Security ID: D82791167		

Shares Voted: 9,636						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.30 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.						
5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.						
6	Approve Remuneration Report	Mgmt	For	For	For	No
7	Elect Jan Smits to the Supervisory Board	Mgmt	For	For	For	No
8	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For	No
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For	No

SUSS MicroTec SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Amend Articles Re: Supervisory Board Resolutions	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 10 and 11 Votes FOR the proposed amendments are warranted because they are considered non-contentious in nature. Item 12 A vote AGAINST the amendment to introduce a jurisdiction clause is warranted because: * The introduction of a jurisdiction clause may restrict shareholders' ability to bring claims against the company in different jurisdictions and may disadvantage shareholders during disputes. * It is not supported by a compelling rationale, and the meeting materials do not disclose any shareholder outreach process regarding this clause.</i>						
11	Amend Articles Re: AGM Participation	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 10 and 11 Votes FOR the proposed amendments are warranted because they are considered non-contentious in nature. Item 12 A vote AGAINST the amendment to introduce a jurisdiction clause is warranted because: * The introduction of a jurisdiction clause may restrict shareholders' ability to bring claims against the company in different jurisdictions and may disadvantage shareholders during disputes. * It is not supported by a compelling rationale, and the meeting materials do not disclose any shareholder outreach process regarding this clause.</i>						
12	Amend Articles Re: Place of Jurisdiction	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the amendment to introduce a jurisdiction clause is warranted because: * The introduction of a jurisdiction clause may restrict shareholders' ability to bring claims against the company in different jurisdictions and may disadvantage shareholders during disputes. * It is not supported by a compelling rationale, and the meeting materials do not disclose any shareholder outreach process regarding this clause.</i>						

Asseco South Eastern Europe SA

Meeting Date: 06/04/2025 **Country:** Poland **Ticker:** ASE
Record Date: 05/19/2025 **Meeting Type:** Annual
Primary Security ID: X02542102

Shares Voted: 1,833

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting; Elect Meeting Chairman	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 1 and 3 are warranted because these are routine meeting formalities. Item 2 is non-voting.</i>						
2	Acknowledge Proper Convening of Meeting	Mgmt				
<i>Voting Policy Rationale: Votes FOR Items 1 and 3 are warranted because these are routine meeting formalities. Item 2 is non-voting.</i>						
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 1 and 3 are warranted because these are routine meeting formalities. Item 2 is non-voting.</i>						
4	Receive Management Board Report on Company's and Group's Operations	Mgmt				
<i>Voting Policy Rationale: These are non-voting items.</i>						
5	Receive Standalone and Consolidated Financial Statements	Mgmt				
<i>Voting Policy Rationale: These are non-voting items.</i>						

Asseco South Eastern Europe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Receive Auditor's Opinion on Standalone and Group's Financial Statements	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
7	Receive Supervisory Board Reports	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
8.1	Approve Management Board Report Company's and Group's Operations	Mgmt	For	For	For	No
8.2	Approve Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>					
8.3	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>					
9	Approve Allocation of Income and Dividends of PLN 1.75 per Share	Mgmt	For	For	For	No
10.1	Approve Discharge of Piotr Jelenski (CEO)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>					
10.2	Approve Discharge of Miljan Malis (Management Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>					
10.3	Approve Discharge of Kostadin Slavkoski (Management Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>					
10.4	Approve Discharge of Michal Nitka (Management Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>					
11.1	Approve Discharge of Jozef Klein (Supervisory Board Chairman)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>					
11.2	Approve Discharge of Adam Goral (Supervisory Board Deputy Chairman)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>					

Asseco South Eastern Europe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.3	Approve Discharge of Jacek Duch (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.						
11.4	Approve Discharge of Artur Kucharski (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.						
11.5	Approve Discharge of Adam Pawłowicz (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.						
12	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The company does not disclose details of performance criteria and their parameters for the STI; * The company's executives received remuneration from other companies belonging to the same capital group, while there is little information regarding their contracts with subsidiaries; and * Executives participate in the incentive plan signed with the company's controlling shareholder for which limited information is disclosed.						
13	Amend Terms of Remuneration of Supervisory Board Members	Mgmt	For	For	For	No
14	Amend Statute	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is this proposal is warranted because the proposed amendments will adversely impact shareholders' rights.						
15	Close Meeting	Mgmt				

Esso

Meeting Date: 06/04/2025Country: FranceTicker: ES

Record Date: 06/02/2025Meeting Type: Annual

Primary Security ID: F31710100

Shares Voted: 2,544						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Approve Financial Statements, Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of EUR 53 per Share	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company failed to provide its auditors' special report in a timely manner.</i>						
4	Reelect Charles Amyot as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Charles Amyot (Item 4) is warranted. * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 7 and 9). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (22.2 percent vs 33.3 percent recommended) (Items 5, 6, 8 10 and 12).</i>						
5	Reelect Philippe Ducom as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Charles Amyot (Item 4) is warranted. * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 7 and 9). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (22.2 percent vs 33.3 percent recommended) (Items 5, 6, 8 10 and 12).</i>						
6	Reelect Marie-Laure Hallemann as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Charles Amyot (Item 4) is warranted. * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 7 and 9). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (22.2 percent vs 33.3 percent recommended) (Items 5, 6, 8 10 and 12).</i>						
7	Reelect Frédérique Le Grevès as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Charles Amyot (Item 4) is warranted. * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 7 and 9). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (22.2 percent vs 33.3 percent recommended) (Items 5, 6, 8 10 and 12).</i>						
8	Reelect Jean-Claude Marcelin as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Charles Amyot (Item 4) is warranted. * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 7 and 9). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (22.2 percent vs 33.3 percent recommended) (Items 5, 6, 8 10 and 12).</i>						
9	Reelect Véronique Morel as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Charles Amyot (Item 4) is warranted. * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 7 and 9). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (22.2 percent vs 33.3 percent recommended) (Items 5, 6, 8 10 and 12).</i>						
10	Elect Philippe Diu as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Charles Amyot (Item 4) is warranted. * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 7 and 9). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (22.2 percent vs 33.3 percent recommended) (Items 5, 6, 8 10 and 12).</i>						
11	Elect Sylvie Jéhanno as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Charles Amyot (Item 4) is warranted. * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 7 and 9). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (22.2 percent vs 33.3 percent recommended) (Items 5, 6, 8 10 and 12).</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12	Approve Compensation Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this global compensation report is warranted as the company does not submit to shareholders' vote binding ex-post individual resolutions on corporate officers' compensation.						
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this remuneration policy is warranted, in the absence of concerns for the global amount dedicated to directors' remuneration (item 14) but not without concerns for the policy in the absence of adequate disclosure (item 13).						
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 152,000	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this remuneration policy is warranted, in the absence of concerns for the global amount dedicated to directors' remuneration (item 14) but not without concerns for the policy in the absence of adequate disclosure (item 13).						
15	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted in the absence of any disclosure.						
16	Renew Appointments of Forvis Mazars as Auditor and CBA as Alternate Auditor	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR are warranted but is not without concerns given the limited disclosure of the fees paid during FY24.						
17	Renew Appointments of BM&A as Auditor and Eric Seyvos as Alternate Auditor	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR are warranted but is not without concerns given the limited disclosure of the fees paid during FY24.						
18	Appoint Forvis Mazars as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Mears Group Plc

Meeting Date: 06/04/2025	Country: United Kingdom	Ticker: MER
Record Date: 06/02/2025	Meeting Type: Annual	
Primary Security ID: G5946P103		

Shares Voted: 30,816						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

Mears Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5	Approve Final Dividend	Mgmt	For	For	For	No
6	Re-elect Jim Clarke as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.						
7	Re-elect Lucas Critchley as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.						
8	Re-elect Andrew Smith as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.						
9	Re-elect Angela Lockwood as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.						
10	Re-elect Nick Wharton as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.						
11	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Penta Teknoloji Urunleri Dagitim Ticaret AS

Meeting Date: 06/04/2025

Country: Turkey

Ticker: PENTA.E

Record Date:

Meeting Type: Annual

Primary Security ID: M78659121

Shares Voted: 144,446

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Annual Meeting Agenda Open Meeting and Elect Presiding Council of Meeting	Mgmt Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because they are routine formalities.						

Penta Teknoloji Urunleri Dagitim Ticaret AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Authorize Presiding Council to Sign Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because they are routine formalities.						
3	Accept Board Report	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						
4	Accept Audit Report	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						
5	Accept Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						
6	Approve Discharge of Board	Mgmt	For	For	For	No
7	Ratify Director Appointment	Mgmt	For	For	For	No
8	Approve Director Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.						
9	Approve Allocation of Income	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						
10	Ratify External Auditors	Mgmt	For	For	For	No
11	Approve Upper Limit of Donations for 2025 and Receive Information on Donations Made in 2024	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST due to a lack of disclosure on the resolution.						
12	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt				
13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For	For	No
14	Close Meeting	Mgmt				

ProCredit Holding AG

Meeting Date: 06/04/2025	Country: Germany	Ticker: PCZ
Record Date: 05/28/2025	Meeting Type: Annual	
Primary Security ID: D61977100		

Shares Voted: 5,881

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.59 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
5	Ratify BDO AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For	No
6	Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
7	Approve Remuneration Report	Mgmt	For	For	For	No
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For	No
9	Approve Issuance of Participation Certificates up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For	For	No
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No

RENK Group AG

Meeting Date: 06/04/2025

Country: Germany

Ticker: R3NK

Record Date: 05/13/2025

Meeting Type: Annual

Primary Security ID: D6S2UZ108

Shares Voted: 3,776

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.42 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
5a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For	No
5b	Ratify PricewaterhouseCoopers GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	For	No
7	Approve Affiliation Agreement with RENK GmbH	Mgmt	For	For	For	No

Stroeer SE & Co. KGaA

Meeting Date: 06/04/2025Country: GermanyTicker: SAX
Record Date: 05/13/2025Meeting Type: Annual
Primary Security ID: D8169G100

Shares Voted: 15,154

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of EUR 2.30 per Share	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because there is no evidence that the personally liable partner and supervisory board have not fulfilled their fiduciary duties.</i>						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because there is no evidence that the personally liable partner and supervisory board have not fulfilled their fiduciary duties.</i>						
5	Ratify KPMG AG as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
6a)	Elect Christoph Vilanek to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Christoph Vilanek, Matthias Dang, and Hans Juergen Kulartz, are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the reelection of Christoph Vilanek is further warranted because he holds an excessive number of mandates at listed companies. A vote AGAINST the current nomination committee chair, Martin Diederichs, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of concerns.</i>						
6b)	Elect Elisabeth Lepique to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Christoph Vilanek, Matthias Dang, and Hans Juergen Kulartz, are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the reelection of Christoph Vilanek is further warranted because he holds an excessive number of mandates at listed companies. A vote AGAINST the current nomination committee chair, Martin Diederichs, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of concerns.</i>						
6c)	Elect Petra Sontheimer to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Christoph Vilanek, Matthias Dang, and Hans Juergen Kulartz, are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the reelection of Christoph Vilanek is further warranted because he holds an excessive number of mandates at listed companies. A vote AGAINST the current nomination committee chair, Martin Diederichs, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of concerns.</i>						
6d)	Elect Martin Diederichs to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Christoph Vilanek, Matthias Dang, and Hans Juergen Kulartz, are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the reelection of Christoph Vilanek is further warranted because he holds an excessive number of mandates at listed companies. A vote AGAINST the current nomination committee chair, Martin Diederichs, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of concerns.</i>						
6e)	Elect Hans Kulartz to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Christoph Vilanek, Matthias Dang, and Hans Juergen Kulartz, are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the reelection of Christoph Vilanek is further warranted because he holds an excessive number of mandates at listed companies. A vote AGAINST the current nomination committee chair, Martin Diederichs, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of concerns.</i>						

Stroeer SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6f)	Elect Matthias Dang to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Christoph Vilanek, Matthias Dang, and Hans Juergen Kulartz, are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the reelection of Christoph Vilanek is further warranted because he holds an excessive number of mandates at listed companies. A vote AGAINST the current nomination committee chair, Martin Diederichs, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of concerns.</i>						
7	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the proposed article amendments in regard to virtual-only shareholder meetings is warranted because: * The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only. * The rationale regarding why it was considered necessary to hold a virtual-only meeting in the past three years, or why the company chose the virtual-only format again for the 2025 AGM, is not considered compelling. * The company has not given shareholders the option to attend the AGM in-person since prior to the pandemic, and there is no commitment by the boards to giving shareholders an in-person attendance option in the future.</i>						
8	Approve Remuneration Policy	Mgmt	For	For	For	No
9	Approve Remuneration Report	Mgmt	For	For	For	No

Synergie SA

Meeting Date: 06/04/2025 **Country:** France **Ticker:** SDG
Record Date: 06/02/2025 **Meeting Type:** Annual/Special
Primary Security ID: F90342118

Shares Voted: 12						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted in the absence of any specific concern.</i>						
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted in the absence of any specific concern.</i>						
3	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: The absence of the report merits a vote AGAINST this proposal.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the remuneration policy of the CEO is warranted but not without concern as there is a limited disclosure on LTIP regarding the type of instruments used, the performance conditions, and the minimum performance period is not disclosed (Item 6). The main reasons for support are notably related to the improved company's disclosure as follows: * The disclosure of the base salary, which was not disclosed in the past. * The introduction of an annual bonus and the disclosure of a cap, performance criteria attached and their weighting. * The LTI plan is capped. * If the proposed policy is not approved by the 2025 AGM, the current remuneration policy where the level of disclosure is lower, i.e., no disclosure on the base salary and the absence of any variable remuneration will remain applicable. Vote FOR the remuneration policy of directors is warranted because it does not raise any significant concerns (Item 8). Votes AGAINST Items 5 and 7 because the company specifies that vice-CEOs do not receive any remuneration in title of their mandate. As such, if appointed, they could receive other remuneration from outside the mandate, which may not be subject to shareholders' approval.</i>						
6	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the remuneration policy of the CEO is warranted but not without concern as there is a limited disclosure on LTIP regarding the type of instruments used, the performance conditions, and the minimum performance period is not disclosed (Item 6). The main reasons for support are notably related to the improved company's disclosure as follows: * The disclosure of the base salary, which was not disclosed in the past. * The introduction of an annual bonus and the disclosure of a cap, performance criteria attached and their weighting. * The LTI plan is capped. * If the proposed policy is not approved by the 2025 AGM, the current remuneration policy where the level of disclosure is lower, i.e., no disclosure on the base salary and the absence of any variable remuneration will remain applicable. Vote FOR the remuneration policy of directors is warranted because it does not raise any significant concerns (Item 8). Votes AGAINST Items 5 and 7 because the company specifies that vice-CEOs do not receive any remuneration in title of their mandate. As such, if appointed, they could receive other remuneration from outside the mandate, which may not be subject to shareholders' approval.</i>						
7	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the remuneration policy of the CEO is warranted but not without concern as there is a limited disclosure on LTIP regarding the type of instruments used, the performance conditions, and the minimum performance period is not disclosed (Item 6). The main reasons for support are notably related to the improved company's disclosure as follows: * The disclosure of the base salary, which was not disclosed in the past. * The introduction of an annual bonus and the disclosure of a cap, performance criteria attached and their weighting. * The LTI plan is capped. * If the proposed policy is not approved by the 2025 AGM, the current remuneration policy where the level of disclosure is lower, i.e., no disclosure on the base salary and the absence of any variable remuneration will remain applicable. Vote FOR the remuneration policy of directors is warranted because it does not raise any significant concerns (Item 8). Votes AGAINST Items 5 and 7 because the company specifies that vice-CEOs do not receive any remuneration in title of their mandate. As such, if appointed, they could receive other remuneration from outside the mandate, which may not be subject to shareholders' approval.</i>						
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the remuneration policy of the CEO is warranted but not without concern as there is a limited disclosure on LTIP regarding the type of instruments used, the performance conditions, and the minimum performance period is not disclosed (Item 6). The main reasons for support are notably related to the improved company's disclosure as follows: * The disclosure of the base salary, which was not disclosed in the past. * The introduction of an annual bonus and the disclosure of a cap, performance criteria attached and their weighting. * The LTI plan is capped. * If the proposed policy is not approved by the 2025 AGM, the current remuneration policy where the level of disclosure is lower, i.e., no disclosure on the base salary and the absence of any variable remuneration will remain applicable. Vote FOR the remuneration policy of directors is warranted because it does not raise any significant concerns (Item 8). Votes AGAINST Items 5 and 7 because the company specifies that vice-CEOs do not receive any remuneration in title of their mandate. As such, if appointed, they could receive other remuneration from outside the mandate, which may not be subject to shareholders' approval.</i>						
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
10	Approve Compensation of Victorien Vaney, Chairman and CEO	Mgmt	For	For	For	No
11	Appoint KPMG as Auditor	Mgmt	For	For	For	No

Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12	Appoint GRANT THORNTON as Auditor	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.						
13	Appoint KPMG as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.						
14	Appoint GRANT THORNTON as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.						
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the share repurchase program can be continued during a takeover period.						
Extraordinary Business		Mgmt				
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
17	Amend Article 13 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For	No
Ordinary Business		Mgmt				
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Zespół Elektrociepłowni Wrocławskich Kogeneracja SA

Meeting Date: 06/04/2025

Country: Poland

Ticker: KGN

Record Date: 05/19/2025

Meeting Type: Annual

Primary Security ID: X9898A107

Shares Voted: 1,084						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Management Proposals	Mgmt				
	Open Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
2	Elect Meeting Chairman	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
3	Acknowledge Proper Convening of Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						

Zespół Elektrociepłowni Wrocławskich Kogeneracja SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>						
5	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 5 and 6 are warranted because there are no known concerns about the accounts presented or the audit procedures used. Votes FOR Items 7, 9, and 10 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
6	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 5 and 6 are warranted because there are no known concerns about the accounts presented or the audit procedures used. Votes FOR Items 7, 9, and 10 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
7	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 5 and 6 are warranted because there are no known concerns about the accounts presented or the audit procedures used. Votes FOR Items 7, 9, and 10 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
8	Approve Treatment of Net Loss	Mgmt	For	For	For	No
9	Approve Supervisory Board Report on Its Activities	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 5 and 6 are warranted because there are no known concerns about the accounts presented or the audit procedures used. Votes FOR Items 7, 9, and 10 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
10	Approve Supervisory Board Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 5 and 6 are warranted because there are no known concerns about the accounts presented or the audit procedures used. Votes FOR Items 7, 9, and 10 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
11	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The company has failed to disclose details of performance metrics as well as their ex-post targets, thresholds, and levels of achievement for the STI plan; * The supervisory board is entitled to set the management goals, along with their weights and measurable criteria for their implementation and settlement. Over the year 2024, payout based thereon was executed; * Details regarding the pension scheme are not disclosed.</i>						
12.1	Approve Discharge Dominik Wadecki (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.2	Approve Discharge Dariusz Witkowski (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.3	Approve Discharge of Krzysztof Kryg (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						

Zespół Elektrociepłowni Wrocławskich Kogeneracja SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12.4	Approve Discharge of Krzysztof Wrzesinski (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.5	Approve Discharge of Hanna Mazurkiewicz (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.6	Approve Discharge of Adam Lewandowski (Supervisory Board Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.7	Approve Discharge of Krzysztof Kusmierowski (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.8	Approve Discharge of Aleksandra Libiszowska-Budrewicz (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.9	Approve Discharge of Bogdan Borkowski (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.10	Approve Discharge of Jacek Grzywacz (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.11	Approve Discharge of Grzegorz Wilinski (Supervisory Board Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.12	Approve Discharge of Piotr Szczepiorkowski (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.13	Approve Discharge of Roman Nowak (Supervisory Board Secretary)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						

Zespół Elektrociepłowni Wrocławskich Kogeneracja SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12.14	Approve Discharge of Anna Trela (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
12.15	Approve Discharge of Adam Zwada (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
12.16	Approve Discharge of Pawel Stepien (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
13	Amend Statute	Mgmt	For	For	For	No
14	Elect Supervisory Board Member	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because the company has failed to disclose the nominee's name.						
15	Shareholder Proposal Submitted by PGE Energia Ciepła SA	Mgmt				
	Approve Acquisition of Fixed Assets for Purpose of Investment Project for EC Wrocław	SH	None	Against	Against	No
	Management Proposals	Mgmt				
16	Close Meeting	Mgmt				

Dimerco Express Corp.

Meeting Date: 06/05/2025Country: TaiwanTicker: 5609

Record Date: 04/02/2025Meeting Type: Annual

Primary Security ID: Y2073T107

Shares Voted: 28,367						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Dimerco Express Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Amend Procedures for Lending Funds to Other Parties	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified all the details and the provisions covered under the proposed amendments.</i>						

Frequentis AG

Meeting Date: 06/05/2025 **Country:** Austria **Ticker:** FQT
Record Date: 05/26/2025 **Meeting Type:** Annual
Primary Security ID: A2R5AC107

Shares Voted: 1,323						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.27 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
5	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The report continues to lack a detailed ex-post performance assessment to explain the application of the variable incentive plans in the past year.</i>						
7	Ratify BDO Assurance GmbH as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
8a)	Elect Karl Millauer as Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Boris Di Nemsic and Karl Michael Millauer, are warranted because of the failure to establish a sufficiently independent board.</i>						
8b)	Elect Boris Nemsic as Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Boris Di Nemsic and Karl Michael Millauer, are warranted because of the failure to establish a sufficiently independent board.</i>						
9	Approve Long Term Incentive Plan 2025	Mgmt	For	For	For	No

Meeting Date: 06/05/2025

Country: Germany

Ticker: GFT

Record Date: 05/14/2025

Meeting Type: Annual

Primary Security ID: D2823P101

Shares Voted: 8,816

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For	For	No
3.a	Approve Discharge of Executive Director Marika Lulay for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3.b	Approve Discharge of Executive Director Jens-Thorsten Rauer for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3.c	Approve Discharge of Executive Director Jochen Ruetz for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3.d	Approve Discharge of Executive Director Marco Santos (from July 1, 2024) for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.a	Approve Discharge of Board of Directors Member Ulrich Dietz for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.b	Approve Discharge of Board of Directors Member Paul Lerbinger for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.c	Approve Discharge of Board of Directors Member Annette Beller for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.d	Approve Discharge of Board of Directors Member Maria Dietz for Fiscal Year 2024	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.e	Approve Discharge of Board of Directors Member Marika Lulay (until June 20, 2024) for Fiscal Year 2024	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.f	Approve Discharge of Board of Directors Member Jochen Ruetz for Fiscal Year 2024	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.g	Approve Discharge of Board of Directors Member Marco Santos (from June 20, 2024) for Fiscal Year 2024	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.h	Approve Discharge of Board of Directors Member Andreas Wiedemann for Fiscal Year 2024	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
5.a	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For	No
5.b	Ratify Deloitte GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
6.a	Fix Number of Board of Directors at Eight	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the connected election proposal does not merit support.</i>					
6.b	Elect Frank Riemensperger to the Board of Directors	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST the new board nominee Frank Riemensperger is warranted because the proposed term of office exceeds four years. A vote AGAINST the new nominee is further warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i>					
7	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. * The base salary for the new CEO was set well above their predecessor without any explanation. * Though the report addresses low shareholder support on last year's remuneration votes, the response is considered inadequate.</i>					
8	Approve Remuneration Policy for the Board of Directors	Mgmt	For	For	For	No
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No

GFT Technologies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Approve Affiliation Agreement with GFT Deutschland GmbH	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted due to a lack of concerns.						
11	Approve Affiliation Agreement with GFT Software Solutions GmbH	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted due to a lack of concerns.						

Gourmet Master Co. Ltd.

Meeting Date: 06/05/2025	Country: Cayman Islands	Ticker: 2723
Record Date: 04/02/2025	Meeting Type: Annual	
Primary Security ID: G4002A100		

Shares Voted: 227,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Consolidated Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
3.1	Elect WU, CHENG-HSUEH, with SHAREHOLDER NO.0000001, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees under Items 3.1-3.4 and 3.6-3.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 3.5 is warranted because considered by the company as independent director, Lee, Su-Ying is non-independent non-executive director under ISS' classification.						
3.2	Elect WU, YU-CHIN, with SHAREHOLDER NO.0000011, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees under Items 3.1-3.4 and 3.6-3.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 3.5 is warranted because considered by the company as independent director, Lee, Su-Ying is non-independent non-executive director under ISS' classification.						
3.3	Elect CHANG, CHIEH-WEN, a REPRESENTATIVE of INFINITY EMERGING MARKETS LIMITED., with SHAREHOLDER NO.0000025, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees under Items 3.1-3.4 and 3.6-3.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 3.5 is warranted because considered by the company as independent director, Lee, Su-Ying is non-independent non-executive director under ISS' classification.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.4	Elect KUO, MING-HUA, a REPRESENTATIVE of HENDERSON I YIELD GROWTH LIMITED., with SHAREHOLDER NO.0000024, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees under Items 3.1-3.4 and 3.6-3.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 3.5 is warranted because considered by the company as independent director, Lee, Su-Ying is non-independent non-executive director under ISS' classification.						
3.5	Elect LEE, SU-YING, with ID NO.B220141XXX, as Independent Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR the director nominees under Items 3.1-3.4 and 3.6-3.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 3.5 is warranted because considered by the company as independent director, Lee, Su-Ying is non-independent non-executive director under ISS' classification.						
3.6	Elect CHI, CHIH-YI, with ID NO.A127532XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees under Items 3.1-3.4 and 3.6-3.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 3.5 is warranted because considered by the company as independent director, Lee, Su-Ying is non-independent non-executive director under ISS' classification.						
3.7	Elect WU, MENG-TA, with ID NO.E122104XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees under Items 3.1-3.4 and 3.6-3.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 3.5 is warranted because considered by the company as independent director, Lee, Su-Ying is non-independent non-executive director under ISS' classification.						
3.8	Elect WANG, CHIH-WEN, with ID NO.L122183XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees under Items 3.1-3.4 and 3.6-3.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 3.5 is warranted because considered by the company as independent director, Lee, Su-Ying is non-independent non-executive director under ISS' classification.						
4	Amend Procedures for Lending Funds to Other Parties	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.						
5	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.						
6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of the proposal.						

Meitu, Inc.

Meeting Date: 06/05/2025	Country: Cayman Islands	Ticker: 1357
Record Date: 05/30/2025	Meeting Type: Annual	
Primary Security ID: G5966D105		

Shares Voted: 776,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Elect Guo Yihong as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
2b	Elect Zhou Hao as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
2c	Elect Poon Philana Wai Yin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
8	Approve Final Dividend	Mgmt	For	For	For	No

NetDragon Websoft Holdings Limited

Meeting Date: 06/05/2025	Country: Cayman Islands	Ticker: 777
Record Date: 05/30/2025	Meeting Type: Annual	
Primary Security ID: G6427W104		

Shares Voted: 134,407						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No

NetDragon Websoft Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4A	Elect Leung Lim Kin Simon as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4B	Elect Chen Hongzhan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4C	Elect Lin Yun as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4D	Elect Lee Kwan Hung, Eddie as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4E	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
5B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Neurones SA

Meeting Date: 06/05/2025Country: FranceTicker: NRO

Record Date: 06/03/2025Meeting Type: Annual

Primary Security ID: F6523H101

Shares Voted: 1,067						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>						
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>						
3	Approve Allocation of Income and Dividends of EUR 1.30 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company failed to provide its auditors' special report.</i>						
5	Approve Discharge of Directors	Mgmt	For	For	For	No
6	Reelect Luc de Chamard as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (0.0 percent vs 33.3 percent recommended) (Items 7-11). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Luc de Chamard (Item 6) is warranted. * Votes AGAINST the reelections of Luc de Chamard and Daphné de Chamard are warranted since the directors benefit from the company's distortive voting structure (Items 6 and 11). * A vote AGAINST the non-independent Chairman of the Audit Committee Jean-Louis Pacquement, is warranted as the practice of a non-independent audit committee chair lies below market practice and against recommended guidelines (Item 9). * A vote AGAINST the non-independent audit committee member Hervé Pichard is warranted as the level of independence at the audit committee level lies below recommended guidelines (Item 10).</i>						
7	Reelect Bertrand Ducurtail as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (0.0 percent vs 33.3 percent recommended) (Items 7-11). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Luc de Chamard (Item 6) is warranted. * Votes AGAINST the reelections of Luc de Chamard and Daphné de Chamard are warranted since the directors benefit from the company's distortive voting structure (Items 6 and 11). * A vote AGAINST the non-independent Chairman of the Audit Committee Jean-Louis Pacquement, is warranted as the practice of a non-independent audit committee chair lies below market practice and against recommended guidelines (Item 9). * A vote AGAINST the non-independent audit committee member Hervé Pichard is warranted as the level of independence at the audit committee level lies below recommended guidelines (Item 10).</i>						
8	Reelect Marie-Francoise Jaubert as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (0.0 percent vs 33.3 percent recommended) (Items 7-11). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Luc de Chamard (Item 6) is warranted. * Votes AGAINST the reelections of Luc de Chamard and Daphné de Chamard are warranted since the directors benefit from the company's distortive voting structure (Items 6 and 11). * A vote AGAINST the non-independent Chairman of the Audit Committee Jean-Louis Pacquement, is warranted as the practice of a non-independent audit committee chair lies below market practice and against recommended guidelines (Item 9). * A vote AGAINST the non-independent audit committee member Hervé Pichard is warranted as the level of independence at the audit committee level lies below recommended guidelines (Item 10).</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Reelect Jean-Louis Pacquement as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (0.0 percent vs 33.3 percent recommended) (Items 7-11). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Luc de Chamard (Item 6) is warranted. * Votes AGAINST the reelections of Luc de Chamard and Daphné de Chamard are warranted since the directors benefit from the company's distortive voting structure (Items 6 and 11). * A vote AGAINST the non-independent Chairman of the Audit Committee Jean-Louis Pacquement, is warranted as the practice of a non-independent audit committee chair lies below market practice and against recommended guidelines (Item 9). * A vote AGAINST the non-independent audit committee member Hervé Pichard is warranted as the level of independence at the audit committee level lies below recommended guidelines (Item 10).</i>						
10	Reelect Hervé Pichard as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (0.0 percent vs 33.3 percent recommended) (Items 7-11). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Luc de Chamard (Item 6) is warranted. * Votes AGAINST the reelections of Luc de Chamard and Daphné de Chamard are warranted since the directors benefit from the company's distortive voting structure (Items 6 and 11). * A vote AGAINST the non-independent Chairman of the Audit Committee Jean-Louis Pacquement, is warranted as the practice of a non-independent audit committee chair lies below market practice and against recommended guidelines (Item 9). * A vote AGAINST the non-independent audit committee member Hervé Pichard is warranted as the level of independence at the audit committee level lies below recommended guidelines (Item 10).</i>						
11	Reelect Host Developpement SAS as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (0.0 percent vs 33.3 percent recommended) (Items 7-11). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Luc de Chamard (Item 6) is warranted. * Votes AGAINST the reelections of Luc de Chamard and Daphné de Chamard are warranted since the directors benefit from the company's distortive voting structure (Items 6 and 11). * A vote AGAINST the non-independent Chairman of the Audit Committee Jean-Louis Pacquement, is warranted as the practice of a non-independent audit committee chair lies below market practice and against recommended guidelines (Item 9). * A vote AGAINST the non-independent audit committee member Hervé Pichard is warranted as the level of independence at the audit committee level lies below recommended guidelines (Item 10).</i>						
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For	No
13	Approve Remuneration of Directors in the Aggregate Amount of EUR 22,000	Mgmt	For	For	For	No
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
15	Approve Compensation of Chairman and CEO	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i>						
16	Approve Compensation of Vice-CEO	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i>						
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</i>						
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Perennial Energy Holdings Limited

Meeting Date: 06/05/2025

Country: Cayman Islands

Ticker: 2798

Record Date: 05/30/2025

Meeting Type: Annual

Primary Security ID: G7011M106

Shares Voted: 1,482,790

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a1	Elect Yu Zhilong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2a2	Elect Li Xuezhong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2a3	Elect Lau Kai Ming as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2a4	Elect Si Zeyu as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2a5	Elect Yau Shu Shan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2b	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

PT Baramulti Sukses Sarana Tbk

Meeting Date: 06/05/2025 Country: Indonesia Ticker: BSSR
Record Date: 05/09/2025 Meeting Type: Annual
Primary Security ID: Y711CG106

Shares Voted: 426,571

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors	Mgmt	For	For	For	No
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
5	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.

PT Dharma Satya Nusantara Tbk

Meeting Date: 06/05/2025 Country: Indonesia Ticker: DSNG
Record Date: 05/06/2025 Meeting Type: Annual
Primary Security ID: Y712D2112

Shares Voted: 3,723,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
4	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Amend Article 3 of the Articles of Association to be Adjusted to the Indonesia Standard Industrial Classification (KBLI) 2020	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of further information to make an informed voting decision.

PTC India Financial Services Limited

Meeting Date: 06/05/2025

Record Date: 04/30/2025

Primary Security ID: Y711AW103

Country: India

Meeting Type: Special

Ticker: 533344

Shares Voted: 544,182

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot	Mgmt				
	Elect Manoj Kumar Jhawar as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Further, there are no known issues concerning the executive (Dilip Srivastava – Item 2) and his remuneration.						
2	Elect Dilip Srivastava as Director and Approve Appointment and Remuneration of Dilip Srivastava as Whole-Time Director (Finance)	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Further, there are no known issues concerning the executive (Dilip Srivastava – Item 2) and his remuneration.					

Sixt SE

Meeting Date: 06/05/2025

Record Date: 05/14/2025

Primary Security ID: D69899116

Country: Germany

Meeting Type: Annual

Ticker: SIX2

Shares Voted: 2,494

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 2.70 per Ordinary Share and EUR 2.72 per Preferred Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the discharge of the management board (Item 3) is warranted because: * Co-CEOs Alexander Sixt and Konstantin Sixt are beneficiaries of the company's unequal voting structure. Moreover, the discharge of the management board has been submitted as a bundled voting item, which does not allow shareholders to target the specific individuals primarily responsible for, or benefiting from, the unequal vote structure. A vote FOR the discharge of supervisory board (Item 4) is warranted because there is no evidence that the board has not fulfilled its fiduciary duty in the year under review.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1	Approve Discharge of Supervisory Board Member Erich Sixt for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the discharge of the management board (Item 3) is warranted because: * Co-CEOs Alexander Sixt and Konstantin Sixt are beneficiaries of the company's unequal voting structure. Moreover, the discharge of the management board has been submitted as a bundled voting item, which does not allow shareholders to target the specific individuals primarily responsible for, or benefiting from, the unequal vote structure. A vote FOR the discharge of supervisory board (Item 4) is warranted because there is no evidence that the board has not fulfilled its fiduciary duty in the year under review.</i>						
4.2	Approve Discharge of Supervisory Board Member Daniel Terberger for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the discharge of the management board (Item 3) is warranted because: * Co-CEOs Alexander Sixt and Konstantin Sixt are beneficiaries of the company's unequal voting structure. Moreover, the discharge of the management board has been submitted as a bundled voting item, which does not allow shareholders to target the specific individuals primarily responsible for, or benefiting from, the unequal vote structure. A vote FOR the discharge of supervisory board (Item 4) is warranted because there is no evidence that the board has not fulfilled its fiduciary duty in the year under review.</i>						
4.3	Approve Discharge of Supervisory Board Member Julian zu Putlitz for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the discharge of the management board (Item 3) is warranted because: * Co-CEOs Alexander Sixt and Konstantin Sixt are beneficiaries of the company's unequal voting structure. Moreover, the discharge of the management board has been submitted as a bundled voting item, which does not allow shareholders to target the specific individuals primarily responsible for, or benefiting from, the unequal vote structure. A vote FOR the discharge of supervisory board (Item 4) is warranted because there is no evidence that the board has not fulfilled its fiduciary duty in the year under review.</i>						
4.4	Approve Discharge of Supervisory Board Member Anna Kamenetzky-Wetzel for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the discharge of the management board (Item 3) is warranted because: * Co-CEOs Alexander Sixt and Konstantin Sixt are beneficiaries of the company's unequal voting structure. Moreover, the discharge of the management board has been submitted as a bundled voting item, which does not allow shareholders to target the specific individuals primarily responsible for, or benefiting from, the unequal vote structure. A vote FOR the discharge of supervisory board (Item 4) is warranted because there is no evidence that the board has not fulfilled its fiduciary duty in the year under review.</i>						
5.1	Ratify Forvis Mazars GmbH & Co. KG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements	Mgmt	For	For	For	No
5.2	Ratify Forvis Mazars GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.1	Elect Erich Sixt to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST all nominees: Erich Sixt, Anna Magdalena Kamenetzky-Wetzel, and Daniel Terberger are warranted as their proposed terms exceed four years. Additionally: Votes AGAINST Erich Sixt and Daniel Terberger are further warranted because: * of the failure to establish a sufficiently independent board; and * they are members of the nomination committee, and the board is insufficiently gender diverse. A vote AGAINST Erich Sixt is further warranted because: * he is primarily responsible for and benefiting from the company's unequal voting structure; and * because he is a former CEO of the company, and he would be reappointed as board chair if reelected to the supervisory board. A vote AGAINST the non-independent nominee Daniel Terberger is further warranted because: * of the failure to establish a sufficiently independent audit committee; and * of the failure to establish a sufficiently independent remuneration committee.</i>						
7.2	Elect Daniel Terberger to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST all nominees: Erich Sixt, Anna Magdalena Kamenetzky-Wetzel, and Daniel Terberger are warranted as their proposed terms exceed four years. Additionally: Votes AGAINST Erich Sixt and Daniel Terberger are further warranted because: * of the failure to establish a sufficiently independent board; and * they are members of the nomination committee, and the board is insufficiently gender diverse. A vote AGAINST Erich Sixt is further warranted because: * he is primarily responsible for and benefiting from the company's unequal voting structure; and * because he is a former CEO of the company, and he would be reappointed as board chair if reelected to the supervisory board. A vote AGAINST the non-independent nominee Daniel Terberger is further warranted because: * of the failure to establish a sufficiently independent audit committee; and * of the failure to establish a sufficiently independent remuneration committee.</i>						
7.3	Elect Anna Kamenetzky-Wetzel to the Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST all nominees: Erich Sixt, Anna Magdalena Kamenetzky-Wetzel, and Daniel Terberger are warranted as their proposed terms exceed four years. Additionally: Votes AGAINST Erich Sixt and Daniel Terberger are further warranted because: * of the failure to establish a sufficiently independent board; and * they are members of the nomination committee, and the board is insufficiently gender diverse. A vote AGAINST Erich Sixt is further warranted because: * he is primarily responsible for and benefiting from the company's unequal voting structure; and * because he is a former CEO of the company, and he would be reappointed as board chair if reelected to the supervisory board. A vote AGAINST the non-independent nominee Daniel Terberger is further warranted because: * of the failure to establish a sufficiently independent audit committee; and * of the failure to establish a sufficiently independent remuneration committee.</i>						
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the proposed article amendments in regard to virtual-only shareholder meetings is warranted because: * The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only. * The rationale regarding why it was considered necessary to hold a virtual-only meeting in the past three years, or why the company chose the virtual-only format again for the 2025 AGM, is not considered compelling. * The company has not given shareholders the option to attend the AGM in-person since prior to the pandemic, and there is no commitment by the boards to giving shareholders an in-person attendance option in the future. In this vein, the company only vaguely addresses the circumstances under which in-person meetings might be held in the future.</i>						
9	Approve Issuance of Participation Certificates and Profit Sharing Rights without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million	Mgmt	For	For	For	No

Thungela Resources Ltd.

Meeting Date: 06/05/2025

Country: South Africa

Ticker: TGA

Record Date: 05/30/2025

Meeting Type: Annual

Primary Security ID: S84485101

Shares Voted: 221,126

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Resolutions	Mgmt				
1	Reappoint PricewaterhouseCoopers Incorporated as Auditors with Vuyiswa Khutlang as the Individual Designated Auditor	Mgmt	For	For	For	No
2.1	Re-elect Kholeka Mzondeki as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>						
2.2	Re-elect Seamus French as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>						
2.3	Elect Tommy McKeith as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>						
3.1	Re-elect Kholeka Mzondeki as Member of the Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
3.2	Elect Tommy McKeith as Member of the Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
3.3	Re-elect Benjamin Kodisang as Member of the Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
4.1	Elect Tommy McKeith as Member of the Social, Ethics and Transformation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the proposed elections is considered warranted in the absence of material concerns.</i>						
4.2	Elect Yoza Jekwa as Member of the Social, Ethics and Transformation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the proposed elections is considered warranted in the absence of material concerns.</i>						
4.3	Elect July Ndlovu as Member of the Social, Ethics and Transformation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the proposed elections is considered warranted in the absence of material concerns.</i>						
5.1	Approve Remuneration Policy	Mgmt	For	For	For	No

Thungela Resources Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.2	Approve Implementation of the Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is considered warranted: * There is a disconnect between the FY2024 bonus outcome and the Company's performance during the year under review, exacerbated by the limited disclosure on bonus targets.						
6	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	For	For	No
7	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For	No
	Special Resolutions	Mgmt				
1	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For	No
2	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For	No
3	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	Mgmt	For	For	For	No

Wowprime Corp.

Meeting Date: 06/05/2025Country: TaiwanTicker: 2727

Record Date: 04/02/2025Meeting Type: Annual

Primary Security ID: Y969B9107

Shares Voted: 161,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Fountain Set (Holdings) Limited

Meeting Date: 06/06/2025Country: Hong KongTicker: 420

Record Date: 06/02/2025Meeting Type: Annual

Primary Security ID: Y26213101

Shares Voted: 57,347

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Fountain Set (Holdings) Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Final Dividend and Special Dividend	Mgmt	For	For	For	No
3A	Elect Yau Hang Tat, Andrew as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3B	Elect Yen Gordon as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3C	Elect Wong Kwong Chi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3D	Elect Yin Jian as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3E	Elect Zhou Jing as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3F	Elect Ng Kwok Tung as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3G	Elect Ying Wei as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
5	Approve Shinewing (HK) CPA Limited as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6A	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6B	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
6C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
7.1	Approve 2028 Financial Services Agreement, Deposit Services and Deposit Annual Caps	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these proposals is warranted because the proposed related-party transactions include a financial service agreement with the group finance company, which may expose the company to unnecessary risks.</i>						

Fountain Set (Holdings) Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.2	Authorize Directors to Deal with All Matters in Relation to the 2028 Financial Services Agreement and Continuing Connected Transactions of the Deposit Services	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these proposals is warranted because the proposed related-party transactions include a financial service agreement with the group finance company, which may expose the company to unnecessary risks.						

IIFL Capital Services Limited

Meeting Date: 06/06/2025	Country: India	Ticker: 542773
Record Date: 05/02/2025	Meeting Type: Special	
Primary Security ID: Y3R789105		

Shares Voted: 282,954						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot Approve Appointment and Remuneration of R. Venkataraman as Managing Director	Mgmt	For	For	For	No

Shenguan Holdings (Group) Limited

Meeting Date: 06/06/2025	Country: Cayman Islands	Ticker: 829
Record Date: 06/02/2025	Meeting Type: Annual	
Primary Security ID: G8116M108		

Shares Voted: 484,364						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Approve Final Dividend and Special Final Dividend	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine dividend proposal.						
2b	Authorize Any Director to Deal with All Matters in Relation to the Implementation of the Payment of the Final Dividends	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine dividend proposal.						
3	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Shenguan Holdings (Group) Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4a	Elect Mo Yunxi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4b	Elect Sri Low Jee Keong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4c	Elect Zhou Xiaoxiong as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4d	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Sinmag Equipment Corp.

Meeting Date: 06/06/2025 **Country:** Taiwan **Ticker:** 1580
Record Date: 04/07/2025 **Meeting Type:** Annual
Primary Security ID: Y7997X100

Shares Voted: 34,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Initial Public Offering of RMB Ordinary Shares and Apply for a Change to Listing on the Main Board of the Shanghai Stock Exchange	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	ELECT 5 OUT OF 6 NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
5.1	Elect Hsieh Shun Ho, with Shareholder No. 00000006, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 5.8 is warranted because considered by the company as independent director, Tu San Chien is non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 5.7 and 5.9-5.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR the non-independent director nominees under Items 5.1-5.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 5.6 because the nominating shareholders have failed to provide a rationale for the nomination.</i>						
5.2	Elect Wu Yao Tsung, with Shareholder No. 00000015, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 5.8 is warranted because considered by the company as independent director, Tu San Chien is non-independent non-executive director under ISS' classification? A vote FOR the independent director nominees under Items 5.7 and 5.9-5.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR the non-independent director nominees under Items 5.1-5.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 5.6 because the nominating shareholders have failed to provide a rationale for the nomination.</i>						
5.3	Elect Chang Jui Jung, with Shareholder No. 00000045, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 5.8 is warranted because considered by the company as independent director, Tu San Chien is non-independent non-executive director under ISS' classification? A vote FOR the independent director nominees under Items 5.7 and 5.9-5.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR the non-independent director nominees under Items 5.1-5.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 5.6 because the nominating shareholders have failed to provide a rationale for the nomination.</i>						
5.4	Elect Hsieh Ming Ching, with Shareholder No. 00000009, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 5.8 is warranted because considered by the company as independent director, Tu San Chien is non-independent non-executive director under ISS' classification? A vote FOR the independent director nominees under Items 5.7 and 5.9-5.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR the non-independent director nominees under Items 5.1-5.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 5.6 because the nominating shareholders have failed to provide a rationale for the nomination.</i>						
5.5	Elect Hsiao Shu Chuan, with Shareholder No. 00000034, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 5.8 is warranted because considered by the company as independent director, Tu San Chien is non-independent non-executive director under ISS' classification? A vote FOR the independent director nominees under Items 5.7 and 5.9-5.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR the non-independent director nominees under Items 5.1-5.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 5.6 because the nominating shareholders have failed to provide a rationale for the nomination.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.6	Elect Chen Min Chih (Chen Min-Jyh), with Shareholder No. 00023056, as Non-Independent Director	SH	None	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 5.8 is warranted because considered by the company as independent director, Tu San Chien is non-independent non-executive director under ISS' classification? A vote FOR the independent director nominees under Items 5.7 and 5.9-5.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR the non-independent director nominees under Items 5.1-5.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 5.6 because the nominating shareholders have failed to provide a rationale for the nomination.</i>						
	ELECT 4 OUT OF 5 INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
5.7	Elect Huang Huei Wang, with Shareholder No. F103751XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 5.8 is warranted because considered by the company as independent director, Tu San Chien is non-independent non-executive director under ISS' classification? A vote FOR the independent director nominees under Items 5.7 and 5.9-5.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR the non-independent director nominees under Items 5.1-5.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 5.6 because the nominating shareholders have failed to provide a rationale for the nomination.</i>						
5.8	Elect Tu San Chien, with Shareholder No. A101721XXX, as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 5.8 is warranted because considered by the company as independent director, Tu San Chien is non-independent non-executive director under ISS' classification? A vote FOR the independent director nominees under Items 5.7 and 5.9-5.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR the non-independent director nominees under Items 5.1-5.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 5.6 because the nominating shareholders have failed to provide a rationale for the nomination.</i>						
5.9	Elect Lin Chien Ting, with Shareholder No. P120436XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 5.8 is warranted because considered by the company as independent director, Tu San Chien is non-independent non-executive director under ISS' classification? A vote FOR the independent director nominees under Items 5.7 and 5.9-5.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR the non-independent director nominees under Items 5.1-5.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 5.6 because the nominating shareholders have failed to provide a rationale for the nomination.</i>						
5.10	Elect Li Hung Yu, with Shareholder No. A122415XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 5.8 is warranted because considered by the company as independent director, Tu San Chien is non-independent non-executive director under ISS' classification? A vote FOR the independent director nominees under Items 5.7 and 5.9-5.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR the non-independent director nominees under Items 5.1-5.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 5.6 because the nominating shareholders have failed to provide a rationale for the nomination.</i>						

Sinmag Equipment Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.11	Elect Chang Chin Te (Chang Chin-Ter), with Shareholder No. J121144XXX, as Independent Director	SH	None	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 5.8 is warranted because considered by the company as independent director, Tu San Chien is non-independent non-executive director under ISS' classification? A vote FOR the independent director nominees under Items 5.7 and 5.9-5.11 is warranted given the absence of any known issues concerning the nominees. A vote FOR the non-independent director nominees under Items 5.1-5.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 5.6 because the nominating shareholders have failed to provide a rationale for the nomination.</i>						
6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

TCL Electronics Holdings Limited

Meeting Date: 06/06/2025 **Country:** Cayman Islands **Ticker:** 1070
Record Date: 06/02/2025 **Meeting Type:** Annual
Primary Security ID: G8701T138

Shares Voted: 1,117,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4a	Elect Sun Li as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted.</i>						
4b	Elect Wang Yijiang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted.</i>						
5	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No

TCL Electronics Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Uni-President China Holdings Ltd.

Meeting Date: 06/06/2025 **Country:** Cayman Islands **Ticker:** 220
Record Date: 05/30/2025 **Meeting Type:** Annual
Primary Security ID: G9222R106

Shares Voted: 1,474,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Elect Fan Ren-Da, Anthony as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the reelection of Anthony Fan Ren-Da is warranted given his failure to comply with the relevant Listing Rules requirements which raise serious concerns on his suitability to serve as a director of the company. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.</i>						
3b	Elect Lo Peter as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the reelection of Anthony Fan Ren-Da is warranted given his failure to comply with the relevant Listing Rules requirements which raise serious concerns on his suitability to serve as a director of the company. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.</i>						
3c	Elect Chen Johnny as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the reelection of Anthony Fan Ren-Da is warranted given his failure to comply with the relevant Listing Rules requirements which raise serious concerns on his suitability to serve as a director of the company. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.</i>						
3d	Elect Chang, Karen Yi Fen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the reelection of Anthony Fan Ren-Da is warranted given his failure to comply with the relevant Listing Rules requirements which raise serious concerns on his suitability to serve as a director of the company. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.</i>						
4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
5	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Uni-President China Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Fox-Wizel Ltd.

Meeting Date: 06/09/2025

Country: Israel

Ticker: FOX

Record Date: 05/08/2025

Meeting Type: Special

Primary Security ID: M4661N107

Shares Voted: 927						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve One Time Special Award to Assaf Wiesel, CEO of Fox Chain	Mgmt	For	For	For	No
2	Approve One Time Special Award to Elad Vered, Executive	Mgmt	For	For	For	No
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against	No
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt				
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>						
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	For	No
<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>						

Harel Insurance Investments & Financial Services Ltd.

Meeting Date: 06/09/2025 **Country:** Israel **Ticker:** HARL
Record Date: 05/07/2025 **Meeting Type:** Annual/Special
Primary Security ID: M52635105

Shares Voted: 2,266						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Discuss Financial Statements and the Report of the Board	Mgmt				
2	Reappoint Somekh Chaikin (KPMG) as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Reelect Yair Yona Hamburger as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR Yair Hamburger, Ayelet Ben Ezer, Ben Hamburger, Gideon Hamburger, Asaf Kochan, Joav Tzvi Manor and Michel Siboni is warranted, as there are no issues with the nominees. A vote AGAINST Doron Cohen is warranted as the nominee is a non-independent director and a member of the audit committee.</i>						
4	Reelect Ben Hamburger as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR Yair Hamburger, Ayelet Ben Ezer, Ben Hamburger, Gideon Hamburger, Asaf Kochan, Joav Tzvi Manor and Michel Siboni is warranted, as there are no issues with the nominees. A vote AGAINST Doron Cohen is warranted as the nominee is a non-independent director and a member of the audit committee.</i>						

Harel Insurance Investments & Financial Services Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Reelect Gideon Hamburger as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Yair Hamburger, Ayelet Ben Ezer, Ben Hamburger, Gideon Hamburger, Asaf Kochan, Joav Tzvi Manor and Michel Siboni is warranted, as there are no issues with the nominees. A vote AGAINST Doron Cohen is warranted as the nominee is a non-independent director and a member of the audit committee.						
6	Reelect Yoav Manor as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Yair Hamburger, Ayelet Ben Ezer, Ben Hamburger, Gideon Hamburger, Asaf Kochan, Joav Tzvi Manor and Michel Siboni is warranted, as there are no issues with the nominees. A vote AGAINST Doron Cohen is warranted as the nominee is a non-independent director and a member of the audit committee.						
7	Reelect Michel Siboni as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Yair Hamburger, Ayelet Ben Ezer, Ben Hamburger, Gideon Hamburger, Asaf Kochan, Joav Tzvi Manor and Michel Siboni is warranted, as there are no issues with the nominees. A vote AGAINST Doron Cohen is warranted as the nominee is a non-independent director and a member of the audit committee.						
8	Reelect Doron Cohen as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR Yair Hamburger, Ayelet Ben Ezer, Ben Hamburger, Gideon Hamburger, Asaf Kochan, Joav Tzvi Manor and Michel Siboni is warranted, as there are no issues with the nominees. A vote AGAINST Doron Cohen is warranted as the nominee is a non-independent director and a member of the audit committee.						
9	Elect Asaf Kochan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Yair Hamburger, Ayelet Ben Ezer, Ben Hamburger, Gideon Hamburger, Asaf Kochan, Joav Tzvi Manor and Michel Siboni is warranted, as there are no issues with the nominees. A vote AGAINST Doron Cohen is warranted as the nominee is a non-independent director and a member of the audit committee.						
10	Reelect Ayelet Ben-Ezer as External Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Yair Hamburger, Ayelet Ben Ezer, Ben Hamburger, Gideon Hamburger, Asaf Kochan, Joav Tzvi Manor and Michel Siboni is warranted, as there are no issues with the nominees. A vote AGAINST Doron Cohen is warranted as the nominee is a non-independent director and a member of the audit committee.						
11	Approve Employment Terms of Idan Tamir, Controller's Relative	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed terms provide an automatic raise mechanism to the fixed pay which is not in line with the pay-for-performance principle. * The significant Increases to the fixed pay within a short period may be questionable.						
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against	No
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt				

Harel Insurance Investments & Financial Services Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	For	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						

Bafang Yunji International Co., Ltd.

Meeting Date: 06/10/2025	Country: Taiwan	Ticker: 2753
Record Date: 04/11/2025	Meeting Type: Annual	
Primary Security ID: Y05347102		

Shares Voted: 12,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Release of Restrictions of Competitive Activities of Current Directors	Mgmt	For	For	For	No

Chroma Ate, Inc.

Meeting Date: 06/10/2025

Record Date: 04/11/2025

Primary Security ID: Y1604M102

Country: Taiwan

Meeting Type: Annual

Ticker: 2360

Shares Voted: 48,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Develia SA

Meeting Date: 06/10/2025

Record Date: 05/25/2025

Primary Security ID: X48986107

Country: Poland

Meeting Type: Annual

Ticker: DVL

Shares Voted: 16,916

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
2	Elect Meeting Chairman	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
3	Acknowledge Proper Convening of Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
5	Receive Management Board Report on Company's Operations and Financial Statements	Mgmt				
Voting Policy Rationale: These are non-voting items.						
6	Receive Supervisory Board Reports	Mgmt				
Voting Policy Rationale: These are non-voting items.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Supervisory Board Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 7 and 8 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
8	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 7 and 8 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
9	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
10	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
11	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The company does not provide a breakdown of the variable remuneration components, sufficient for shareholders to assess individual elements contributing to overall variable portion of remuneration for the year under review. * Executives are eligible to receive cash bonus. However no further details were disclosed. * The company does not disclose exhaustive list of performance indicators, targets, levels of achievements, and corresponding payouts for the STIP. * The disclosure suggests that the performance period of the LTI is 12 months, followed by the vesting period of 12 months. * Supervisory board members received retirement benefits. Although we note that this is a common market practice in Poland, in this case, it is impossible to assess the level of contributions made to the pension scheme. * The increase of the supervisory board compensation was not supported by a compelling rationale.</i>						
12.1	Approve Discharge of Andrzej Osizlo (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.2	Approve Discharge of Pawel Ruszczak (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.3	Approve Discharge of Mariusz Polawski (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13.1	Approve Discharge of Jacek Osowski (Supervisory Board Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13.2	Approve Discharge of Piotr Kaczmarek (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13.3	Approve Discharge of Robert Pietryszyn (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13.4	Approve Discharge of Michal Hulboj (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
13.5	Approve Discharge of Filip Gorczyca (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
13.6	Approve Discharge of Piotr Pinior (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
13.7	Approve Discharge of Piotr Borowiec (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
13.8	Approve Discharge of Adam Chabior (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
13.9	Approve Discharge of Robert Wachala (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
14	Receive Management Board Proposal on Allocation of Income	Mgmt				
15	Approve Allocation of Income and Dividends of PLN 0.58 per Share	Mgmt	For	For	For	No
16	Approve Treatment of Net Loss for Fiscal 2023	Mgmt	For	For	For	No
17.1	Elect Chairman of Supervisory Board	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to disclose the nominees' names.						
17.2	Elect Deputy Chairman of Supervisory Board	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to disclose the nominees' names.						
17.3	Elect Supervisory Board Member	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to disclose the nominees' names.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
17.4	Elect Supervisory Board Member	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to disclose the nominees' names.						
17.5	Elect Supervisory Board Member	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to disclose the nominees' names.						
17.6	Elect Supervisory Board Member	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to disclose the nominees' names.						
17.7	Elect Supervisory Board Member	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to disclose the nominees' names.						
18	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because: * Some contractual terms of company's executives, such as base salary, severance terms, non-compete agreement were not fully described by the company. * The base salary is not quantified or quantifiable, therefore, it is also not possible to assess the maximum quantum of variable compensation. * The policy does not determine the exhaustive list of performance conditions with applied metrics. * The policy foresees the possibility to grant cash prizes, sign-on bonus, retention bonus to executives, while no further details including performance conditions were disclosed. Neither the caps on such remuneration were determined. * The members of company's supervisory board may participate in employee capital plan, which provides retirement benefits. However, we note that non-executive participation in the employees capital plan is a common market practice. * The disclosure on the incentive plan is limited. We note that the Incentive plan which is currently in force falls shortly of the best market practice. * STI is not the subject to malus or clawback agreements.						
19	Close Meeting	Mgmt				

Docebo Inc.

Meeting Date: 06/10/2025	Country: Canada	Ticker: DCBO
Record Date: 04/29/2025	Meeting Type: Annual	
Primary Security ID: 25609L105		

Shares Voted: 11,350						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1A	Elect Director Jason Chapnik	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1B	Elect Director Alessio Artuffo	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1C	Elect Director James Merkur	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1D	Elect Director Kristin Halpin Perry	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						

Docebo Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1E	Elect Director Steven E. Spooner	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1F	Elect Director William Anderson	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1G	Elect Director Trisha Price	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Founding Construction Development Co., Ltd.

Meeting Date: 06/10/2025Country: TaiwanTicker: 5533

Record Date: 04/11/2025Meeting Type: Annual

Primary Security ID: Y26195100

Shares Voted: 242,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Genting Plantations Berhad

Meeting Date: 06/10/2025Country: MalaysiaTicker: 2291

Record Date: 05/29/2025Meeting Type: Annual

Primary Security ID: Y26930100

Shares Voted: 32,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Fees	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted						
2	Approve Directors' Benefits-in-kind	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted						

Genting Plantations Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Elect Tan Kong Han as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Indera Lim Keong Hui as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Elect Ching Yew Chye as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
6	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
8	Approve Share Repurchase Program	Mgmt	For	For	For	No
9	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No

Inter Cars SA

Meeting Date: 06/10/2025

Record Date: 05/25/2025

Primary Security ID: X3964A109

Country: Poland

Meeting Type: Annual

Ticker: CAR

Shares Voted: 17

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
2	Elect Meeting Chairman	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
3	Acknowledge Proper Convening of Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 5 and 8 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
6	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
7	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
8	Approve Supervisory Board Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 5 and 8 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
9	Approve Allocation of Income and Dividends of PLN 1.42 per Share	Mgmt	For	For	For	No
10.1	Approve Discharge of Maciej Oleksowicz (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
10.2	Approve Discharge of Krzysztof Soszynski (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
10.3	Approve Discharge of Wojciech Twarog (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
10.4	Approve Discharge of Piotr Zamora (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
10.5	Approve Discharge of Wojciech Aleksandrowicz (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
11.1	Approve Discharge of Andrzej Oliszewski (Supervisory Board Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.2	Approve Discharge of Jacek Klimczak (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
11.3	Approve Discharge of Jacek Podgorski (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
11.4	Approve Discharge of Tomasz Rusak (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
11.5	Approve Discharge of Piotr Ploszajski (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
11.6	Approve Discharge of Radoslaw Kudla (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
12	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The STI plan lacks information on specific calculation, threshold and target of the performance indicator. Moreover, disclosure is with a one year lag as the STI payout concerns a bonus earned in 2023 paid in 2024, in deviation of SRD II reporting guidelines. * The company does not disclose some contractual terms of the executives, namely notice period or severance payment; however, this concern is partially mitigated as no termination payments were granted in the year under review. * The report does not provide for the possibility to demand reimbursement of variable remuneration, this concern is somewhat mitigated as the company did not grant any equity awards in 2024. * The members of company's supervisory board received retirement benefits. However, we note that non-executive participation in the Employee Capital Plan is a common market practice, and the contributions are insignificant in relation to the total directors' compensation.</i>						
13	Fix Number of Supervisory Board Members	Mgmt	For	For	For	No
14.1	Elect Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to disclose the nominee's names.</i>						
14.2	Elect Chairman of Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to disclose the nominee's names.</i>						
15	Appoint KPMG Audyt as Auditor for Consolidated Sustainability Reporting	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16	Amend Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the proposed remuneration policy is warranted because the new version of the remuneration policy does not address major concerns with the current version of the document: * Some contractual terms of company's executives were not fully described by the company; * The company does not disclose base salary for executive and non-executive directors; * The company does not disclose all performance criteria and their parameters for the STI; * The policy does not disclose any performance conditions for the LTIP. Performance and vesting periods are also not disclosed; * The company's policy stipulates that the variable part of a board member's remuneration can be max. 90% of their total annual remuneration, however this limit can be exceeded if certain conditions are met. As such there is no absolute cap on variable remuneration; * Claw-back and malus provisions on equity awards are not disclosed. Furthermore, the policy does not provide for a return of STI cash bonuses; * The derogation clause in the policy is broadly-defined and lacks clarity; * The members of company's supervisory board may participate in Employee Capital Plan, which provides retirement benefits. However, we note that non-executive participation in the ECP is a common market practice.</i>						
17	Approve Incentive Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The minimum vesting period is 12-months; * The performance periods are rather short and overlapping. We also note that the concurrent implementation of two overlapping incentive programs with identical performance metrics but differing structures may reduce transparency and make it more difficult for shareholders to assess the overall effectiveness and strategic intent of the company's remuneration framework</i>						
18	Approve Variable Compensation for Purpose of Incentive Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The minimum vesting and lock-up periods are only 6-months; The performance periods are rather short and overlapping. We also note that the concurrent implementation of two overlapping incentive programs with identical performance metrics but differing structures may reduce transparency and make it more difficult for shareholders to assess the overall effectiveness and strategic intent of the company's remuneration framework.</i>						
19	Authorize Share Repurchase Program for Purpose of Incentive Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the proposed share repurchase program is warranted because although the proposal is in line with commonly used safeguards regarding volume, the shares bought back under the program will be used for the purpose of the company's incentive plans, whereas concerns are raised with respect to the short performance- and vesting periods.</i>						
20	Approve Issuance of Series A Warrants Without Preemptive Rights to Subscribe to Series H Shares for Incentive Plan; Approve Conditional Increase in Share Capital via Issuance of Series H Shares; Approve Listing of New Shares; Amend Statute Accordingly	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the issuance is warranted because although the proposal is in line with commonly used safeguards regarding volume, the issued warrants will be used for the purpose of the company's incentive program, whereas concerns are raised with regard to the short performance and besting period.</i>						
21	Amend Statute	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these proposals are warranted because the proposed amendments may lead to diminishing the rights of shareholders.</i>						
22	Amend Statute Re: Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these proposals are warranted because the proposed amendments may lead to diminishing the rights of shareholders.</i>						

Inter Cars SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
23	Authorize Supervisory Board to Approve Consolidated Text of Statute	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST these proposals are warranted because the proposed amendments may lead to diminishing the rights of shareholders.						
24	Close Meeting	Mgmt				

ITH Corp.

Meeting Date: 06/10/2025Country: TaiwanTicker: 6962

Record Date: 04/11/2025Meeting Type: Annual

Primary Security ID: G4977T100

Shares Voted: 79,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Release of Restrictions of Competitive Activities of Directors	Mgmt	For	For	For	No

Magic Software Enterprises Ltd.

Meeting Date: 06/10/2025Country: IsraelTicker: MGIC

Record Date: 05/05/2025Meeting Type: Annual

Primary Security ID: 559166103

Shares Voted: 1,866

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Reelect Guy Bernstein as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Naamit Salomon, Ron Ettlinger, Sagi Schliesser, Sami Totah and Avi Zakay is warranted, as there are no issues with the nominees. A vote FOR the nominee Guy Bernstein is warranted as he is not targeted for overboarded at this company, rather, the election will be targeted on other outside directorships.						
2	Reelect Naamit Salomon as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Naamit Salomon, Ron Ettlinger, Sagi Schliesser, Sami Totah and Avi Zakay is warranted, as there are no issues with the nominees. A vote FOR the nominee Guy Bernstein is warranted as he is not targeted for overboarded at this company, rather, the election will be targeted on other outside directorships.						

Magic Software Enterprises Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Reelect Avi Zakay as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Naamit Salomon, Ron Ettlinger, Sagi Schliesser, Sami Totah and Avi Zakay is warranted, as there are no issues with the nominees. A vote FOR the nominee Guy Bernstein is warranted as he is not targeted for overboarded at this company, rather, the election will be targeted on other outside directorships.						
4	Reelect Sami Totah as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Naamit Salomon, Ron Ettlinger, Sagi Schliesser, Sami Totah and Avi Zakay is warranted, as there are no issues with the nominees. A vote FOR the nominee Guy Bernstein is warranted as he is not targeted for overboarded at this company, rather, the election will be targeted on other outside directorships.						
5	Reelect Ron Ettlinger as External Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Naamit Salomon, Ron Ettlinger, Sagi Schliesser, Sami Totah and Avi Zakay is warranted, as there are no issues with the nominees. A vote FOR the nominee Guy Bernstein is warranted as he is not targeted for overboarded at this company, rather, the election will be targeted on other outside directorships.						
6	Reelect Sagi Schliesser as External Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Naamit Salomon, Ron Ettlinger, Sagi Schliesser, Sami Totah and Avi Zakay is warranted, as there are no issues with the nominees. A vote FOR the nominee Guy Bernstein is warranted as he is not targeted for overboarded at this company, rather, the election will be targeted on other outside directorships.						
7	Reappoint BDO Ziv Haft as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Updated Compensation Policy for the Directors and Officers of the Company	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The limited guidance on the performance criteria used to determine bonus payouts (including clear disclosure of the actual bonus payout in prior years), thus leaving excessive room for board discretion, and preventing shareholders to assess the stringency of the bonus plan; * The lack of clear cap on discretionary bonus provides the board with excessive discretion and prevents shareholders from assessing the payout opportunity; * The policy terms do not clearly state whether the equity grants would be subject to accelerated vesting in case of a change-in-control event, dismissal or resignation.						

PT Erajaya Swasembada Tbk

Meeting Date: 06/10/2025Country: IndonesiaTicker: ERAA

Record Date: 05/16/2025Meeting Type: Annual

Primary Security ID: Y712AZ104

Shares Voted: 6,491,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

PT Erajaya Swasembada Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No

PT Erajaya Swasembada Tbk

Meeting Date: 06/10/2025

Record Date: 05/16/2025

Primary Security ID: Y712AZ104

Country: Indonesia

Meeting Type: Extraordinary Shareholders

Ticker: ERAA

Shares Voted: 6,491,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Extension of the Partial Transfer of Treasury Stock Owned by the Company Through the Implementation of the Management and Employee Stock Ownership Program	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.

Public Property Invest ASA

Meeting Date: 06/10/2025

Record Date: 06/03/2025

Primary Security ID: R7S512109

Country: Norway

Meeting Type: Extraordinary Shareholders

Ticker: PUBLI

Shares Voted: 14,759

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
3	Receive Information on Acquisition of Property Portfolio from TRG Real Estate AS	Mgmt				
<i>Voting Policy Rationale: These are non-voting items.</i>						
3.1	Background	Mgmt				
<i>Voting Policy Rationale: These are non-voting items.</i>						

Public Property Invest ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.2	Approve Issuance of 49.9 Million Shares for a Private Placement	Mgmt	For	For	For	No
3.3	Elect Jens Jalland and Charlotte Hakonsen as New Directors	Mgmt	For	For	For	No
4	Board Authorization to Increase the Company's Share Capital	Mgmt				
Voting Policy Rationale: These are non-voting items.						
4.1	Background	Mgmt				
Voting Policy Rationale: These are non-voting items.						
4.2	Approve Creation of NOK 1.7 Million Pool of Capital without Preemptive Rights (in Connection with Acquisitions)	Mgmt	For	For	For	No
4.3	Approve Creation of NOK 1.7 Million Pool of Capital without Preemptive Rights (in Order to Raise Equity)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive together with other proposals at this agenda.						

Sammaan Capital Limited

Meeting Date: 06/10/2025

Record Date: 05/30/2025

Primary Security ID: Y3R12A119

Country: India

Meeting Type: Court

Ticker: 535789

Shares Voted: 597,189						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Court-Ordered Meeting for Equity Shareholders	Mgmt				
1	Approve Scheme of Arrangement	Mgmt	For	For	For	No

Scales Corporation Limited

Meeting Date: 06/10/2025

Record Date: 06/06/2025

Primary Security ID: Q8337X106

Country: New Zealand

Meeting Type: Annual

Ticker: SCL

Scales Corporation Limited

Shares Voted: 8,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For	No
2	Elect Andrew Borland as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 2 A vote FOR the re-election of Andrew Borland is warranted given his integral role as CEO of the company. Item 3 A vote FOR the re-election of Alan Isaac is warranted. His presence supports the continued composition of a majority independent board, and there are no material corporate governance concerns identified in relation to this director.</i>						
3	Elect Alan Isaac as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 2 A vote FOR the re-election of Andrew Borland is warranted given his integral role as CEO of the company. Item 3 A vote FOR the re-election of Alan Isaac is warranted. His presence supports the continued composition of a majority independent board, and there are no material corporate governance concerns identified in relation to this director.</i>						
4	Approve Reduction in Aggregate Amount of Remuneration of Directors	Mgmt	For	For	For	No

Ubright Optronics Corp.

Meeting Date: 06/10/2025

Country: Taiwan

Ticker: 4933

Record Date: 04/11/2025

Meeting Type: Annual

Primary Security ID: Y9016D107

Shares Voted: 162,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect LIN,TSUNG-SHENG with SHAREHOLDER NO.AC00636XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.2	Elect LIN,CHIH-LUNG with SHAREHOLDER NO.D120517XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.3	Elect TAI,HUAN-CHING (Dai, Huan-Ching) with SHAREHOLDER NO.A124688XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.4	Elect WU,HSIN-CHIEH, a Representative of SHINKONG SYNTHETIC FIBERS CORPORATION with SHAREHOLDER NO.1 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.5	Elect WU,TUNG-SHENG, a Representative of SHINKONG SYNTHETIC FIBERS CORPORATION with SHAREHOLDER NO.1 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.6	Elect SHIH,HUO-TSAO (Shih, Huo-Chao), a Representative of SHINKONG SYNTHETIC FIBERS CORPORATION with SHAREHOLDER NO.1 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.7	Elect LIN,CHIA-LIANG, a Representative of SHINKONG SYNTHETIC FIBERS CORPORATION with SHAREHOLDER NO.1 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.8	Elect LIN,JEN-PO with SHAREHOLDER NO.P100026XXX as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.9	Elect CHIN,YU-YING with SHAREHOLDER NO.12327 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	Mgmt	For	For	For	No

Ya Horng Electronics Co., Ltd.

Meeting Date: 06/10/2025

Record Date: 04/11/2025

Primary Security ID: Y0026P107

Country: Taiwan

Meeting Type: Annual

Ticker: 6201

Shares Voted: 19,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Argosy Research, Inc.

Meeting Date: 06/11/2025

Record Date: 04/11/2025

Primary Security ID: Y20884105

Country: Taiwan

Meeting Type: Annual

Ticker: 3217

Shares Voted: 25,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

AVer Information, Inc.

Meeting Date: 06/11/2025

Record Date: 04/11/2025

Primary Security ID: Y04872100

Country: Taiwan

Meeting Type: Annual

Ticker: 3669

Shares Voted: 90,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

AVer Information, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Release of Restrictions of Competitive Activities of Directors	Mgmt	For	For	For	No

Cawachi Ltd.

Meeting Date: 06/11/2025Country: JapanTicker: 2664

Record Date: 03/15/2025Meeting Type: Annual

Primary Security ID: J0535K109

Shares Voted: 1,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 80	Mgmt	For	For	For	No
2.1	Elect Director Kawachi, Shinji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Okubo, Katsuyuki	Mgmt	For	For	For	No
2.3	Elect Director Watanabe, Rinji	Mgmt	For	For	For	No
2.4	Elect Director Eto, Miho	Mgmt	For	For	For	No

China Foods Limited

Meeting Date: 06/11/2025Country: BermudaTicker: 506

Record Date: 06/04/2025Meeting Type: Annual

Primary Security ID: G2154F109

Shares Voted: 200,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Zhan Zaizhong as Director	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
5	Approve Baker Tilly Hong Kong Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

China Foods Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Chinese Gamer International Corp.

Meeting Date: 06/11/2025Country: TaiwanTicker: 3083

Record Date: 04/11/2025Meeting Type: Annual

Primary Security ID: Y1520P106

Shares Voted: 46,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Statement of Profit and Loss Appropriation	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Darwin Precisions Corp.

Meeting Date: 06/11/2025Country: TaiwanTicker: 6120

Record Date: 04/11/2025Meeting Type: Annual

Primary Security ID: Y25909105

Shares Voted: 61,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	ELECT NON-INDEPENDENT DIRECTOR AND INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING	Mgmt				

Darwin Precisions Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect SHENG-KAI SK HUANG with SHAREHOLDER NO.00144148 as Non-independent Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR the independent director nominee under Item 1.2 is warranted given the absence of any known issues concerning the nominee. A vote AGAINST the non-independent director nominee under Item 1.1 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third.						
1.2	Elect MAGGIE LU with SHAREHOLDER NO.F220148XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the independent director nominee under Item 1.2 is warranted given the absence of any known issues concerning the nominee. A vote AGAINST the non-independent director nominee under Item 1.1 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third.						
2	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
3	Approve Profit Distribution	Mgmt	For	For	For	No
4	Approve Capital Reduction in Cash	Mgmt	For	For	For	No
5	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
6	Approve Amendment to Rules and Procedures for Election of Directors	Mgmt	For	For	For	No
7	Approve Release of Restrictions of Competitive Activities of Directors and Representatives	Mgmt	For	For	For	No

Dongwon F&B Co., Ltd.

Meeting Date: 06/11/2025Country: South KoreaTicker: 049770

Record Date: 05/12/2025Meeting Type: Special

Primary Security ID: Y2097E128

Shares Voted: 20,705						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve All-Inclusive Share Swap with DONGWON INDUSTRIES CO., LTD.	Mgmt	For	For	For	No

Everlight Electronics Co. Ltd.

Meeting Date: 06/11/2025Country: TaiwanTicker: 2393

Record Date: 04/11/2025Meeting Type: Annual

Primary Security ID: Y2368N104

Shares Voted: 168,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect Ya-Hui Lin, with SHAREHOLDER NO.288519, as Independent Director	Mgmt	For	For	For	No

Gaztransport & Technigaz SA
Meeting Date: 06/11/2025

Country: France

Ticker: GTT

Record Date: 06/09/2025

Meeting Type: Annual/Special

Primary Security ID: F42674113

Shares Voted: 570

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
3	Approve Allocation of Income and Dividends of EUR 7.50 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Ratify Appointment of Virginie Banet as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the ratification and reelection of independent nominees Domitille Doat-Le Bigot and Virginie Banet are warranted in the absence of specific concerns (Items 5 and 6).</i>					
6	Reelect Domitille Doat Le Bigot as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the ratification and reelection of independent nominees Domitille Doat-Le Bigot and Virginie Banet are warranted in the absence of specific concerns (Items 5 and 6).</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
8	Approve Compensation of Philippe Berterottière, Chairman and CEO from January 1, 2024 until June 12, 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the remuneration report of Philippe Berterottière as chair/CEO (Item 8), although the following concern is raised: * The bonus payout is affected by offsetting effects. The main reasons for support are: * The compensation is not deemed very significant; * This issue is fixed in the proposed remuneration policy (under Item 13); and * The absence of other specific concern. A vote FOR the remuneration report of Jean-Baptiste Choimet as CEO is warranted because it does not raise any significant concern (Item 10).</i>						
9	Approve Compensation of Philippe Berterottière, Chairman of the Board from June 12, 2024 until December 31, 2024	Mgmt	For	For	For	No
10	Approve Compensation of Jean-Baptiste Choimet, CEO from June 12, 2024 until December 31, 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the remuneration report of Philippe Berterottière as chair/CEO (Item 8), although the following concern is raised: * The bonus payout is affected by offsetting effects. The main reasons for support are: * The compensation is not deemed very significant; * This issue is fixed in the proposed remuneration policy (under Item 13); and * The absence of other specific concern. A vote FOR the remuneration report of Jean-Baptiste Choimet as CEO is warranted because it does not raise any significant concern (Item 10).</i>						
11	Approve Remuneration Policy of Chairman of the Board from January 1, 2025 until February 9, 2025	Mgmt	For	For	For	No
12	Approve Remuneration Policy of CEO from January 1, 2025 until February 9, 2025	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted, although the following concerns are raised: * The derogation included in the proposed remuneration policies leaves a wide discretionary power to the board (Items 12 and 13); and * The circumstances to allow an exceptional remuneration is too vague (Item 13). The main reasons for support are: * No compensatory effects would be observed amongst bonus criteria (Item 13); and * The absence of other specific concerns.</i>						
13	Approve Remuneration Policy of Chairman and CEO from February 9, 2025	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted, although the following concerns are raised: * The derogation included in the proposed remuneration policies leaves a wide discretionary power to the board (Items 12 and 13); and * The circumstances to allow an exceptional remuneration is too vague (Item 13). The main reasons for support are: * No compensatory effects would be observed amongst bonus criteria (Item 13); and * The absence of other specific concerns.</i>						
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the remuneration policy applicable to directors of the board (Item 14) and the board's global envelope (Item 15) are warranted because of the company's convincing arguments and the lack of significant concerns.</i>						
15	Approve Remuneration of Directors in the Aggregate Amount of EUR 800,000	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the remuneration policy applicable to directors of the board (Item 14) and the board's global envelope (Item 15) are warranted because of the company's convincing arguments and the lack of significant concerns.</i>						

Gaztransport & Technigaz SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 95,000	Mgmt	For	For	For	No
Voting Policy Rationale: * Votes FOR the authorizations under Items 18 to 22 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 26 is warranted as it limits shareholder dilution under all authorizations together.						
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35,000	Mgmt	For	For	For	No
Voting Policy Rationale: * Votes FOR the authorizations under Items 18 to 22 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 26 is warranted as it limits shareholder dilution under all authorizations together.						
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35,000	Mgmt	For	For	For	No
Voting Policy Rationale: * Votes FOR the authorizations under Items 18 to 22 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 26 is warranted as it limits shareholder dilution under all authorizations together.						
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 20	Mgmt	For	For	For	No
Voting Policy Rationale: * Votes FOR the authorizations under Items 18 to 22 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 26 is warranted as it limits shareholder dilution under all authorizations together.						
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
Voting Policy Rationale: * Votes FOR the authorizations under Items 18 to 22 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 26 is warranted as it limits shareholder dilution under all authorizations together.						
23	Authorize Capitalization of Reserves of Up to EUR 75,000 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as they do not raise concerns.						

Gaztransport & Technigaz SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as they do not raise concerns.						
26	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18 to 25 at EUR 141,500	Mgmt	For	For	For	No
Voting Policy Rationale: * Votes FOR the authorizations under Items 18 to 22 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 26 is warranted as it limits shareholder dilution under all authorizations together.						
27	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For	No
28	Amend Article 18 of Bylaws Re: Written Consultation	Mgmt	For	For	For	No
29	Ordinary Business	Mgmt				
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Global Mixed-Mode Technology, Inc.

Meeting Date: 06/11/2025Country: TaiwanTicker: 8081

Record Date: 04/11/2025Meeting Type: Annual

Primary Security ID: Y2717S101

Shares Voted: 15,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * The proposed increase of caps on investments in non-business use real property and rights-of-use assets and securities may expose the company to unnecessary risks; and * The company has failed to provide a compelling rationale for such changes.						

Meeting Date: 06/11/2025	Country: Greece	Ticker: SAR
Record Date: 06/05/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: X7583P132		

Shares Voted: 23,297

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Extraordinary Business	Mgmt				
1	Approve Reduction in Issued Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For	No
2	Approve Convening of General Meetings Exclusively Through Remote Participation of Shareholders by Electronic Means	Mgmt	For	For	For	No

Meeting Date: 06/11/2025	Country: Austria	Ticker: KTN
Record Date: 06/01/2025	Meeting Type: Annual	
Primary Security ID: A7511S104		

Shares Voted: 3,421

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.60 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
5	Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For	No
6	Appoint KPMG Austria GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The report continues to lack a robust ex-post performance assessment to explain variable payouts. * One executive received a "transaction-based" bonus without any further context or rationale. * The report does not provide a direct response to ongoing and significant shareholder dissent.						
8.1	Elect Claudia Badstoeber as Supervisory Board Member	Mgmt	For	For	For	No
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Bernhard Chwatal and Mavis Hong, are warranted because of the failure to establish a sufficiently independent board, and FOR the independent director, Claudia Badstoeber, due to a lack of concerns. A vote AGAINST Bernhard Chwatal is further warranted because he is non-independent and is currently the chair of the audit committee.						
8.2	Elect Bernhard Chwatal as Supervisory Board Member	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Bernhard Chwatal and Mavis Hong, are warranted because of the failure to establish a sufficiently independent board, and FOR the independent director, Claudia Badstoeber, due to a lack of concerns. A vote AGAINST Bernhard Chwatal is further warranted because he is non-independent and is currently the chair of the audit committee.						
8.3	Elect Mavis Hong as Supervisory Board Member	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Bernhard Chwatal and Mavis Hong, are warranted because of the failure to establish a sufficiently independent board, and FOR the independent director, Claudia Badstoeber, due to a lack of concerns. A vote AGAINST Bernhard Chwatal is further warranted because he is non-independent and is currently the chair of the audit committee.						
9	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The policy provides no information regarding fixed remuneration levels. * The policy retains the option for the STI assessment to be discretionary. * The policy does not define the key parameters of the LTI plans going forward.						
10	Approve Creation of EUR 2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For	No
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No

Martinrea International Inc.

Meeting Date: 06/11/2025	Country: Canada	Ticker: MRE
Record Date: 05/06/2025	Meeting Type: Annual	
Primary Security ID: 573459104		

Shares Voted: 67,990						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Rob Wildeboer	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.2	Elect Director Fred Olson	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						

Martinrea International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.3	Elect Director Terry Lyons	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.4	Elect Director Edward Waitzer	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.5	Elect Director David Schoch	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.6	Elect Director Sandra Pumatello	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.7	Elect Director Pat D'Eramo	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.8	Elect Director Molly Shoichet	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.9	Elect Director Maureen Midgley	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.10	Elect Director Ildefonso Guajardo Villarreal	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

MPI Corp.

Meeting Date: 06/11/2025Country: TaiwanTicker: 6223

Record Date: 04/11/2025Meeting Type: Annual

Primary Security ID: Y6131E101

Shares Voted: 10,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Meeting Date: 06/11/2025

Country: Cayman Islands

Ticker: 4966

Record Date: 04/11/2025

Meeting Type: Annual

Primary Security ID: G6892A108

Shares Voted: 99,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for this routine resolution because no concerns have been identified.</i>						
2	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for this routine resolution because no concerns have been identified.</i>						
3	Approve Profit Distribution	Mgmt	For	For	For	No
4	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations and based on operational needs.</i>						
5	Amend Procedures for Lending Funds to Other Parties	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations and based on operational needs.</i>						
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
6.1	Elect JI ZHAO, with Shareholder No. AC02599XXX, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
6.2	Elect MING QU, with Shareholder No. AC03272XXX, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
6.3	Elect TA-LUN HUANG, with Shareholder No. 49, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
6.4	Elect JUNG KUNG YANG, with Shareholder No. 6, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						

Parade Technologies Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.5	Elect DENNIS LYNN SEGERS, with Shareholder No. AC03272XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6.6	Elect HUEI CHU HUANG, with Shareholder No. H201105XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6.7	Elect SHU-YU LEE, with Shareholder No. A222933XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						

Posiflex Technology, Inc.

Meeting Date: 06/11/2025Country: TaiwanTicker: 8114

Record Date: 04/11/2025Meeting Type: Annual

Primary Security ID: Y7026U101

Shares Voted: 184,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

PT Sumber Tani Agung Resources Tbk

Meeting Date: 06/11/2025Country: IndonesiaTicker: STAA

Record Date: 05/19/2025Meeting Type: Extraordinary Shareholders

Primary Security ID: Y8T82V107

Shares Voted: 2,695,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Share Repurchase Program	Mgmt	For	For	For	No

Rechi Precision Co. Ltd.

Meeting Date: 06/11/2025

Record Date: 04/11/2025

Primary Security ID: Y7225T103

Country: Taiwan

Meeting Type: Annual

Ticker: 4532

Shares Voted: 812,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Release of Restrictions of Competitive Activities of Directors and Representatives	Mgmt	For	For	For	No

San Fang Chemical Industry Co., Ltd.

Meeting Date: 06/11/2025

Record Date: 04/11/2025

Primary Security ID: Y74999106

Country: Taiwan

Meeting Type: Annual

Ticker: 1307

Shares Voted: 354,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Shanghai Bright Meat Group Co., Ltd.

Meeting Date: 06/11/2025

Record Date: 06/04/2025

Primary Security ID: Y7687M109

Country: China

Meeting Type: Annual

Ticker: 600073

Shares Voted: 270,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No

Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.

Shanghai Bright Meat Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
3	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
4	Approve Profit Distribution	Mgmt	For	For	For	No
5	Approve Daily Related Party Transaction	Mgmt	For	For	For	No
6	Approve Application of Credit Lines from Bank of Shanghai Co., Ltd.	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the funds will be needed by the company and its subsidiaries to facilitate their daily operations and business development.</i>						
7	Approve Application of Credit Lines from Bank of Communications Co., Ltd.	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the funds will be needed by the company and its subsidiaries to facilitate their daily operations and business development.</i>						
8	Approve Application of Credit Lines from Shanghai Pudong Development Bank Co., Ltd.	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the funds will be needed by the company and its subsidiaries to facilitate their daily operations and business development.</i>						
9	Approve Application of Credit Lines	Mgmt	For	For	For	No
10	Approve Provision of Guarantee	Mgmt	For	For	For	No
11	Approve Entrusted Loan	Mgmt	For	For	For	No
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
12.1	Elect Yu Leng as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>						
12.2	Elect Wang Jie as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>						

SIPEF

Meeting Date: 06/11/2025

Country: Belgium

Ticker: SIP

Record Date: 05/28/2025

Meeting Type: Annual

Primary Security ID: B7911E134

Shares Voted: 247

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Annual Meeting Agenda	Mgmt				
	Receive Directors' Reports (Non-Voting)	Mgmt				
	<i>Voting Policy Rationale: This is a routine non-voting item.</i>					
2	Receive Auditors' Reports (Non-Voting)	Mgmt				
	<i>Voting Policy Rationale: This is a routine non-voting item.</i>					
3.1	Receive Consolidated Financial Statements (Non-Voting)	Mgmt				
3.2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 2.00 per Share	Mgmt	For	For	For	No
4	Approve Discharge of Directors	Mgmt	For	For	For	No
5	Approve Discharge of Auditors	Mgmt	For	For	For	No
6.1	Reelect Luc Bertrand as Director	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote FOR the election of Yu Leng Khor is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate. A vote AGAINST the election of Baron Luc Bertrand is warrant because the nominee is non-independent whereas the board lack sufficient independence among its members.</i>					
6.2	Reelect Yu-Leng Khor as Independent Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the election of Yu Leng Khor is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate. A vote AGAINST the election of Baron Luc Bertrand is warrant because the nominee is non-independent whereas the board lack sufficient independence among its members.</i>					
7	Appoint EY BV, Represented by Christoph Oris, as Auditor for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For	No
8	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted because the remuneration report does not provide enough disclosure regarding the performance criteria, the weights and the performance targets of the STI. As such, it is difficult for investors to gauge the stringency of the STIP.</i>					
9	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted, because of: * Insufficient disclosure on the short-term incentive plan regarding the performance metrics; and * Share options as part of an LTI award plan that could be awarded at full discretion without any performance conditions attached or clear award levels. * The severance agreement with the CEO, which has a possible termination benefit of 36 months' pay in case of change-of-control.</i>					

Spandana Sphoorty Financial Limited

Meeting Date: 06/11/2025

Country: India

Ticker: 542759

Record Date: 05/09/2025

Meeting Type: Special

Primary Security ID: Y8T89X106

Spandana Sphoorty Financial Limited

Shares Voted: 9,769

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot Amend Articles of Association	Mgmt	For	For	For	No

Syscom Computer Engineering Co., Ltd.

Meeting Date: 06/11/2025Country: TaiwanTicker: 2453
Record Date: 04/11/2025Meeting Type: Annual
Primary Security ID: Y83454101

Shares Voted: 109,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

The North West Company Inc.

Meeting Date: 06/11/2025Country: CanadaTicker: NWC
Record Date: 05/07/2025Meeting Type: Annual
Primary Security ID: 663278208

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Brock Bulbuck	Mgmt	For	For		No
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
1.2	Elect Director Stewart Glendinning	Mgmt	For	For		No
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
1.3	Elect Director Rachel Huckle	Mgmt	For	For		No
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
1.4	Elect Director Annalisa King	Mgmt	For	For		No
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
1.5	Elect Director Violet Konkle	Mgmt	For	For		No
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					

The North West Company Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.6	Elect Director Steven Kroft	Mgmt	For	For		No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.7	Elect Director Daniel McConnell	Mgmt	For	For		No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.8	Elect Director Jennefer Nepinak	Mgmt	For	For		No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.9	Elect Director Victor Tootoo	Mgmt	For	For		No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For		No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For		No
A	The Undersigned Certifies The Shares Represented By This Proxy Are Owned And Controlled By: FOR = Canadian, AGT = Non-Canadian Holder Authorized To Provide Air Service, ABN = Non-Canadian Who Is Not A Non-Canadian Holder Authorized To Provide Air Service.	Mgmt	None	Refer		No
B	The Undersigned Certifies that Shares Owned and Controlled, Including Shares Held by Persons in Affiliation with the Undersigned Represent 10% or More of Company's IOS. Vote FOR = Yes and AGAINST = No. And If Not Marked Will Be Treated As A No Vote.	Mgmt	None	Refer		No

Toyota Boshoku Corp.

Meeting Date: 06/11/2025	Country: Japan	Ticker: 3116
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J91214106		

Shares Voted: 25,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Toyoda, Shuhei	Mgmt	For	For	For	No
1.2	Elect Director Shirayanagi, Masayoshi	Mgmt	For	For	For	No

Toyota Boshoku Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.3	Elect Director Tsunoda, Hiroki	Mgmt	For	For	For	No
1.4	Elect Director Iwamori, Shunichi	Mgmt	For	For	For	No
1.5	Elect Director Adachi, Norimichi	Mgmt	For	For	For	No
1.6	Elect Director Koyama, Akihiro	Mgmt	For	For	For	No
1.7	Elect Director Shiokawa, Junko	Mgmt	For	For	For	No
1.8	Elect Director Seto, Takafumi	Mgmt	For	For	For	No
1.9	Elect Director Yamazaki, Yasuhiko	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Ozaki, Hidenori	Mgmt	For	For	For	No

TPK Holding Co., Ltd.

Meeting Date: 06/11/2025	Country: Cayman Islands	Ticker: 3673
Record Date: 04/11/2025	Meeting Type: Annual	
Primary Security ID: G89843109		

Shares Voted: 62,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Consolidated Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
3.1	Elect Michael Chao-Juei Chiang with SHAREHOLDER NO.5 as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
3.2	Elect Li-Chien Hsieh with SHAREHOLDER NO.Y120471XXX as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
3.3	Elect Tsung-Liang Tsai with SHAREHOLDER NO.N120116XXX as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						

TPK Holding Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.4	Elect Heng-Yao Chang, a Representative of Max Gain Management Limited with SHAREHOLDER NO.1 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
3.5	Elect Hsi-Liang Liu, a Representative of Capable Way Investments Limited with SHAREHOLDER NO.2 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
3.6	Elect Foster Chiang, a Representative of High Focus Holdings Limited with SHAREHOLDER NO.3 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
3.7	Elect Yen-Wei Cheng with SHAREHOLDER NO.N103749XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
3.8	Elect Tzu-Jung Kuo with SHAREHOLDER NO.A229161XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
3.9	Elect John Hong-Chiun Wang with SHAREHOLDER NO.C120321XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4	Amend the Company's Memorandum and Articles of Association	Mgmt	For	For	For	No
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

Walton Advanced Engineering, Inc.

Meeting Date: 06/11/2025

Country: Taiwan

Ticker: 8110

Record Date: 04/11/2025

Meeting Type: Annual

Primary Security ID: Y9494V108

Shares Voted: 241,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The proposed increase of caps on real estate investment may expose the company to unnecessary risks; and * The company has failed to provide a compelling rationale for such changes.</i>						
ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt				
5.1	Elect CHIAO YU-HENG, with SHAREHOLDER NO.10 as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 5.8-5.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominees under Items 5.6-5.7 is warranted because, considered by the company as independent directors, Lu Li-Cheng and Hau Hai-Yen are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 5.2 and 5.4-5.5 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 5.1 and 5.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
5.2	Elect CHIAO, YU-CHI, a Representative of Walsin Lihwa Corporation, with SHAREHOLDER NO.1, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 5.8-5.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominees under Items 5.6-5.7 is warranted because, considered by the company as independent directors, Lu Li-Cheng and Hau Hai-Yen are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 5.2 and 5.4-5.5 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 5.1 and 5.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
5.3	Elect YU HONG-CHI, with SHAREHOLDER NO.26 as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 5.8-5.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominees under Items 5.6-5.7 is warranted because, considered by the company as independent directors, Lu Li-Cheng and Hau Hai-Yen are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 5.2 and 5.4-5.5 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 5.1 and 5.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.4	Elect SHU YAO-HSIEN, a Representative of Walsin Technology Corp., with SHAREHOLDER NO.26167, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 5.8-5.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominees under Items 5.6-5.7 is warranted because, considered by the company as independent directors, Lu Li-Cheng and Hau Hai-Yen are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 5.2 and 5.4-5.5 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 5.1 and 5.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
5.5	Elect CHAN TUNG-YI, a Representative of Winbond Electronics Corp., with SHAREHOLDER NO.1347 as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 5.8-5.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominees under Items 5.6-5.7 is warranted because, considered by the company as independent directors, Lu Li-Cheng and Hau Hai-Yen are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 5.2 and 5.4-5.5 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 5.1 and 5.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
5.6	Elect LU LI-CHENG, with SHAREHOLDER NO.F121927XXX as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 5.8-5.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominees under Items 5.6-5.7 is warranted because, considered by the company as independent directors, Lu Li-Cheng and Hau Hai-Yen are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 5.2 and 5.4-5.5 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 5.1 and 5.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
5.7	Elect HAU HAI-YEN, with SHAREHOLDER NO.2486 as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 5.8-5.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominees under Items 5.6-5.7 is warranted because, considered by the company as independent directors, Lu Li-Cheng and Hau Hai-Yen are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 5.2 and 5.4-5.5 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 5.1 and 5.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
5.8	Elect LIN WANG-CAI, with SHAREHOLDER NO.C100162XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 5.8-5.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominees under Items 5.6-5.7 is warranted because, considered by the company as independent directors, Lu Li-Cheng and Hau Hai-Yen are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 5.2 and 5.4-5.5 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 5.1 and 5.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.9	Elect CHIU CHING-YA, with SHAREHOLDER NO.A221816XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 5.8-5.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominees under Items 5.6-5.7 is warranted because, considered by the company as independent directors, Lu Li-Cheng and Hau Hai-Yen are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 5.2 and 5.4-5.5 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 5.1 and 5.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
6	Approve Release of Restrictions of Competitive Activities of CHIAO YU-HENG	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted for Item 6 and 14 because sufficient details have been provided regarding the proposals and no significant concern relating to outside board positions has been identified. A vote AGAINST is warranted for Items 7-13 because the election of the directors in question do not warrant shareholder support.</i>						
7	Approve Release of Restrictions of Competitive Activities of a Representative of Walsin Lihwa Corporation	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR is warranted for Item 6 and 14 because sufficient details have been provided regarding the proposals and no significant concern relating to outside board positions has been identified. A vote AGAINST is warranted for Items 7-13 because the election of the directors in question do not warrant shareholder support.</i>						
8	Approve Release of Restrictions of Competitive Activities of CHIAO, YU-CHI, a Representative of Walsin Lihwa Corporation	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR is warranted for Item 6 and 14 because sufficient details have been provided regarding the proposals and no significant concern relating to outside board positions has been identified. A vote AGAINST is warranted for Items 7-13 because the election of the directors in question do not warrant shareholder support.</i>						
9	Approve Release of Restrictions of Competitive Activities of a Representative of Winbond Electronics Corp.	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR is warranted for Item 6 and 14 because sufficient details have been provided regarding the proposals and no significant concern relating to outside board positions has been identified. A vote AGAINST is warranted for Items 7-13 because the election of the directors in question do not warrant shareholder support.</i>						
10	Approve Release of Restrictions of Competitive Activities of CHAN TUNG-YI, a Representative of Winbond Electronics Corp.	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR is warranted for Item 6 and 14 because sufficient details have been provided regarding the proposals and no significant concern relating to outside board positions has been identified. A vote AGAINST is warranted for Items 7-13 because the election of the directors in question do not warrant shareholder support.</i>						
11	Approve Release of Restrictions of Competitive Activities of a Representative of Walsin Technology Corp.	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR is warranted for Item 6 and 14 because sufficient details have been provided regarding the proposals and no significant concern relating to outside board positions has been identified. A vote AGAINST is warranted for Items 7-13 because the election of the directors in question do not warrant shareholder support.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12	Approve Release of Restrictions of Competitive Activities of SHU YAO-HSIEN, a Representative of Walsin Technology Corp.	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR is warranted for Item 6 and 14 because sufficient details have been provided regarding the proposals and no significant concern relating to outside board positions has been identified. A vote AGAINST is warranted for Items 7-13 because the election of the directors in question do not warrant shareholder support.						
13	Approve Release of Restrictions of Competitive Activities of LU LI-CHENG	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR is warranted for Item 6 and 14 because sufficient details have been provided regarding the proposals and no significant concern relating to outside board positions has been identified. A vote AGAINST is warranted for Items 7-13 because the election of the directors in question do not warrant shareholder support.						
14	Approve Release of Restrictions of Competitive Activities of CHIU CHING-YA	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted for Item 6 and 14 because sufficient details have been provided regarding the proposals and no significant concern relating to outside board positions has been identified. A vote AGAINST is warranted for Items 7-13 because the election of the directors in question do not warrant shareholder support.						

11 Bit Studios SA

Meeting Date: 06/12/2025

Record Date: 05/26/2025

Primary Security ID: X5969U105

Country: Poland

Meeting Type: Annual

Ticker: 11B

Shares Voted: 5,142						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
2	Elect Meeting Chairman	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
3	Acknowledge Proper Convening of Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
5.a	Receive Supervisory Board Report on the Company's Standing	Mgmt				
Voting Policy Rationale: These items are non-voting.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.b	Receive Supervisory Board Report on Its Activities	Mgmt				
Voting Policy Rationale: These items are non-voting.						
6	Approve Supervisory Board Report	Mgmt	For	For	For	No
7	Approve Management Board Report on Company's Operations and Financial Statements	Mgmt	For	For	For	No
8	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
9.1	Approve Discharge of Przemyslaw Marszal (CEO)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
9.2	Approve Discharge of Grzegorz Miechowski (Management Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
9.3	Approve Discharge of Michal Drozdowski (Management Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
9.4	Approve Discharge of Pawel Feldman (Management Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
9.5	Approve Discharge of Marek Ziemak (Management Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
10.1	Approve Discharge of Radoslaw Marter (Supervisory Board Chairman)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
10.2	Approve Discharge of Jacek Czykiel (Supervisory Board Deputy Chairman)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
10.3	Approve Discharge of Piotr Wierzbicki (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						

11 Bit Studios SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.4	Approve Discharge of Marcin Kuciapski (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
10.5	Approve Discharge of Milena Olszewska-Miszuris (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
11	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because: * There is no specific limit on bonuses under the executives' STIP; * Performance outcome under the STIP has not been fully disclosed and explained, which limits the shareholders' ability to comprehend the alignment between pay and performance of executives; * The company operates a partially lagged disclosure of its STIP, as it takes performance from 2023 into account for the performance criteria; * Civil-law contract remuneration has significantly increased in the year under review for two executives, while the company has not disclosed any details regarding the services provided and rationale for the increase; * Four members of the supervisory board received retirement benefits. There should not be an existing retirement benefit scheme for non-executive directors. However, we note that non-executive participation in the retirement benefits schemes is a common market practice, and the level of contributions is insignificant in relation to the total compensation.						
12	Cancel Jun. 19, 2020, AGM, Resolution Re: Regulations on Audit Committee; Approve Regulations on Audit Committee	Mgmt	For	For	For	No
13	Amend Statute Re: Supervisory Board	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the proposed amendment is warranted because the proposed amendment may diminish the rights of shareholders.						
14	Close Meeting	Mgmt				

ACROBiosystems Co., Ltd.

Meeting Date: 06/12/2025	Country: China	Ticker: 301080
Record Date: 06/06/2025	Meeting Type: Special	
Primary Security ID: Y002Z3104		

Shares Voted: 33,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Draft and Summary of Performance Share Incentive Plan	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the proposed performance share scheme has an acceptable resulting dilution and a market price-based grant price, and contains reasonable performance hurdles.						
2	Approve Performance Share Incentive Plan Implementation Assessment Management Measures	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the proposed performance share scheme has an acceptable resulting dilution and a market price-based grant price, and contains reasonable performance hurdles.						

ACROBiosystems Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Draft and Summary of Stock Appreciation Rights Incentive Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST Items 3-5 is warranted because a director eligible to receive SARs under the scheme is involved in the administration of the scheme.</i>						
4	Approve Stock Appreciation Rights Incentive Plan Implementation Assessment Management Measures	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST Items 3-5 is warranted because a director eligible to receive SARs under the scheme is involved in the administration of the scheme.</i>						
5	Approve Authorization of the Board to Handle All Matters Related to the Performance Share Incentive Plan and Stock Appreciation Rights Incentive Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST Items 3-5 is warranted because a director eligible to receive SARs under the scheme is involved in the administration of the scheme.</i>						

ASTARTA Holding Plc

Meeting Date: 06/12/2025 **Country:** Cyprus **Ticker:** AST
Record Date: 06/10/2025 **Meeting Type:** Annual
Primary Security ID: M1528K102

Shares Voted: 6,291

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Receive Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
2	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted due to insufficient information regarding individual remuneration and variable pay.</i>						
3	Ratify Kreston Ioannou & Theodoulou as Auditors	Mgmt	For	For	For	No
4	Grant Board Authority to Appoint Auditors	Mgmt	For	For	For	No
5	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
6	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This item warrants a vote AGAINST because the company is increasing the STI cap for certain beneficiaries without providing a compelling rationale. In addition, the remuneration policy lacks sufficient information on STI performance criteria and pension benefits. The broad discretion left to the board is an additional cause of concern.</i>						

ASTARTA Holding Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Receive Information on Board Decision to Repurchase Shares	Mgmt				
<i>Voting Policy Rationale: Item 7 is non-voting. Item 8 warrants a vote AGAINST because the company provides insufficient information on the underlying Group Employee Incentive Plan.</i>						
8	Approve Equity Plan Financing	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Item 7 is non-voting. Item 8 warrants a vote AGAINST because the company provides insufficient information on the underlying Group Employee Incentive Plan.</i>						
9	Other Business	Mgmt				

Dom Development SA

Meeting Date: 06/12/2025 **Country:** Poland **Ticker:** DOM
Record Date: 05/27/2025 **Meeting Type:** Annual
Primary Security ID: X1889P102

Shares Voted: 1,178

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
<i>Voting Policy Rationale: Votes FOR Items 4, 5 and 6 are warranted because these are routine meeting formalities. Items 1, 2 and 3 are non-voting.</i>						
2	Prepare List of Shareholders	Mgmt				
<i>Voting Policy Rationale: Votes FOR Items 4, 5 and 6 are warranted because these are routine meeting formalities. Items 1, 2 and 3 are non-voting.</i>						
3	Acknowledge Proper Convening of Meeting	Mgmt				
<i>Voting Policy Rationale: Votes FOR Items 4, 5 and 6 are warranted because these are routine meeting formalities. Items 1, 2 and 3 are non-voting.</i>						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 4, 5 and 6 are warranted because these are routine meeting formalities. Items 1, 2 and 3 are non-voting.</i>						
5	Waive Secrecy for Elections of Members of Vote Counting Commission	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 4, 5 and 6 are warranted because these are routine meeting formalities. Items 1, 2 and 3 are non-voting.</i>						
6	Elect Members of Vote Counting Commission	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 4, 5 and 6 are warranted because these are routine meeting formalities. Items 1, 2 and 3 are non-voting.</i>						
7.a	Receive Financial Statements	Mgmt				
<i>Voting Policy Rationale: These are non-voting items.</i>						
7.b	Receive Management Board Report on Company's and Group's Operations	Mgmt				
<i>Voting Policy Rationale: These are non-voting items.</i>						

Dom Development SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.c	Receive Consolidated Financial Statements	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
8.a	Receive Supervisory Board Report on Company's Operations	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
8.b	Receive Remuneration Report	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
9	Receive Management Board Report on Company's and Group's Operations and Financial Statements	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
10	Receive Management Board Report on Consolidated Financial Statements	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
11.a	Receive Supervisory Board Report on Its Activities	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
11.b	Receive Supervisory Board Report on Remuneration	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
12	Approve Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>					
13	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 13 and 16 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>					
14	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>					
15	Approve Allocation of Income and Dividends of PLN 13 per Share	Mgmt	For	For	For	No
16	Approve Supervisory Board Report on Its Activities	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 13 and 16 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
17	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the proposed remuneration report is warranted because: * Leszek Stankiewicz, the company's former executive, received a 14 percent fixed salary increase in 2024, the reasons for which are not outlined in the remuneration report. * Mikolaj Konopka received significant compensation in the form of a fixed salary and profit bonus from the company's subsidiary, Euro Styl SA, while the company failed to provide a sufficient explanation of this practice. * The executive director Terry Roydon provided additional consulting services to the company as part of Hansom Property Company Limited. The services amounted to PLN 528,000. The company failed to provide a sufficient explanation of this practice. * Terry Roydon's variable compensation exceeded five times his annual fixed salary amount, prescribed by the policy as a cap on variable remuneration. The company failed to provide a sufficient explanation of this practice. * The report lacks disclosure on an exhaustive list of performance criteria, thresholds, targets, levels of achievement, and corresponding payouts applicable to the STI grants. As such, shareholders are not in a position to assess the alignment between pay and performance. * The company reports the aggregate variable payout from two different programs: the Senior Executive Compensation Plan (STI) and the long-term discretionary bonus program as a lump sum, without providing a sufficient and clear breakdown. * Part of variable remuneration is allocated based on long-term discretionary bonus program. While this remuneration is calculated based on a specified percentage of the company's consolidated gross profit, the report fails to address the potential discretion exercised under this element of variable remuneration. * The company has paid out remuneration in the form of a stock option to two executives, with maturity of the instruments shorter than three years, and a strike price set at approximately 70 percent discount to the market price of the company's shares at the time of writing the option. The company did not provide a substantial explanation of this practice. * Some contractual terms for the company's executives were not disclosed by the company, which makes it impossible to assess whether the company complied with European market standards. * The company does not provide for the possibility of requesting the return of variable remuneration components.</i>						
18.1	Approve Discharge of Jaroslaw Szanajca (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal 2024.</i>						
18.2	Approve Discharge of Monika Perekitko (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal 2024.</i>						
18.3	Approve Discharge of Mikolaj Konopka (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal 2024.</i>						
18.4	Approve Discharge of Terry Roydon (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal 2024.</i>						
18.5	Approve Discharge of Leszek Stankiewicz (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal 2024.</i>						
18.6	Approve Discharge of Grzegorz Smolinski (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal 2024.</i>						
19.1	Approve Discharge of Grzegorz Kielpsz (Supervisory Board Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal 2024.</i>						

Dom Development SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
19.2	Approve Discharge of Mark Spiteri (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal 2024.						
19.3	Approve Discharge of Dorota Podedworna-Tarnowska (Supervisory Board Deputy Chairwoman)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal 2024.						
19.4	Approve Discharge of Janusz Zalewski (Supervisory Board Deputy Chairman)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal 2024.						
19.5	Approve Discharge of Edyta Wojtkiewicz (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal 2024.						
19.6	Approve Discharge of Anna Maria Panasiuk (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal 2024.						
19.7	Approve Discharge of Philippe Bonavero (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in fiscal 2024.						
20	Approve Increase in Share Capital via Issuance of Shares without Preemptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because the terms of proposed issuance are not problematic.						
21	Approve Consolidated Text of Statute	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because the terms of proposed issuance are not problematic.						
22	Amend Remuneration of Supervisory Board Members	Mgmt	For	For	For	No
23	Close Meeting	Mgmt				

Jindal SAW Ltd.

Meeting Date: 06/12/2025	Country: India	Ticker: 500378
Record Date: 06/05/2025	Meeting Type: Annual	
Primary Security ID: Y4448P133		

Shares Voted: 369,932

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Dividend	Mgmt	For	For	For	No
3	Reelect Prithavi Raj Jindal as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 3: * A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee and the company's board. Item 4: A vote AGAINST the following nominee is warranted because: * Tripti Jindal Arya has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation.</i>						
4	Reelect Tripti Jindal Arya as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Item 3: * A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee and the company's board. Item 4: A vote AGAINST the following nominee is warranted because: * Tripti Jindal Arya has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation.</i>						
5	Approve Reappointment and Remuneration of Sminu Jindal as Managing Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the following nominee is warranted because: * Sminu Jinadal has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation.</i>						
6	Approve Material Related Party Transaction(s) with JWIL Infra Limited	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.</i>						
7	Approve Material Related Party Transaction(s) with JSW Steel Limited	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.</i>						
8	Approve Material Related Party Transaction(s) with Jindal Steel and Power Limited	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.</i>						
9	Approve Remuneration of Cost Auditors	Mgmt	For	For	For	No
10	Approve S.K. Gupta & Co. as Secretarial Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
11	Approve Issuance of Non-Convertible Debentures on Private Placement Basis	Mgmt	For	For	For	No

Lii Hen Industries Bhd.

Meeting Date: 06/12/2025

Country: Malaysia

Ticker: 7089

Record Date: 06/05/2025

Meeting Type: Annual

Primary Security ID: Y5285V109

Shares Voted: 74,669

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chua Lee Seng as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2	Elect Chik Chan Chee @ Cheok Chan Chee as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3	Elect Lee Min On as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4	Approve Directors' Fees	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						
5	Approve Directors' Benefits	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>						
6	Approve Peter Chong & Co PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
8	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No
9	Approve Chan Wah Chong to Continue Office as Independent Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted in the absence of significant concerns with the independence of the directors.</i>						
10	Approve Mustapha Bin Abd Hamid to Continue Office as Independent Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted in the absence of significant concerns with the independence of the directors.</i>						

Meeting Date: 06/12/2025

Country: France

Ticker: MTU

Record Date: 06/10/2025

Meeting Type: Annual/Special

Primary Security ID: F59766109

Shares Voted: 7,884

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
3	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends of EUR 1.25 per Share	Mgmt	For	For	For	No
5	Renew Appointment of KPMG as Auditor	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>					
6	Appoint Forvis-Mazars as Auditor	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>					
7	Renew Appointment of KPMG as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>					
8	Appoint Forvis-Mazars as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>					
9	Approve Remuneration of Directors in the Aggregate Amount of EUR 900,000	Mgmt	For	For	For	No
10	Approve Compensation Report	Mgmt	For	For	For	No
11	Approve Compensation of Jacqueline Himsworth, Chairwoman of the Board	Mgmt	For	For	For	No
12	Approve Compensation of Michel Denis, CEO	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as the disclosure surrounding the vesting of phantom shares lacks transparency.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Approve Remuneration Policy of Chairwoman of the Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration policy applicable to the chairwoman is warranted (Item 13) as her base salary is not disclosed and her salary increased in FY24. A vote FOR the remuneration policy applicable to the directors of the board are warranted because it does not raise any significant concern (Item 15).</i>						
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the remuneration policy applicable to the chairwoman is warranted (Item 13) as her base salary is not disclosed and her salary increased in FY24. A vote FOR the remuneration policy applicable to the directors of the board are warranted because it does not raise any significant concern (Item 15).</i>						
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</i>						
Extraordinary Business		Mgmt				
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST Items 18-23 and 25 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 19-23 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights. * Items 19-21 warrant votes AGAINST because the maximum discount allowed (15 percent) goes beyond the acceptable limit of 10 percent. * A vote AGAINST item 22 is warranted as the maximum discount allowed under this authorization is not disclosed and may exceed the acceptable limit of 10 percent.</i>						
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST Items 18-23 and 25 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 19-23 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights. * Items 19-21 warrant votes AGAINST because the maximum discount allowed (15 percent) goes beyond the acceptable limit of 10 percent. * A vote AGAINST item 22 is warranted as the maximum discount allowed under this authorization is not disclosed and may exceed the acceptable limit of 10 percent.</i>						
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST Items 18-23 and 25 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 19-23 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights. * Items 19-21 warrant votes AGAINST because the maximum discount allowed (15 percent) goes beyond the acceptable limit of 10 percent. * A vote AGAINST item 22 is warranted as the maximum discount allowed under this authorization is not disclosed and may exceed the acceptable limit of 10 percent.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
21	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST Items 18-23 and 25 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 19-23 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights. * Items 19-21 warrant votes AGAINST because the maximum discount allowed (15 percent) goes beyond the acceptable limit of 10 percent. * A vote AGAINST item 22 is warranted as the maximum discount allowed under this authorization is not disclosed and may exceed the acceptable limit of 10 percent.</i>						
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST Items 18-23 and 25 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 19-23 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights. * Items 19-21 warrant votes AGAINST because the maximum discount allowed (15 percent) goes beyond the acceptable limit of 10 percent. * A vote AGAINST item 22 is warranted as the maximum discount allowed under this authorization is not disclosed and may exceed the acceptable limit of 10 percent.</i>						
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-22	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST Items 18-23 and 25 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 19-23 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights. * Items 19-21 warrant votes AGAINST because the maximum discount allowed (15 percent) goes beyond the acceptable limit of 10 percent. * A vote AGAINST item 22 is warranted as the maximum discount allowed under this authorization is not disclosed and may exceed the acceptable limit of 10 percent.</i>						
24	Authorize Capitalization of Reserves of Up to EUR 8 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST Items 18-23 and 25 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 19-23 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights. * Items 19-21 warrant votes AGAINST because the maximum discount allowed (15 percent) goes beyond the acceptable limit of 10 percent. * A vote AGAINST item 22 is warranted as the maximum discount allowed under this authorization is not disclosed and may exceed the acceptable limit of 10 percent.</i>						
26	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions. * The vesting period is not sufficiently long-term oriented. * The performance period is not disclosed.</i>						

Manitou BF SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Against	For	For	Yes
<i>Voting Policy Rationale: A vote FOR is warranted given the absence of any concerns.</i>						
28	Amend Article 12.2 of Bylaws Re: Representative of Employees	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 28 and 29 are warranted given the absence of any concerns.</i>						
29	Amend Article 15 of Bylaws Re: Written Consultation	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 28 and 29 are warranted given the absence of any concerns.</i>						
	Ordinary Business	Mgmt				
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Pirelli & C. SpA

Meeting Date: 06/12/2025 **Country:** Italy **Ticker:** PIRC
Record Date: 06/03/2025 **Meeting Type:** Annual
Primary Security ID: T76434264

Shares Voted: 47,741

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
1.2	Approve Allocation of Income	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
2.1	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This item warrants a vote AGAINST because: * Termination payments can be in excess of 24 months' pay. * The level of pay for the Executive Vice Chairman is excessive relative to peers and market practices. * The board maintains significant derogation and discretionary powers.</i>						
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This item warrants a vote AGAINST because the level of pay of the Executive Vice Chairman Marco Tronchetti Provera continues to be excessive relative to peers.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Three-year Monetary Incentive Plan 2025-2027	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because the company continues to disclose insufficient ex-ante information on performance conditions and vesting thresholds.						

Pollen Street Group Ltd.

Meeting Date: 06/12/2025	Country: Guernsey	Ticker: POLN
Record Date: 06/10/2025	Meeting Type: Annual	
Primary Security ID: G7151H107		

Shares Voted: 785						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Robert Sharpe as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
4	Re-elect Lindsey McMurray as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
5	Re-elect Jim Coyle as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
6	Re-elect Gustavo Cardenas as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
7	Re-elect Joanne Lake as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
8	Re-elect Richard Rowney as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
9	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
10	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						

Pollen Street Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
15	Approve Waiver of Rule 9 of the Takeover Code in Connection with the Exercise by the Company of the Authority to Make Market Purchases of Ordinary Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Item 15 A vote AGAINST this resolution is warranted: * The Concert Party's shareholding might increase as a result of any market purchase by the Company of its own shares, raising concerns over creeping control of the Company. Item 16 A vote FOR this resolution is warranted, although it is not without concern: * The Concert Party's shareholding might increase as a result of the 2026 Awards Grant or 2026 SIP Grant, raising concerns over creeping control of the Company. The main reasons for support are: * The Company stated upon engagement that the total amount of SIP awards the Concert Party can acquire per annum is GBP 28,800, representing less than 0.01% of the current issued share capital. * The Concert Party's holding could potentially be diluted if more awards are granted under the SIP.						
16	Approve Waiver of Rule 9 of the Takeover Code in Connection with the 2026 Awards Grant or 2026 SIP Grant	Mgmt	For	For	For	No
Voting Policy Rationale: Item 15 A vote AGAINST this resolution is warranted: * The Concert Party's shareholding might increase as a result of any market purchase by the Company of its own shares, raising concerns over creeping control of the Company. Item 16 A vote FOR this resolution is warranted, although it is not without concern: * The Concert Party's shareholding might increase as a result of the 2026 Awards Grant or 2026 SIP Grant, raising concerns over creeping control of the Company. The main reasons for support are: * The Company stated upon engagement that the total amount of SIP awards the Concert Party can acquire per annum is GBP 28,800, representing less than 0.01% of the current issued share capital. * The Concert Party's holding could potentially be diluted if more awards are granted under the SIP.						
17	Approve Share Incentive Plan	Mgmt	For	For	For	No

PT Bukit Asam Tbk

Meeting Date: 06/12/2025	Country: Indonesia	Ticker: PTBA
Record Date: 05/20/2025	Meeting Type: Annual	
Primary Security ID: Y8520P101		

Shares Voted: 1,733,114						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No

PT Bukit Asam Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Remuneration of Directors and Commissioners for the Financial Year 2025 and Tantien for the Financial Year 2024	Mgmt	For	For	For	No
4	Appoint Auditors of the Company and the Micro and Small Business Funding Program (PUMK)	Mgmt	For	For	For	No
5	Approve Changes in the Bukit Asam Pension Fund's (Dana Pensiun Bukit Asam)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of further information to make an informed voting decision.						
6	Approve Changes in the Boards of the Company	SH	None	Against	Against	No

SIM Technology Group Limited

Meeting Date: 06/12/2025Country: Hong KongTicker: 2000

Record Date: 06/06/2025Meeting Type: Annual

Primary Security ID: G81474101

Shares Voted: 514,564						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Elect Wong Cho Tung as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2b	Elect Wong Hei, Simon as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2c	Elect Lai Ka Fung May as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2d	Elect Li Minbo as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2e	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

SIM Technology Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
4B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
4C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
5	Adopt Amended and Restated Bye-Laws	Mgmt	For	For	For	No

The Westaim Corporation

Meeting Date: 06/12/2025 **Country:** USA **Ticker:** WED
Record Date: 04/28/2025 **Meeting Type:** Annual/Special
Primary Security ID: 956925101

Shares Voted: 5,727

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Menes O. Chee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.2	Elect Director Chinh Chu	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.3	Elect Director Ian W. Delaney	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.4	Elect Director Richard DiBlasi	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.5	Elect Director J. Cameron MacDonald	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.6	Elect Director Deanna Mulligan	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.7	Elect Director Douglas Newton	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.8	Elect Director Kevin E. Parker	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						

The Westaim Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.9	Elect Director Michael Siegel	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.10	Elect Director Matthew Skurbe	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.11	Elect Director Bruce V. Walter	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Re-approve Equity Incentive Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: While the average burn rate (0.1 percent) is acceptable, vote AGAINST this omnibus plan as the potential dilution (20 percent) is deemed excessive for a Venture-listed issuer.</i>						

Tongdao Liepin Group

Meeting Date: 06/12/2025 **Country:** Cayman Islands **Ticker:** 6100
Record Date: 06/06/2025 **Meeting Type:** Annual
Primary Security ID: G8919T102

Shares Voted: 1,458,371						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Elect Ye Yaming as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2b	Elect Zhang Ximeng as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2c	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Tongdao Liepin Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Aisan Industry Co., Ltd.

Meeting Date: 06/13/2025	Country: Japan	Ticker: 7283
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J00672105		

Shares Voted: 7,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No
2.1	Elect Director Nomura, Tokuhisa	Mgmt	For	For	For	No
2.2	Elect Director Nakane, Toru	Mgmt	For	For	For	No
2.3	Elect Director Kato, Shigekazu	Mgmt	For	For	For	No
2.4	Elect Director Yamanaka, Akihiro	Mgmt	For	For	For	No
2.5	Elect Director Uehara, Takashi	Mgmt	For	For	For	No
2.6	Elect Director Oi, Yuichi	Mgmt	For	For	For	No
2.7	Elect Director Tsuge, Satoe	Mgmt	For	For	For	No
2.8	Elect Director Iribe, Yurie	Mgmt	For	For	For	No
2.9	Elect Director Takayama, Naoshi	Mgmt	For	For	For	No
2.10	Elect Director Funabiki, Eiko	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Nakamura, Hideaki	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Nishimatsu, Makoto	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	No
5	Approve Restricted Stock Plan	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For	No

Baoye Group Company Limited

Meeting Date: 06/13/2025

Country: China

Ticker: 2355

Record Date: 05/12/2025

Meeting Type: Annual

Primary Security ID: Y0699H101

Shares Voted: 13,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>						
2	Approve Report of the Supervisory Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>						
3	Approve Audited Consolidated Financial Statements and Auditors' Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>						
4	Approve Matters Relating to Payment of Final Dividend	Mgmt	For	For	For	No
5A	Approve PricewaterhouseCoopers as International Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 5A A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted. Item 5B A vote AGAINST this proposal is warranted due to the significant concerns raised by regulatory authorities regarding PwC Zhong Tian's conduct.</i>						
5B	Approve PricewaterhouseCoopers Zhongtian CPAs as PRC Statutory Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Item 5A A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted. Item 5B A vote AGAINST this proposal is warranted due to the significant concerns raised by regulatory authorities regarding PwC Zhong Tian's conduct.</i>						
6	Approve Grant of General Mandate to Allot and Issue New Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
7	Approve Grant of General Mandate to Repurchase H Shares	Mgmt	For	For	For	No
8	Amend Articles of Association	Mgmt	For	For	For	No

Baskent Dogalgaz Dagitim Gayrimenkul Yatirim Ortakligi AS

Meeting Date: 06/13/2025Country: TurkeyTicker: BASGZ.E

Record Date:Meeting Type: Annual

Primary Security ID: M19961115

Shares Voted: 85,632

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Annual Meeting Agenda	Mgmt				
	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because they are routine formalities.						
2	Authorize Presiding Council to Sign Minutes of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These items warrant a vote FOR because they are routine formalities.					
3	Accept Board Report	Mgmt	For	For	For	No
	Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.					
4	Accept Audit Report	Mgmt	For	For	For	No
	Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.					
5	Accept Financial Statements	Mgmt	For	For	For	No
	Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.					
6	Approve Discharge of Board	Mgmt	For	For	For	No
7	Approve Allocation of Income	Mgmt	For	For	For	No
	Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.					
8	Approve Director Remuneration	Mgmt	For	Against	Against	Yes
	Voting Policy Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.					
9	Ratify External Auditors	Mgmt	For	For	For	No
10	Approve Upper Limit of Donations to be Made Until the 2026 Ordinary General Assembly and Donations to be Made in 2025, Receive Information on Donations Made in 2024	Mgmt	For	Against	Against	Yes
	Voting Policy Rationale: This item warrants a vote AGAINST due to a lack of disclosure on the resolution.					
11	Receive Information on Related Party Transactions	Mgmt				
12	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt				
13	Authorize Board to Distribute Advance Dividends	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR is warranted as there are no concerns regarding these proposals.					

Baskent Dogalgaz Dagitim Gayrimenkul Yatirim Ortakligi AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Authorize Board to Distribute Advance Dividends from Different Reserves	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted as there are no concerns regarding these proposals.						
15	Receive Information in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt				
16	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For	For	No
17	Wishes	Mgmt				
18	Close Meeting	Mgmt				

Chien Kuo Construction Co., Ltd.

Meeting Date: 06/13/2025Country: TaiwanTicker: 5515

Record Date: 04/14/2025Meeting Type: Annual

Primary Security ID: Y13671105

Shares Voted: 366,237

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report, Financial Statements and Consolidated Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Criteo SA

Meeting Date: 06/13/2025Country: FranceTicker: CRTO

Record Date: 04/03/2025Meeting Type: Annual/Special

Primary Security ID: 226718104

Shares Voted: 25,924

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Meeting for ADR Holders	Mgmt				
	Ordinary Business	Mgmt				
	Elect Director Rachel Picard	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
2	Elect Director Nathalie Balla	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
3	Elect Director Frederik van der Kooi	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
4	Elect Director Stefanie Jay	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
5	Ratify Interim Appointment of Michael Komaskinski as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
6	Appoint Nexbonis Advisory as Auditor	Mgmt	For	For	For	No
7	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
9	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
10	Approve Allocation of Income	Mgmt	For	For	For	No
11	Approve Transaction with Mr. Ernst Teunissen Re: Indemnification Agreement	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: The transactions warrant votes FOR as it allows the directors to benefit from the same insurance as other directors.</i>					
12	Approve Transaction with Mr. Michael Komaskinski Re: Indemnification Agreement	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: The transactions warrant votes FOR as it allows the directors to benefit from the same insurance as other directors.</i>					
13	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
14	Authorize Share Repurchase Program	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares Re: Art. L. 225-209-2 of the French Commercial Code	Mgmt	For	For	For	No
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares Re: Art. L. 225-208 of the French Commercial Code	Mgmt	For	For	For	No
17	Authorize Share Repurchase Program	Mgmt	For	For	For	No
18	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
19	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 144,362.075	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted, as the limits on the share issuance authority are considered reasonable under US policy, which applies due to Criteo's Nasdaq listing.</i>						
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 144,362.075	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted, as the limits on the share issuance authority are considered reasonable under US policy, which applies due to Criteo's Nasdaq listing.</i>						
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 19-20	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted, as the limits on the share issuance authority are considered reasonable under US policy, which applies due to Criteo's Nasdaq listing.</i>						
22	Authorize Capitalization of Reserves of Up to EUR 144,362.075 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted, as the limits on the share issuance authority are considered reasonable under US policy, which applies due to Criteo's Nasdaq listing.</i>						
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted, as the limits on the share issuance authority are considered reasonable under US policy, which applies due to Criteo's Nasdaq listing.</i>						
24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19 to 23 at 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted, as the limits on the share issuance authority are considered reasonable under US policy, which applies due to Criteo's Nasdaq listing.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
25	Amend Article 12 of Bylaws Re: Board Meetings	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 25 and 27 are warranted as the proposed amendments are not considered contentious and reflect recent changes in French law. A vote AGAINST Item 26 is warranted as the proposed amendment seems to allow virtual-only meetings and may have a negative impact on shareholders' rights.						
26	Amend Article 19 of Bylaws Re: Participation to General Meetings	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes FOR Items 25 and 27 are warranted as the proposed amendments are not considered contentious and reflect recent changes in French law. A vote AGAINST Item 26 is warranted as the proposed amendment seems to allow virtual-only meetings and may have a negative impact on shareholders' rights.						
27	Amend Article 24 of Bylaws Re: Loss of One Half of Share Capital	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 25 and 27 are warranted as the proposed amendments are not considered contentious and reflect recent changes in French law. A vote AGAINST Item 26 is warranted as the proposed amendment seems to allow virtual-only meetings and may have a negative impact on shareholders' rights.						

Flow Traders Ltd.

Meeting Date: 06/13/2025Country: NetherlandsTicker: FLOW

Record Date: 05/16/2025Meeting Type: Annual

Primary Security ID: G3602E108

Shares Voted: 51,677						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1.	Open Meeting	Mgmt				
2.a.	Receive Board Report (Non-Voting)	Mgmt				
2.b.	Receive Financial Statements and Statutory Reports	Mgmt				
2.c.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
2.d.	Approve Remuneration Report	Mgmt	For	For	For	No
3.	Approve Remuneration Policy of Non-Executive Director	Mgmt	For	For	For	No
4.a.	Reelect Mike Kuehnel as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the elections of Mike Kuehnel, Marc Jansen, and Linda Hovius is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates						
4.b.	Elect Marc Jansen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the elections of Mike Kuehnel, Marc Jansen, and Linda Hovius is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates						

Flow Traders Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.c.	Reelect Linda Hovius as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the elections of Mike Kuehnel, Marc Jansen, and Linda Hovius is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates						
5.a.	Grant Board Authority to Issue Shares	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.						
5.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.						
6.	Authorize Repurchase of Shares	Mgmt	For	For	For	No
7.	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For	No
8.	Close Meeting	Mgmt				

M.P. Evans Group Plc

Meeting Date: 06/13/2025	Country: United Kingdom	Ticker: MPE
Record Date: 06/11/2025	Meeting Type: Annual	
Primary Security ID: G63363108		

Shares Voted: 1,818						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect K Chandra Sekaran as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the re-election of K Chandra Sekaran and Peter Hadsley-Chaplin is warranted because no significant concerns have been identified.						
4	Re-elect Peter Hadsley-Chaplin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the re-election of K Chandra Sekaran and Peter Hadsley-Chaplin is warranted because no significant concerns have been identified.						
5	Approve Final Dividend	Mgmt	For	For	For	No
6	Reappoint BDO LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
7	Authorise Market Purchase of Shares	Mgmt	For	For	For	No

Pan German Universal Motors Ltd.

Meeting Date: 06/13/2025

Record Date: 04/14/2025

Primary Security ID: Y6698E106

Country: Taiwan

Meeting Type: Annual

Ticker: 2247

Shares Voted: 7,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No
2	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Sincere Pharmaceutical Group Limited

Meeting Date: 06/13/2025

Record Date: 06/09/2025

Primary Security ID: Y793E5106

Country: Hong Kong

Meeting Type: Annual

Ticker: 2096

Shares Voted: 75,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Approve Final Dividend	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because these are routine dividend proposals.						
2b	Authorize Board to Deal with All Matters in Relation to the Payment of Final Dividend	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because these are routine dividend proposals.						
3a1	Elect Wang Xi as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3a2	Elect Wang Xinhua as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3a3	Elect Sung Ka Woon as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3b	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Sincere Pharmaceutical Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Sunplus Technology Co., Ltd.

Meeting Date: 06/13/2025Country: TaiwanTicker: 2401

Record Date: 04/14/2025Meeting Type: Annual

Primary Security ID: Y83011109

Shares Voted: 240,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Statement of Profit and Loss Appropriation	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Release of Restrictions of Competitive Activities of Directors and Representatives	Mgmt	For	For	For	No

TOKAI RIKA CO., LTD.

Meeting Date: 06/13/2025Country: JapanTicker: 6995

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J85968105

Shares Voted: 3,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Ninoyu, Hiroyoshi	Mgmt	For	For	For	No

TOKAI RIKA CO., LTD.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Elect Director Sato, Masahiko	Mgmt	For	For	For	No
1.3	Elect Director Imaeda, Katsuyuki	Mgmt	For	For	For	No
1.4	Elect Director Fujioka, Kei	Mgmt	For	For	For	No
1.5	Elect Director Miyama, Minako	Mgmt	For	For	For	No
1.6	Elect Director Ambe, Kazushi	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Deshimaru, Akihiro	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						
3	Appoint Alternate Statutory Auditor Uozumi, Naoto	Mgmt	For	For	For	No
4	Approve Annual Bonus	Mgmt	For	For	For	No
5	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Zeng Hsing Industrial Co., Ltd.

Meeting Date: 06/13/2025 **Country:** Taiwan **Ticker:** 1558
Record Date: 04/14/2025 **Meeting Type:** Annual
Primary Security ID: Y9887W119

Shares Voted: 9,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.</i>						
4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.</i>						
5	Amend Procedures for Lending Funds to Other Parties and Procedures for Endorsement and Guarantees	Mgmt	For	Against	Against	Yes
6	Approve Amendment to Rules and Procedures for Election of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.</i>						

Zhengye International Holdings Company Limited

Meeting Date: 06/13/2025

Country: Bermuda

Ticker: 3363

Record Date: 06/09/2025

Meeting Type: Annual

Primary Security ID: G98923108

Shares Voted: 282,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Elect Hu Hanchao as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3b	Elect Hu Jianwen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3c	Elect Chung Kwok Mo John as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3d	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Blue Jet Healthcare Ltd.

Meeting Date: 06/14/2025

Country: India

Ticker: 544009

Record Date: 05/09/2025

Meeting Type: Special

Primary Security ID: Y091Q0111

Blue Jet Healthcare Ltd.

Shares Voted: 65,399

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No

Construcciones y Auxiliar de Ferrocarriles SA

Meeting Date: 06/14/2025Country: SpainTicker: CAF
Record Date: 06/09/2025Meeting Type: Annual
Primary Security ID: E31774156

Shares Voted: 9,162

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Discharge of Board	Mgmt	For	For	For	No
3	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
5.1	Reelect Julian Gracia Palacin as Director	Mgmt	For	For	For	No
5.2	Fix Number of Directors at 11	Mgmt	For	For	For	No
6	Authorize Share Repurchase Program	Mgmt	For	For	For	No
7	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
8	Receive Amendments to Board of Directors Regulations	Mgmt				
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Alior Bank SA

Meeting Date: 06/16/2025Country: PolandTicker: ALR
Record Date: 05/31/2025Meeting Type: Annual
Primary Security ID: X0081M123

Shares Voted: 2,052

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Management Proposals	Mgmt				
	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>					
2	Elect Meeting Chairman	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>					
3	Acknowledge Proper Convening of Meeting	Mgmt				
	<i>Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>					
5a	Receive Financial Statements	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
5b	Receive Consolidated Financial Statements	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
5c	Receive Management Board Report on Company's, Group's Operations, and Non-Financial Information	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
6	Receive Supervisory Board Report	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
7	Receive Information on Amendments in Regulations on Supervisory Board	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
8	Receive Information on Company's Compliance with Best Practice for WSE Listed Companies	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
9a	Approve Supervisory Board Report	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 9a and 9d are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>					
9b	Approve Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9c	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
9d	Approve Management Board Report on Company's, Group's Operations, and Non-Financial Information	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 9a and 9d are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
10	Approve Allocation of Income and Dividends of PLN 9.19 per Share	Mgmt	For	For	For	No
11a	Approve Discharge of Piotr Zabski (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						
11b	Approve Discharge of Marcin Ciszewski (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						
11c	Approve Discharge of Jacek Iljin (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						
11d	Approve Discharge of Wojciech Przybyl (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						
11e	Approve Discharge of Zdzislaw Wojtera (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						
11f	Approve Discharge of Radomir Gibala (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11g	Approve Discharge of Tomasz Miklas (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						
11h	Approve Discharge of Grzegorz Olszewski (CEO)	Mgmt	Against	Against	Against	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						
11i	Approve Discharge of Pawel Broniewski (Deputy CEO)	Mgmt	Against	Against	Against	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						
11j	Approve Discharge of Szymon Kaminski (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						
11k	Approve Discharge of Rafal Litwinczuk (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						
11l	Approve Discharge of Pawel Tymczynsyn (Deputy CEO)	Mgmt	Against	Against	Against	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						
11m	Approve Discharge of Jacek Polanczyk (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						
11n	Approve Discharge of Artur Cholody (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12a	Approve Discharge of Jan Zimowicz (Supervisory Board Member and Deputy Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						
12b	Approve Discharge of Artur Kucharski (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						
12c	Approve Discharge of Maciej Gutowski (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						
12d	Approve Discharge of Radosław Grabowski (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						
12e	Approve Discharge of Robert Pusz (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						
12f	Approve Discharge of Filip Majdowski (Supervisory Board Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						
12g	Approve Discharge of Ernest Bejda (Supervisory Board Deputy Chairman and Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12h	Approve Discharge of Pawel Knop (Supervisory Board Member and Deputy Chairman)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>					
12i	Approve Discharge of Marek Pietrzak (Supervisory Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>					
12j	Approve Discharge of Dominik Witek (Supervisory Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>					
12k	Approve Discharge of Malgorzata Erlich-Smurzynska (Supervisory Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>					
12l	Approve Discharge of Jacek Kij (Supervisory Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>					
12m	Approve Discharge of Jaroslaw Mastalerz (Supervisory Board Member and Chairman)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>					
12n	Approve Discharge of Artur Cholody (Supervisory Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>					
12o	Approve Discharge of Pawel Wajda (Supervisory Board Member and Chairman)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12p	Approve Discharge of Rafal Janczura (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 11a-11g, 11j-k, 11m-11n, and 12a-12p are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board members in 2024. Votes AGAINST Items 11h-11i and 11l are warranted as shareholders are better served by postponing the decision on discharge of the management board members.						
13	Approve Supervisory Board Report on Assessment of Remuneration Policy	Mgmt	For	For	For	No
14	Approve Policy on Selection and Suitability of Supervisory Board Members	Mgmt	For	For	For	No
15	Approve Collective Suitability of Supervisory Board Members	Mgmt	For	For	For	No
16	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * The company does not disclose the KPIs associated with variable remuneration in a definitive form; * The remuneration report fails to present the target values, levels of achievement, and corresponding payouts; * The company does not provide a detailed breakdown of the non-competition and/or severance payments paid to former executives.						
17	Approve Assessment of Suitability of Regulations on Supervisory Board	Mgmt	For	For	For	No
18	Amend Statute	Mgmt	For	For	For	No
	Shareholder Proposals Submitted by PZU SA	Mgmt				
19.1	Recall Supervisory Board Member	SH	None	Against	Against	No
Voting Policy Rationale: Votes AGAINST these items are warranted due to the lack of disclosure of the names of the board member to be recalled and the nominee to be elected.						
19.2	Elect Supervisory Board Member	SH	None	Against	Against	No
Voting Policy Rationale: Votes AGAINST these items are warranted due to the lack of disclosure of the names of the board member to be recalled and the nominee to be elected.						
	Management Proposals	Mgmt				
20	Close Meeting	Mgmt				

GDH Guangnan (Holdings) Limited

Meeting Date: 06/16/2025Country: Hong KongTicker: 1203

Record Date: 06/10/2025Meeting Type: Annual

Primary Security ID: Y2929Z133

Shares Voted: 42,711						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

GDH Guangnan (Holdings) Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Final Dividend	Mgmt	For	For	For	No
3.1	Elect Yu Huijuan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3.2	Elect Wen Yinheng as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3.3	Elect Li Kar Keung, Caspar as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3.4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

GDH Guangnan (Holdings) Limited

Meeting Date: 06/16/2025	Country: Hong Kong	Ticker: 1203
Record Date: 06/10/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y2929Z133		

Shares Voted: 42,711						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Further 2025 GDH Zhongyue Electricity Agreement, Relevant Proposed Cap and Related Transactions	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.						

GDH Guangnan (Holdings) Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Further 2025 GDH Food Foshan Electricity Agreement, Relevant Proposed Cap and Related Transactions	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.						
3	Approve Further 2025 Runhehe Food Electricity Agreement, Relevant Proposed Cap and Related Transactions	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.						
4	Approve Further 2025 Guanglong Food Electricity Agreement, Relevant Proposed Cap and Related Transactions	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.						
5	Authorize Any One Director to Deal with All Matters in Relation to the Further 2025 Electricity Agreements	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.						

Grupa Pracuj SA

Meeting Date: 06/16/2025	Country: Poland	Ticker: GPP
Record Date: 05/31/2025	Meeting Type: Annual	
Primary Security ID: X324B6102		

Shares Voted: 5,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 5 are warranted because these are routine meeting formalities. Items 1, 3, and 4 are non-voting.						
2	Elect Meeting Chairman	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 5 are warranted because these are routine meeting formalities. Items 1, 3, and 4 are non-voting.						
3	Prepare List of Shareholders	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 5 are warranted because these are routine meeting formalities. Items 1, 3, and 4 are non-voting.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Acknowledge Proper Convening of Meeting	Mgmt				
<i>Voting Policy Rationale: Votes FOR Items 2 and 5 are warranted because these are routine meeting formalities. Items 1, 3, and 4 are non-voting.</i>						
5	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 2 and 5 are warranted because these are routine meeting formalities. Items 1, 3, and 4 are non-voting.</i>						
6a	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 6a and 6f are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
6b	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
6c	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
6d	Approve Allocation of Income and Dividends of PLN 2.10 per Share	Mgmt	For	For	For	No
6e	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The company does not disclose performance metrics, their weights, targets, minimum and maximum thresholds, level of achievement of each of the targets, as well as the corresponding payout for the STIP. As such, shareholders are not in position to assess the alignment between pay and performance and the appropriateness of the variable payout; * The 2022-2024 Incentive Program has insufficient performance and vesting periods, as well as, insufficient disclosure regarding the yearly performance criteria and targets. The level of disclosure does not allow investors to gauge the stringency of the plan.</i>						
6f	Approve Supervisory Board Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 6a and 6f are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
6g1	Approve Discharge of Przemysław Gacek (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
6g2	Approve Discharge of Gracjan Fiedorowicz (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
6g3	Approve Discharge of Rafał Nachyna (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6h1	Approve Discharge of Maciej Noga (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
6h2	Approve Discharge of John Doran (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
6h3	Approve Discharge of Wojcieh Stankiewicz (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
6h4	Approve Discharge of Przemyslaw Budkowski (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
6h5	Approve Discharge of Agnieszka Slomka-Golebiowska (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
6h6	Approve Discharge of Miroslaw Stachowicz (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
6h7	Approve Discharge of Martina van Hettinga (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in the fiscal year 2024.</i>						
6i	Approve Incentive Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these items is warranted because as the 2025-2027 Incentive Program is not in line with ISS Guidelines in the following respect: * Performance conditions have not been disclosed; * The plan consists of three annual performance periods; * The management board is in charge of the program; * Key terms of the plan have not been disclosed. As such, the proposals meant to implement the plan are not supported.</i>						
6j	Approve Management Board Authorization to Increase Share Capital within Limits of Target Capital with Possible Exclusion of Preemptive Rights for Purpose of Incentive Plan; Amend Statute Accordingly	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these items is warranted because as the 2025-2027 Incentive Program is not in line with ISS Guidelines in the following respect: * Performance conditions have not been disclosed; * The plan consists of three annual performance periods; * The management board is in charge of the program; * Key terms of the plan have not been disclosed. As such, the proposals meant to implement the plan are not supported.</i>						

Grupa Pracuj SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6k	Approve Creation of Reserve Capital for Purpose of Share Repurchase Program	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these items is warranted because as the 2025-2027 Incentive Program is not in line with ISS Guidelines in the following respect: * Performance conditions have not been disclosed; * The plan consists of three annual performance periods; * The management board is in charge of the program; * Key terms of the plan have not been disclosed. As such, the proposals meant to implement the plan are not supported.</i>						
6l	Authorize Share Repurchase Program for Purpose of Incentive Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these items is warranted because as the 2025-2027 Incentive Program is not in line with ISS Guidelines in the following respect: * Performance conditions have not been disclosed; * The plan consists of three annual performance periods; * The management board is in charge of the program; * Key terms of the plan have not been disclosed. As such, the proposals meant to implement the plan are not supported.</i>						
6m	Amend Statute	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these proposals are warranted because the proposed amendments to move the appointment rights from the general meeting to the supervisory board is in deviation of established broader European practice and alters the check and balances in the overall governance.</i>						
6n	Approve Consolidated Text of Statute	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these proposals are warranted because the proposed amendments to move the appointment rights from the general meeting to the supervisory board is in deviation of established broader European practice and alters the check and balances in the overall governance.</i>						
6o	Cancel Nov. 12, 2021, EGM, Resolution Re: Remuneration Policy; Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The company does not disclose amounts of fixed component of the salary of executive directors. Furthermore, it does not explain in detail its policy for setting and reviewing salary levels; * The policy does not cap STIP payments, and instead caps the STIP and LTIP in aggregate at 500 percent ABS. This does not allow investors to gauge the balance between short and long-term variable compensation; * The policy provides for further uncapped one-off awards to the management board; * The policy does not contain information on KPIs and their weights for the STI; * The LTI lacks disclosure on performance conditions, their weights, thresholds, and targets. Moreover, the vesting and performance periods for the LTI are not disclosed; * The supervisory board may be awarded with financial instruments or other non-cash benefits related to company performance. As such, the supervisory board is allowed to participate in incentive schemes; * The company's remuneration policy includes a derogation clause which is of rather general nature. The derogation clauses should clearly define and limit any elements of compensation framework and extent to which derogations may apply.</i>						
6p	Elect Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the company has failed to disclose the nominee's name.</i>						
7	Close Meeting	Mgmt				

L&T Technology Services Limited

Meeting Date: 06/16/2025

Country: India

Ticker: 540115

Record Date: 06/09/2025

Meeting Type: Annual

Primary Security ID: Y5S4BH104

Shares Voted: 13,957

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Reelect S. N. Subrahmanyam as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4	Reelect Alind Saxena as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
5	Approve Alwyn Jay & Co. as Secretarial Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Reelect Chandrasekaran Ramakrishnan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
7	Approve Reappointment and Remuneration of Abhishek Sinha as Executive Director	Mgmt	For	For	For	No
8	Approve Material Related Party Transactions with Larsen & Toubro Limited	Mgmt	For	For	For	No

Navigator Holdings Ltd.

Meeting Date: 06/16/2025 **Country:** Marshall Isl **Ticker:** NVGS
Record Date: 05/05/2025 **Meeting Type:** Annual
Primary Security ID: Y62132108

Shares Voted: 88,331

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Dag von Appen	Mgmt	For	For	For	No
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Peter Stokes for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>						
1.2	Elect Director Heiko Fischer	Mgmt	For	For	For	No
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Peter Stokes for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>						
1.3	Elect Director Janette Marx	Mgmt	For	For	For	No
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Peter Stokes for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>						

Navigator Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.4	Elect Director Anita Odedra	Mgmt	For	For	For	No
Voting Policy Rationale: WITHHOLD votes are warranted for Peter Stokes for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.						
1.5	Elect Director Peter Stokes	Mgmt	For	Withhold	Withhold	Yes
Voting Policy Rationale: WITHHOLD votes are warranted for Peter Stokes for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.						
1.6	Elect Director Florian Weidinger	Mgmt	For	For	For	No
Voting Policy Rationale: WITHHOLD votes are warranted for Peter Stokes for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

Odfjell Drilling Ltd.

Meeting Date: 06/16/2025Country: BermudaTicker: ODL

Record Date: 06/11/2025Meeting Type: Annual

Primary Security ID: G67180102

Shares Voted: 25,449						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1(a)	Reelect Helene Odfjell as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Knut Hatleskog, Helene Odfjell and Alasdair Shiach (Items 1(a), 1(d) and 1(e)) is warranted due to a lack of concern regarding the suitability of these individuals. Overboarding A vote AGAINST candidates Simen Lieungh and Harald Thorstein (Items 1(b) and 1(c)) is warranted due to them being considered overboarded. In the case of Simen Lieungh, he holds an outside executive position while being proposed as chairman.						
1(b)	Reelect Simen Lieungh as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR candidates Knut Hatleskog, Helene Odfjell and Alasdair Shiach (Items 1(a), 1(d) and 1(e)) is warranted due to a lack of concern regarding the suitability of these individuals. Overboarding A vote AGAINST candidates Simen Lieungh and Harald Thorstein (Items 1(b) and 1(c)) is warranted due to them being considered overboarded. In the case of Simen Lieungh, he holds an outside executive position while being proposed as chairman.						
1(c)	Reelect Harald Thorstein as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR candidates Knut Hatleskog, Helene Odfjell and Alasdair Shiach (Items 1(a), 1(d) and 1(e)) is warranted due to a lack of concern regarding the suitability of these individuals. Overboarding A vote AGAINST candidates Simen Lieungh and Harald Thorstein (Items 1(b) and 1(c)) is warranted due to them being considered overboarded. In the case of Simen Lieungh, he holds an outside executive position while being proposed as chairman.						
1(d)	Reelect Knut Hatleskog as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Knut Hatleskog, Helene Odfjell and Alasdair Shiach (Items 1(a), 1(d) and 1(e)) is warranted due to a lack of concern regarding the suitability of these individuals. Overboarding A vote AGAINST candidates Simen Lieungh and Harald Thorstein (Items 1(b) and 1(c)) is warranted due to them being considered overboarded. In the case of Simen Lieungh, he holds an outside executive position while being proposed as chairman.						

Odfjell Drilling Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1(e)	Reelect Alasdair Shiach as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Knut Hatleskog, Helene Odfjell and Alasdair Shiach (Items 1(a), 1(d) and 1(e)) is warranted due to a lack of concern regarding the suitability of these individuals. Overboarding A vote AGAINST candidates Simen Lieungh and Harald Thorstein (Items 1(b) and 1(c)) is warranted due to them being considered overboarded. In the case of Simen Lieungh, he holds an outside executive position while being proposed as chairman.</i>						
2	Ratify KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted due to the lack of disclosure regarding the performance metrics under the annual bonus, as well as the insufficient vesting period under the long-term incentive plan.</i>						

Odfjell Technology Ltd.

Meeting Date: 06/16/2025 **Country:** Bermuda **Ticker:** OTL
Record Date: 06/11/2025 **Meeting Type:** Annual
Primary Security ID: G6716L108

Shares Voted: 4,869

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1(a)	Reelect Helene Odfjell as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Helene Odfjell, Alasdair Shiach and Victor Vadaneaux (Items 1(a)-1(c)) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Harald Thorstein (Item 1(d)) is warranted due to them being considered overboarded.</i>						
1(b)	Reelect Alasdair Shiach as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Helene Odfjell, Alasdair Shiach and Victor Vadaneaux (Items 1(a)-1(c)) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Harald Thorstein (Item 1(d)) is warranted due to them being considered overboarded.</i>						
1(c)	Reelect Victor Vadaneaux as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Helene Odfjell, Alasdair Shiach and Victor Vadaneaux (Items 1(a)-1(c)) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Harald Thorstein (Item 1(d)) is warranted due to them being considered overboarded.</i>						
1(d)	Reelect Harald Thorstein as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Helene Odfjell, Alasdair Shiach and Victor Vadaneaux (Items 1(a)-1(c)) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Overboarding A vote AGAINST candidate Harald Thorstein (Item 1(d)) is warranted due to them being considered overboarded.</i>						
2	Appoint KPMG as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
3	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No

Odfjell Technology Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted due to the insufficient vesting period under the long-term incentive plan, as well as the lack of disclosure regarding performance metrics under the annual bonus.						

Super Group (SGHC) Ltd.

Meeting Date: 06/16/2025	Country: Guernsey	Ticker: SGHC
Record Date: 04/30/2025	Meeting Type: Annual	
Primary Security ID: G8588X103		

Shares Voted: 29,589						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Eric Grubman	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1b	Elect Director Robert James Dutnall	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1c	Elect Director John Le Poidevin	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1d	Elect Director Natara Holloway Branch	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1e	Elect Director Jonathan Jossel	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1f	Elect Director Merrick Wolman	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the director nominees is warranted.						
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted.						
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these proposals is warranted.						
5	Authorize Market Purchases of Company Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the maximum purchase price exceeds the recommended limit of 5 percent above market price.						
6	Authorize Share Repurchase Program	Mgmt	For	For	For	No

Meeting Date: 06/16/2025

Country: Philippines

Ticker: WLCON

Record Date: 05/22/2025

Meeting Type: Annual

Primary Security ID: Y9584X105

Shares Voted: 235,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Minutes of Previous Meeting	Mgmt	For	For	For	No
2	Approve Annual Report and AFS	Mgmt	For	For	For	No
3	Ratify All Acts and Resolutions of the Board of Directors and Management During the Preceding Year	Mgmt	For	For	For	No
	Elect 7 Directors by Cumulative Voting	Mgmt				
4.1	Elect Ricardo S. Pascua as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
4.2	Elect Rolando S. Narciso as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
4.3	Elect Delfin L. Warren as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
4.4	Elect Evelyn R. Singson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
4.5	Elect Lorraine Belo-Cincochan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
4.6	Elect Mark Andrew Y. Belo as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						
4.7	Elect Careen Y. Belo as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and in the absence of other corporate governance concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Appoint Reyes Tacandong & Co. as External Auditor	Mgmt	For	For	For	No

Benefit Systems SA

Meeting Date: 06/17/2025Country: PolandTicker: BFT

Record Date: 06/01/2025Meeting Type: Annual

Primary Security ID: X071AA119

Shares Voted: 572						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2, 4 and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
2	Elect Meeting Chairman	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2, 4 and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
3	Acknowledge Proper Convening of Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2, 4 and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
4	Elect Members of Vote Counting Commission	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2, 4 and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
5	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2, 4 and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
6a	Receive Supervisory Board Opinion on Company's Standing, Internal Control System, Risk Management, Compliance, and Internal Audit Function	Mgmt				
Voting Policy Rationale: These are non-voting items.						
6b	Receive Supervisory Board Report on Its Activities	Mgmt				
Voting Policy Rationale: These are non-voting items.						
6c	Receive Supervisory Board Report on Its Review of Standalone and Consolidated Financial Statements, Management Board Report on Group's Operations	Mgmt				
Voting Policy Rationale: These are non-voting items.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>					
8	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>					
9	Approve Management Board Report on Group's Operations	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 9 and 10 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>					
10	Approve Supervisory Board Report on Its Operations	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 9 and 10 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>					
11	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
12.1	Approve Discharge of Emilia Rogalewicz (Management Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>					
12.2	Approve Discharge of Marcin Fojudzki (Management Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>					
12.3	Approve Discharge of Wojciech Szwarc (Management Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>					
13.1	Approve Discharge of James Van Bergh (Supervisory Board Chairman)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>					
13.2	Approve Discharge of Krzysztof Kaczmarczyk (Supervisory Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>					
13.3	Approve Discharge of Michael Sanderson (Supervisory Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13.4	Approve Discharge of Aniela Hejnowska (Supervisory Board Deputy Chairwoman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13.5	Approve Discharge of Katarzyna Kazior (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13.6	Approve Discharge of Artur Osuchowski (Supervisory Board Deputy Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13.7	Approve Discharge of Julita Jablowska (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
14	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The company has failed to disclose the specific performance conditions, targets, minimum and maximum thresholds, level of achievement of each of the targets, as well as corresponding payouts for the STI. As such, shareholders are not in position to assess the alignment between pay and performance and the appropriateness of the variable payout. * The executives received warrants for performance in fiscal 2023 and for the period 2021-2023 as per the LTI plan, while the remuneration report lacks details disclosure regarding the application of the performance conditions with the levels of the achievement. Further, the vesting of the awarded warrants occurs less than in three years. * Some terms of the management contracts, including more details regarding the severance terms and non-compete agreement, were not disclosed. * The executive, Wojciech Szwarz, who resigned from the management board for the personal reasons according to the company's announcement of May 27, 2024, was entitled to receive a severance pay, which is not in line with common market practice. Besides, the remuneration report lacks disclosure in relation to the terms of termination of the contract with the executive. * The members of company's supervisory board received retirement benefits. However, we note that non-executive participation in retirement benefits schemes is a common market practice, and the level of contributions is insignificant in relation to the total compensation.</i>						
15	Amend Statute Re: Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is this proposal is warranted because the transfer of the right to appoint the auditor for assessment of sustainability reporting from the general meeting to the supervisory board is in deviation of established broader European practice and alters the check and balances in the overall governance.</i>						
16	Receive Merger Plan with Gym Poznan sp. z o.o. and Yes to Move sp. z o.o.	Mgmt				
<i>Voting Policy Rationale: A vote FOR Item 17 is warranted because: * The proposed transactions will simplify the company's organizational structure; * The merger will be conducted without any share increases or share exchanges; * There are no known concerns with the proposed transactions. Item 16 is non-voting.</i>						
17	Approve Merger by Absorption with Gym Poznan sp. z o.o. and Yes to Move sp. z o.o.	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR Item 17 is warranted because: * The proposed transactions will simplify the company's organizational structure; * The merger will be conducted without any share increases or share exchanges; * There are no known concerns with the proposed transactions. Item 16 is non-voting.</i>						
18	Close Meeting	Mgmt				

CES Energy Solutions Corp.

Meeting Date: 06/17/2025

Country: Canada

Ticker: CEU

Record Date: 05/02/2025

Meeting Type: Annual/Special

Primary Security ID: 15713J104

Shares Voted: 327,662

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Directors at Seven	Mgmt	For	For	For	No
2.1	Elect Director Spencer D. Armour, III	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote WITHHOLD for Stella Cosby as the board comprises less than 30 percent women. Vote FOR the other proposed nominee(s).</i>						
2.2	Elect Director Stella Cosby	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: Vote WITHHOLD for Stella Cosby as the board comprises less than 30 percent women. Vote FOR the other proposed nominee(s).</i>						
2.3	Elect Director Ian D. Hardacre	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote WITHHOLD for Stella Cosby as the board comprises less than 30 percent women. Vote FOR the other proposed nominee(s).</i>						
2.4	Elect Director John M. Hooks	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote WITHHOLD for Stella Cosby as the board comprises less than 30 percent women. Vote FOR the other proposed nominee(s).</i>						
2.5	Elect Director Kyle D. Kitagawa	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote WITHHOLD for Stella Cosby as the board comprises less than 30 percent women. Vote FOR the other proposed nominee(s).</i>						
2.6	Elect Director Edwin (Joseph) Wright	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote WITHHOLD for Stella Cosby as the board comprises less than 30 percent women. Vote FOR the other proposed nominee(s).</i>						
2.7	Elect Director Kenneth E. Zinger	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote WITHHOLD for Stella Cosby as the board comprises less than 30 percent women. Vote FOR the other proposed nominee(s).</i>						
3	Re-approve Shareholder Rights Plan	Mgmt	For	For	For	No
4	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Dynacor Group Inc.

Meeting Date: 06/17/2025

Country: Canada

Ticker: DNG

Record Date: 05/02/2025

Meeting Type: Annual

Primary Security ID: 26780B106

Shares Voted: 1,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Jean Martineau	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.2	Elect Director Pierre Lépine	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.3	Elect Director Pierre Béliveau	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.4	Elect Director Réjean Gourde	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.5	Elect Director Isabel Rocha	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.6	Elect Director Philippe Chave	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.7	Elect Director Rocio Rodriguez-Perrot	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.8	Elect Director Cyril Gradis	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
2	Approve Raymond Chabot Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Amend Stock Option Plan	Mgmt	For	For	For	No

FY Group Ltd.
Meeting Date: 06/17/2025

Country: Cayman Islands

Ticker: 6807

Record Date: 04/18/2025

Meeting Type: Annual

Primary Security ID: G3425A101

Shares Voted: 49,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Meeting Date: 06/17/2025

Country: Sweden

Ticker: G5EN

Record Date: 06/09/2025

Meeting Type: Annual

Primary Security ID: W3966D102

Shares Voted: 8,915

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
7	Receive President's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9.b	Approve Allocation of Income and Dividends of SEK 8.00 Per Share	Mgmt	For	For	For	No
9.c1	Approve Discharge of Vladislav Suglovov (CEO)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.c2	Approve Discharge of Petter Nylander	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					
9.c3	Approve Discharge of Sara Borsvik	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>					

G5 Entertainment AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.c4	Approve Discharge of Johanna Fagrell Kohler	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c5	Approve Discharge of Jeffrey W. Rose	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
9.c6	Approve Discharge of Marcus Segal	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.</i>						
10	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of SEK 675,000 for Chair and SEK 305,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For	No
12.a	Reelect Sara Borsvik as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 12.a-12.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
12.b	Reelect Johanna Fagrell Kohler as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 12.a-12.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
12.c	Reelect Petter Nylander as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 12.a-12.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
12.d	Reelect Jeffrey W. Rose as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 12.a-12.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
12.e	Reelect Vladislav Suglobov as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 12.a-12.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
12.f	Elect Joel Fashingbauer as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 12.a-12.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
12.g	Reelect Petter Nylander as Board Chair	Mgmt	For	For	For	No
13	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No

G5 Entertainment AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Approve Nomination Committee Procedures	Mgmt	For	For	For	No
15	Approve Remuneration Report; Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted for the following reasons: * The company has bundled the remuneration policy and remuneration report under the same item, leaving shareholders unable to express their views separately on the two proposals; and * The remuneration report lacks disclosure regarding vested equity-based compensation. * The company's STIP disclosure in the remuneration report remains below par in relation to market standards.</i>						
16	Approve Performance Share Plan LTIP 2025 for Key Employees	Mgmt	For	For	For	No
17	Approve Performance Share Plan LTIP 2025 for CEO	Mgmt	For	For	For	No
18	Approve Equity Plan Financing Through Issuance of Class C Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted as the proposed decision would fund an equity remuneration plan that does not raise concerns.</i>						
19	Approve Equity Plan Financing Through Acquisition of Own Class C Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted as the proposed decision would fund an equity remuneration plan that does not raise concerns.</i>						
20	Approve Equity Plan Financing Through Transfer of Own Ordinary Shares	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted as the proposed decision would fund an equity remuneration plan that does not raise concerns.</i>						
21	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For	No
22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
23	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Swedish Authorities	Mgmt	For	For	For	No
24	Close Meeting	Mgmt				

Genius Electronic Optical Co., Ltd.

Meeting Date: 06/17/2025

Country: Taiwan

Ticker: 3406

Record Date: 04/18/2025

Meeting Type: Annual

Primary Security ID: Y2692U113

Shares Voted: 105,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect CHEN, TIEN-CHING, with Shareholder No. 2, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as independent director, Hung, Ming-Ru is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.2	Elect CHEN, I-CHUN, with Shareholder No. 4, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as independent director, Hung, Ming-Ru is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.3	Elect CHEN, PO-SHENG, with Shareholder No. 11, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as independent director, Hung, Ming-Ru is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.4	Elect LIN, CHIEN-HSING, with Shareholder No. 96, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as independent director, Hung, Ming-Ru is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.5	Elect TIEN, CHIA-SHENG, with Shareholder No. 15176, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as independent director, Hung, Ming-Ru is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.6	Elect LIAO, CHENG-TA, with Shareholder No. 48142, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as independent director, Hung, Ming-Ru is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.7	Elect HUNG, MING-RU, with Shareholder No. 65072, as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as independent director, Hung, Ming-Ru is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.8	Elect WU, CHIH-CHENG, with Shareholder No. P120736XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as independent director, Hung, Ming-Ru is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.9	Elect YEN, WEN-PI, with Shareholder No. P120625XXX, as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because considered by the company as independent director, Hung, Ming-Ru is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors (Including Independent Directors)	Mgmt	For	For	For	No

Global Ship Lease, Inc.

Meeting Date: 06/17/2025

Country: Marshall Isl

Ticker: GSL

Record Date: 04/23/2025

Meeting Type: Annual

Primary Security ID: Y27183600

Shares Voted: 51,444

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director George Giouroukos	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Michael Chalkias	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Ian J. Webber	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
2	Ratify PricewaterhouseCoopers S.A. as Auditors	Mgmt	For	For	For	No

Goldtek Technology Co., Ltd.

Meeting Date: 06/17/2025

Country: Taiwan

Ticker: 6638

Record Date: 04/18/2025

Meeting Type: Annual

Primary Security ID: Y50555104

Shares Voted: 4,232

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Release of Restrictions of Competitive Activities of Directors	Mgmt	For	For	For	No

H.U. Group Holdings, Inc.

Meeting Date: 06/17/2025

Country: Japan

Ticker: 4544

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J4352B101

Shares Voted: 40,190

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Takeuchi, Shigekazu	Mgmt	For	For	For	No

H.U. Group Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Elect Director Kitamura, Naoki	Mgmt	For	For	For	No
1.3	Elect Director Aoyama, Shigehiro	Mgmt	For	For	For	No
1.4	Elect Director Amano, Futomichi	Mgmt	For	For	For	No
1.5	Elect Director Awai, Sachiko	Mgmt	For	For	For	No
1.6	Elect Director Ito, Ryoji	Mgmt	For	For	For	No
1.7	Elect Director Shirakawa, Moegi	Mgmt	For	For	For	No
1.8	Elect Director Miyakawa, Keiji	Mgmt	For	For	For	No
1.9	Elect Director Yoshida, Hitoshi	Mgmt	For	For	For	No

Harmony Electronics Corp.

Meeting Date: 06/17/2025

Country: Taiwan

Ticker: 8182

Record Date: 04/18/2025

Meeting Type: Annual

Primary Security ID: Y3084D115

Shares Voted: 22,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations.						
4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations.						
ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt				
5.1	Elect YANG JUI YANG, a Representative of WANGZHI INVESTMENT CO., LTD., with SHAREHOLDER NO.00000007, as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						

Harmony Electronics Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.2	Elect IIZUKA MINORU, a Representative of DAISHINKU CORPORATION, with SHAREHOLDER NO.00000001, as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5.3	Elect SHIMPEI HASEGAWA, a Representative of DAISHINKU CORPORATION, with SHAREHOLDER NO.00000001, as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5.4	Elect YANG CHIN CHING, with SHAREHOLDER NO.00000009 as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5.5	Elect HUANG ZI GUI, with SHAREHOLDER NO.X120232XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5.6	Elect HUANG CHIEN JUNG, with SHAREHOLDER NO.A120017XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5.7	Elect YANG JU LING, with SHAREHOLDER NO.N120697XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5.8	Elect CHANG WEN CHI, with SHAREHOLDER NO.A221996XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

IR Japan Holdings Ltd.

Meeting Date: 06/17/2025	Country: Japan	Ticker: 6035
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J25031105		

Shares Voted: 710

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For	For	No
2.1	Elect Director Terashita, Shiro	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.</i>						
2.2	Elect Director Fujiwara, Yutaka	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Kimura, Akira	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Nomi, Kimikazu	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Ichie, Masahiko	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Kodama, Kohei	Mgmt	For	For	For	No

ISHIZUKA GLASS CO., LTD.

Meeting Date: 06/17/2025

Country: Japan

Ticker: 5204

Record Date: 03/20/2025

Meeting Type: Annual

Primary Security ID: J24908113

Shares Voted: 1,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Ishizuka, Hisatsugu	Mgmt	For	For	For	No
1.2	Elect Director Kuroyanagi, Hiroshi	Mgmt	For	For	For	No
1.3	Elect Director Inamoto, Hiroki	Mgmt	For	For	For	No
1.4	Elect Director Sugiura, Osamu	Mgmt	For	For	For	No
1.5	Elect Director Oguri, Satoru	Mgmt	For	For	For	No
1.6	Elect Director Yasukita, Chisa	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Akamine, Junya	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						
2.2	Appoint Statutory Auditor Hirata, Takehito	Mgmt	For	For	For	No

ISHIZUKA GLASS CO., LTD.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.1	Appoint Alternate Statutory Auditor Matsuda, Shigeki	Mgmt	For	For	For	No
3.2	Appoint Alternate Statutory Auditor Ishihara, Hiroshi	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No
5	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against	Against	Yes

*Voting Policy Rationale: A vote AGAINST this poison pill plan is warranted because: * The total duration exceeds three years. * The board lacks sufficient independent monitoring. * The plan lacks a credible special committee. * The company's proxy circular release timing leaves insufficient time to study the pill.*

JAFECO Group Co., Ltd.

Meeting Date: 06/17/2025 **Country:** Japan **Ticker:** 8595
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J25832106

Shares Voted: 9,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Authorize Board to Pay Interim Dividends	Mgmt	For	For	For	No
2.1	Elect Director Fuki, Shinichi	Mgmt	For	For	For	No
2.2	Elect Director Miyoshi, Keisuke	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Tamura, Shigeru	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Kajihara, Yoshie	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Muraoka, Kanako	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Doi, Toshinori	Mgmt	For	For	For	No

JBCC Holdings Inc.

Meeting Date: 06/17/2025 **Country:** Japan **Ticker:** 9889
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J2814F108

Shares Voted: 7,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Higashiue, Seiji	Mgmt	For	For	For	No
1.2	Elect Director Asari, Nobuharu	Mgmt	For	For	For	No
1.3	Elect Director Ido, Kiyoshi	Mgmt	For	For	For	No

Johor Plantations Group Bhd.

Meeting Date: 06/17/2025

Country: Malaysia

Ticker: 5323

Record Date: 06/11/2025

Meeting Type: Annual

Primary Security ID: Y446HG104

Shares Voted: 1,736,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Ismail Bin Bakar as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * Abdullah bin Abu Samah (Item 4), Pui Ling (Vinie) Chong (Item 7) and Li Lee Ong (Item 9) serve on the audit committee and the company paid excessive non-audit fees to its auditor. A vote FOR all other nominees is warranted.						
2	Elect Hisham Bin Jafrey as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * Abdullah bin Abu Samah (Item 4), Pui Ling (Vinie) Chong (Item 7) and Li Lee Ong (Item 9) serve on the audit committee and the company paid excessive non-audit fees to its auditor. A vote FOR all other nominees is warranted.						
3	Elect Shamsul Anuar Bin Abdul as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * Abdullah bin Abu Samah (Item 4), Pui Ling (Vinie) Chong (Item 7) and Li Lee Ong (Item 9) serve on the audit committee and the company paid excessive non-audit fees to its auditor. A vote FOR all other nominees is warranted.						
4	Elect Abdullah Bin Abu Samah as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * Abdullah bin Abu Samah (Item 4), Pui Ling (Vinie) Chong (Item 7) and Li Lee Ong (Item 9) serve on the audit committee and the company paid excessive non-audit fees to its auditor. A vote FOR all other nominees is warranted.						
5	Elect Fawzi Bin Ahmad as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * Abdullah bin Abu Samah (Item 4), Pui Ling (Vinie) Chong (Item 7) and Li Lee Ong (Item 9) serve on the audit committee and the company paid excessive non-audit fees to its auditor. A vote FOR all other nominees is warranted.						
6	Elect Mohd Fazillah Bin Kamaruddin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * Abdullah bin Abu Samah (Item 4), Pui Ling (Vinie) Chong (Item 7) and Li Lee Ong (Item 9) serve on the audit committee and the company paid excessive non-audit fees to its auditor. A vote FOR all other nominees is warranted.						

Johor Plantations Group Bhd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Elect Vinie Chong Pui Ling as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * Abdullah bin Abu Samah (Item 4), Pui Ling (Vinie) Chong (Item 7) and Li Lee Ong (Item 9) serve on the audit committee and the company paid excessive non-audit fees to its auditor. A vote FOR all other nominees is warranted.						
8	Elect Norita Binti Ja'afar as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * Abdullah bin Abu Samah (Item 4), Pui Ling (Vinie) Chong (Item 7) and Li Lee Ong (Item 9) serve on the audit committee and the company paid excessive non-audit fees to its auditor. A vote FOR all other nominees is warranted.						
9	Elect Ong Li Lee as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * Abdullah bin Abu Samah (Item 4), Pui Ling (Vinie) Chong (Item 7) and Li Lee Ong (Item 9) serve on the audit committee and the company paid excessive non-audit fees to its auditor. A vote FOR all other nominees is warranted.						
10	Approve Directors' Fees	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
11	Approve Directors' Benefits	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
12	Approve One-off Ex-Gratia Payment to the Non-Executive Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given that such exceptional payments may increase the independent directors' financial reliance on the company.						
13	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the non-audit fees exceeded the total audit fees paid to the company's audit firm in the latest fiscal year without satisfactory explanation.						
14	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
15	Approve Shareholders' Ratification for Recurrent Related Party Transactions and Implementation of New Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No

Johor Plantations Group Bhd.

Meeting Date: 06/17/2025

Country: Malaysia

Ticker: 5323

Record Date: 06/11/2025

Meeting Type: Extraordinary Shareholders

Primary Security ID: Y446HG104

Johor Plantations Group Bhd.

Shares Voted: 1,736,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Share Repurchase Program	Mgmt	For	For	For	No

Kinaxis Inc.

Meeting Date: 06/17/2025 **Country:** Canada **Ticker:** KXS
Record Date: 04/28/2025 **Meeting Type:** Annual
Primary Security ID: 49448Q109

Shares Voted: 11,644

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Robert Courteau	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.2	Elect Director Gillian (Jill) Denham	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.3	Elect Director Jose Alberto Duarte	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.4	Elect Director Lynn Loewen	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.5	Elect Director Angel Mendez	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.6	Elect Director Pamela Passman	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.7	Elect Director Kelly Thomas	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

Konica Minolta, Inc.

Meeting Date: 06/17/2025 **Country:** Japan **Ticker:** 4902
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J36060119

Shares Voted: 102,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Taiko, Toshimitsu	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
1.2	Elect Director Sakuma, Soichiro	Mgmt	For	For	For	No
1.3	Elect Director Minegishi, Masumi	Mgmt	For	For	For	No
1.4	Elect Director Sawada, Takuko	Mgmt	For	For	For	No
1.5	Elect Director Arai, Saeko	Mgmt	For	For	For	No
1.6	Elect Director Kawamura, Yoshihiko	Mgmt	For	For	For	No
1.7	Elect Director Suzuki, Hiroyuki	Mgmt	For	For	For	No
1.8	Elect Director Kuzuhara, Noriyasu	Mgmt	For	For	For	No
1.9	Elect Director Hirai, Yoshihiro	Mgmt	For	For	For	No

Mitani Sangyo Co., Ltd.
Meeting Date: 06/17/2025

Country: Japan

Ticker: 8285

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J43443100

Shares Voted: 4,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Mitani, Tadateru	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.</i>						
1.2	Elect Director Mori, Koichi	Mgmt	For	For	For	No
1.3	Elect Director Takeuchi, Noboru	Mgmt	For	For	For	No
1.4	Elect Director Uchida, Daigo	Mgmt	For	For	For	No
1.5	Elect Director Watanabe, Shinji	Mgmt	For	For	For	No
1.6	Elect Director Fukabori, Toshiaki	Mgmt	For	For	For	No
1.7	Elect Director Miura, Shuhei	Mgmt	For	For	For	No
1.8	Elect Director Shogan, Toshiyuki	Mgmt	For	For	For	No
1.9	Elect Director Shigeri, Tomokazu	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.10	Elect Director Yamada, Toru	Mgmt	For	For	For	No
1.11	Elect Director Hanada, Mitsuyo	Mgmt	For	For	For	No
1.12	Elect Director Nagasawa, Hiroko	Mgmt	For	For	For	No
1.13	Elect Director Kiyoki, Yasushi	Mgmt	For	For	For	No
1.14	Elect Director Masuda, Yukihiro	Mgmt	For	For	For	No
1.15	Elect Director Shimizu, Utano	Mgmt	For	For	For	No
2	Approve Director Retirement Bonus	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The bonus amounts are not disclosed.						

NEUCA SA

Meeting Date: 06/17/2025Country: PolandTicker: NEU
Record Date: 06/01/2025Meeting Type: Annual
Primary Security ID: X9148Y111

Shares Voted: 3						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2, 4, and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
2	Elect Meeting Chairman	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2, 4, and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
3	Acknowledge Proper Convening of Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2, 4, and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2, 4, and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
5	Elect Members of Vote Counting Commission	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2, 4, and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
6	Approve Management Board Report on Company's Operations	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 6 and 7 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Supervisory Board Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 6 and 7 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
8	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
9	Approve Allocation of Income and Dividends of PLN 16.00 per Share	Mgmt	For	For	For	No
10	Approve Management Board Report on Group's Operations and Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
11	Amend May 16, 2024, AGM, Resolution Re: Allocation of Income and Dividends of PLN 14.50 per Share	Mgmt	For	For	For	No
12	Amend Dec. 28, 2023, EGM, Resolution Re: Incentive Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the company has not disclosed the nominal list.</i>						
13.1	Approve Discharge of Kazimierz Herba (Supervisory Board Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13.2	Approve Discharge of Piotr Borowski (Supervisory Board Deputy Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13.3	Approve Discharge of Wiesława Herba (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13.4	Approve Discharge of Tadeusz Wesolowski (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13.5	Approve Discharge of Bożena Sliwa (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13.6	Approve Discharge of Iwona Sierzputowska (Supervisory Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>					
13.7	Approve Discharge of Piotr Sucharski (CEO)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>					
13.8	Approve Discharge of Grzegorz Dzik (Deputy CEO)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>					
13.9	Approve Discharge of Daniel Wojtkiewicz (Deputy CEO)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>					
13.10	Approve Discharge of Krzysztof Miszewski (Deputy CEO)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>					
13.11	Approve Discharge of Roman Dudzik (Deputy CEO)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>					
13.12	Approve Discharge of Julita Czyzewska (Deputy CEO)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>					
14	Approve Change of Issue Price of Series N Shares	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the company has not presented compelling rationale for the reduction of issue price for stock option plan participants.</i>					
15	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted because: * Three executives received significant (up to 16%) increases in fixed pay, while the company did not provide a compelling rationale; * Five members of the management board received significant compensation from company's subsidiaries while necessary details regarding the agreements with subsidiaries were not disclosed; * One of supervisory board members received retirement benefits; * The company operates the LTI program, whose provisions are not in line with best market practice.</i>					
16	Amend Remuneration of Supervisory Board Members	Mgmt	For	For	For	No
17	Amend Terms of Incentive Plan for Fiscal 2024	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because given the company's historical results, the performance condition of consolidated net profit of PLN 100 million is not challenging, while shares are offered at a discount to the market price and the minimum vesting period is 24 months only.</i>					
18	Amend Statute	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amendments are neutral in terms of their impact on shareholder rights.</i>					

NEUCA SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
19	Approve Consolidated Text of Statute	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amendments are neutral in terms of their impact on shareholder rights.						
20	Receive Management Board Report on Share Repurchase Program	Mgmt				
21	Close Meeting	Mgmt				

Pharma Mar SA

Meeting Date: 06/17/2025	Country: Spain	Ticker: PHM
Record Date: 06/12/2025	Meeting Type: Annual	
Primary Security ID: E8075H159		

Shares Voted: 9,959						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of concerns, a vote FOR the income allocation and dividend distribution proposals is warranted.						
4	Approve Discharge of Board	Mgmt	For	For	For	No
5	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of concerns, a vote FOR the income allocation and dividend distribution proposals is warranted.						
6	Reelect Eduardo Serra Rexach as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted, as the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, widely-held non-controlled companies.						
7	Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
8	Approve Bonus Matching Plan	Mgmt	For	For	For	No
9	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The chairman/CEO fixed pay components are sizeable, and the executive pay structure does not appear sufficiently long-term oriented. * As much as 60 percent of the chair/CEO's annual bonus is based on qualitative objectives.						

Pharma Mar SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The board's qualitative assessment accounts for 60 percent of the chair/CEO's annual bonus and the resulting payout is not accompanied by sufficient performance achievement disclosure. Moreover, certain performance objectives already seem to fall within ordinary scope of management responsibilities. * The board does not substantiate significant, repeated increases in the chair/CEO's base salary, and the resulting fixed pay components appear excessively generous.						
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

PT Alam Sutera Realty Tbk

Meeting Date: 06/17/2025	Country: Indonesia	Ticker: ASRI
Record Date: 05/23/2025	Meeting Type: Annual	
Primary Security ID: Y7126F103		

Shares Voted: 2,787,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						

PT Ciputra Development Tbk

Meeting Date: 06/17/2025	Country: Indonesia	Ticker: CTRA
Record Date: 05/23/2025	Meeting Type: Annual	
Primary Security ID: Y7121J134		

Shares Voted: 5,312,865						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No

PT Ciputra Development Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Liana Ramon Xenia & Rekan as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
5	Approve Changes in the Board of Commissioners	Mgmt	For	For	For	No

PT RMK Energy Tbk

Meeting Date: 06/17/2025Country: IndonesiaTicker: RMKE

Record Date: 05/23/2025Meeting Type: Annual

Primary Security ID: Y7S8EF102

Shares Voted: 2,392,955

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
5	Approve Changes in the Board of Directors	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.

RAINBOW TOURS SA

Meeting Date: 06/17/2025Country: PolandTicker: RBW

Record Date: 06/01/2025Meeting Type: Annual

Primary Security ID: X6999Q106

Shares Voted: 26,771

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Management Proposals	Mgmt				
	Open Meeting; Elect Meeting Chairman	Mgmt	For	For	For	No

Voting Policy Rationale: Votes FOR Items 1, 3, and 4 are warranted because these are routine meeting formalities. Item 2 is non-voting.

RAINBOW TOURS SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Acknowledge Proper Convening of Meeting	Mgmt				
<i>Voting Policy Rationale: Votes FOR Items 1, 3, and 4 are warranted because these are routine meeting formalities. Item 2 is non-voting.</i>						
3	Elect Members of Vote Counting Commission	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 1, 3, and 4 are warranted because these are routine meeting formalities. Item 2 is non-voting.</i>						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 1, 3, and 4 are warranted because these are routine meeting formalities. Item 2 is non-voting.</i>						
5	Receive Management Board Reports on Company's and Group's Operations and Standalone and Consolidated Financial Statements	Mgmt				
<i>Voting Policy Rationale: These are non-voting items.</i>						
6	Receive Supervisory Board Report	Mgmt				
<i>Voting Policy Rationale: These are non-voting items.</i>						
7	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 7 and 8 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
8	Approve Supervisory Board Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 7 and 8 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
9	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
10	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
11	Approve Allocation of Income and Dividends of PLN 11.00 per Share	Mgmt	For	For	For	No
12.1	Approve Discharge of Piotr Burwicz (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.2	Approve Discharge of Aleksandra Piwko-Susik (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12.3	Approve Discharge of Jakub Puchalka (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.4	Approve Discharge of Maciej Szczechura (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13.1	Approve Discharge of Grzegorz Baszczyński (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13.2	Approve Discharge of Tomasz Czapla (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13.3	Approve Discharge of Monika Kulesza (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13.4	Approve Discharge of Monika Ostruszka (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13.5	Approve Discharge of Joanna Stepień-Andrzejewska (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13.6	Approve Discharge of Remigiusz Talarek (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13.7	Approve Discharge of Paweł Walczak (Supervisory Board Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
14	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The company failed to disclose sufficient information about the STI, including the performance conditions' weights, the minimum and maximum thresholds, the retrospective targets, the level of their achievement, and the corresponding payouts; * The company does not maintain a long-term incentive plan. A well-defined LTIP is an important tool in aligning the interests of the company's managers with those of the company's shareholders; * The company fails to provide a compelling rationale for the significant increase (+11 percent) in the fixed pay of one executive, Maciej Szczechura; * The members of company's supervisory board may receive retirement benefits. However, we note that non-executive participation in retirement benefits schemes is a common market practice.</i>						

RAINBOW TOURS SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15	Shareholder Proposal Submitted by Flyoo Sp. z o. o., Aironi Quattro FR, Elephant Rock FR and Slawomir Wysmyk	Mgmt				
	Approve Change of Designations of Series A and C1 Shares; Amend Statute Accordingly	SH	For	For	For	No
16	Shareholder Proposal Submitted by Nationale-Nederlanden PTE SA	Mgmt				
	Elect Supervisory Board Member	SH	None	Against	Against	No
17	Management Proposals	Mgmt				
	Close Meeting	Mgmt				

Saison Technology Co., Ltd.

Meeting Date: 06/17/2025Country: JapanTicker: 9640

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J6633L105

Shares Voted: 1,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For	No
2.1	Elect Director Hayama, Makoto	Mgmt	For	For	For	No
2.2	Elect Director Ishida, Seiji	Mgmt	For	For	For	No
2.3	Elect Director Yoshihara, Jun	Mgmt	For	For	For	No
2.4	Elect Director Shibuya, Junichi	Mgmt	For	For	For	No
2.5	Elect Director Ono, Kazutoshi	Mgmt	For	For	For	No
2.6	Elect Director Nagase, Yoshimasa	Mgmt	For	For	For	No
2.7	Elect Director Mariko Magnan	Mgmt	For	For	For	No
2.8	Elect Director Kuroda, Haruhi	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Kobayashi, Takahiro	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Mizukami, Eri	Mgmt	For	For	For	No

Sunshine Insurance Group Company Limited

Meeting Date: 06/17/2025

Country: China

Ticker: 6963

Record Date: 06/11/2025

Meeting Type: Annual

Primary Security ID: Y82426100

Shares Voted: 1,721,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>						
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>						
3	Approve Annual Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>						
4	Approve Profit Distribution Plan	Mgmt	For	For	For	No
5	Approve Ernst & Young Hua Ming LLP as Domestic Auditor and Ernst & Young as Overseas Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Elect Dong Bin as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning their election.</i>						
7	Elect Wang Xiaopeng as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning their election.</i>						
8	Approve Three-Year Development Plan	Mgmt	For	For	For	No
9	Approve Investment in the Pilot Fund	Mgmt	For	For	For	No
10	Approve Grant of General Mandate to the Board to Issue Additional H Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
11	Approve Grant of General Mandate to the Board to Repurchase H Shares	Mgmt	For	For	For	No

UNITED, Inc.

Meeting Date: 06/17/2025

Country: Japan

Ticker: 2497

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J9428W104

Shares Voted: 8,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 24	Mgmt	For	For	For	No
2	Appoint Alternate Statutory Auditor Haruyama, Shuhei	Mgmt	For	For	For	No

Yamato Corp.

Meeting Date: 06/17/2025 Country: Japan Ticker: 1967
Record Date: 03/20/2025 Meeting Type: Annual
Primary Security ID: J9643P108

Shares Voted: 3,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For	No
2.1	Elect Director Machida, Yutaka	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors. * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Yoshii, Makoto	Mgmt	For	For	For	No
2.3	Elect Director Katanuma, Akira	Mgmt	For	For	For	No
2.4	Elect Director Kimura, Tetsuo	Mgmt	For	For	For	No
2.5	Elect Director Sato, Kuniaki	Mgmt	For	For	For	No
2.6	Elect Director Fujii, Masahiro	Mgmt	For	For	For	No
2.7	Elect Director Torii, Hiroyasu	Mgmt	For	For	For	No
2.8	Elect Director Ishida, Akihiro	Mgmt	For	For	For	No
2.9	Elect Director Komoto, Eiichi	Mgmt	For	For	For	No
2.10	Elect Director Egashira, Sachiyo	Mgmt	For	For	For	No
3	Approve Bonus Related to Retirement Bonus System Abolition	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The bonus amounts are not disclosed. * The payment of bonuses to outsiders is an inappropriate practice.						
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Meeting Date: 06/17/2025

Country: Taiwan

Ticker: 3704

Record Date: 04/18/2025

Meeting Type: Annual

Primary Security ID: Y92941106

Shares Voted: 137,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Issuance of Restricted Stocks	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because there is limited disclosure of the performance hurdles to be applied.</i>						
4	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.</i>						
5	Amend Procedures for Lending Funds to Other Parties	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.</i>						
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
6.1	Elect Shun I Chu, with Shareholder No. 31, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
6.2	Elect Gordon Yang, with Shareholder No. 83, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
6.3	Elect Ping Chin Li, with Shareholder No. 5958, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
6.4	Elect Wayne Huang, with Shareholder No. 91, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
6.5	Elect Chueh Min Hsu, with Shareholder No. F102333XXX, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						

Zyxel Group Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.6	Elect Ping Jie Chu, with Shareholder No. 388, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6.7	Elect Chin Tang Liu with SHAREHOLDER NO. L121461XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6.8	Elect Chin Liang Wang with SHAREHOLDER NO. R121807XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6.9	Elect Yi Bing Lin with SHAREHOLDER NO. B120350XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6.10	Elect Xing Hai Wei with SHAREHOLDER NO. H120909XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
7	Approve Release of Restrictions of Competitive Activities of Directors	Mgmt	For	For	For	No

Aichi Steel Corp.

Meeting Date: 06/18/2025	Country: Japan	Ticker: 5482
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J0039M106		

Shares Voted: 18,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Fujioka, Takahiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
1.2	Elect Director Goto, Naohide	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
1.3	Elect Director Nakamura, Motoshi	Mgmt	For	For	For	No

Aichi Steel Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.4	Elect Director Ishii, Naoki	Mgmt	For	For	For	No
1.5	Elect Director Yasui, Koichi	Mgmt	For	For	For	No
1.6	Elect Director Arai, Yuko	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Yokota, Hirofumi	Mgmt	For	For	For	No
2.2	Appoint Statutory Auditor Miki, Koichi	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Munakata, Yu	Mgmt	For	For	For	No

ASAHI YUKIZAI Corp.

Meeting Date: 06/18/2025Country: JapanTicker: 4216

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J02688109

Shares Voted: 6,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For	No
2.1	Elect Director Nakano, Kazuya	Mgmt	For	For	For	No
2.2	Elect Director Suetome, Sueyoshi	Mgmt	For	For	For	No
2.3	Elect Director Hikami, Hideo	Mgmt	For	For	For	No
2.4	Elect Director Yoshimura, Atsuko	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Kuboki, Toshiko	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Kashiwagi, Masato	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.

Bajaj Electricals Limited

Meeting Date: 06/18/2025Country: IndiaTicker: 500031

Record Date: 05/09/2025Meeting Type: Special

Primary Security ID: Y05477164

Shares Voted: 8,828						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot	Mgmt				
	Elect Sanjay Sachdeva as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 1 A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics. Item 2 A vote FOR this resolution is warranted, however it is not without concerns: * The commission element lacks an absolute cap and there are no disclosures on the threshold and target performance the executive needs to achieve to determine the payout under the above element. * The quantum of stock options that can be granted is as per NRC's discretion and the company has not disclosed the performance metrics, targets and thresholds for vesting of such options. The main reason for support is: * The overall proposed pay of the executive is reasonable compared to market peers with similar size and scale of company's operations.						
2	Approve Appointment and Remuneration of Sanjay Sachdeva as Managing Director and Chief Executive Officer	Mgmt	For	For	For	No
Voting Policy Rationale: Item 1 A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics. Item 2 A vote FOR this resolution is warranted, however it is not without concerns: * The commission element lacks an absolute cap and there are no disclosures on the threshold and target performance the executive needs to achieve to determine the payout under the above element. * The quantum of stock options that can be granted is as per NRC's discretion and the company has not disclosed the performance metrics, targets and thresholds for vesting of such options. The main reason for support is: * The overall proposed pay of the executive is reasonable compared to market peers with similar size and scale of company's operations.						

Baozun, Inc.

Meeting Date: 06/18/2025		Country: Cayman Islands		Ticker: 9991		
Record Date: 05/19/2025		Meeting Type: Annual				
Primary Security ID: G0891M106						
Shares Voted: 91,707						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Meeting for ADR Holders	Mgmt				
	Ordinary Resolutions	Mgmt				
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a.1	Elect Satoshi Okada as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
2a.2	Elect Jun Wang as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
2a.3	Elect Bin Yu as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
2b	Authorize Board to Fix Directors' Fees	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
Special Resolution		Mgmt				
1	Amend Existing Articles of Association and Adopt Seventh Amended and Restated Memorandum of Association and Articles of Association and Related Transactions	Mgmt	For	For	For	No

Eckert & Ziegler SE

Meeting Date: 06/18/2025

Country: Germany

Ticker: EUZ

Record Date: 05/27/2025

Meeting Type: Annual

Primary Security ID: D2371P107

Shares Voted: 3,177

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						

Eckert & Ziegler SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Ratify Forvis Mazars GmbH & Co. KG as Auditors for Fiscal Year 2025	Mgmt	For	For	For	No
6	Discuss Remuneration Report (Non-Voting)	Mgmt				
7	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For	No
8	Approve Creation of EUR 10.6 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the proposed authorization is warranted because: * The issuance request would allow for a capital increase without preemptive rights for up to 20 percent of the issued share capital.						
9	Approve EUR 42.3 Million Capitalization of Reserves for a 1:2 Bonus Issue	Mgmt	For	For	For	No

Hamakyorex Co., Ltd.

Meeting Date: 06/18/2025Country: JapanTicker: 9037

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J1825T107

Shares Voted: 35,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Osuka, Masataka	Mgmt	For	For	For	No
1.2	Elect Director Osuka, Hidenori	Mgmt	For	For	For	No
1.3	Elect Director Okutsu, Yasuo	Mgmt	For	For	For	No
1.4	Elect Director Yamaoka, Tsuyoshi	Mgmt	For	For	For	No
1.5	Elect Director Nasuda, Kiichi	Mgmt	For	For	For	No
1.6	Elect Director Otsu, Yoshitaka	Mgmt	For	For	For	No
1.7	Elect Director Mori, Takeshi	Mgmt	For	For	For	No
1.8	Elect Director Katada, Sumiko	Mgmt	For	For	For	No
1.9	Elect Director Kageyama, Takeshi	Mgmt	For	For	For	No
2	Appoint KPMG AZSA LLC as New External Audit Firm	Mgmt	For	For	For	No

HannStar Board Corp.

Meeting Date: 06/18/2025

Record Date: 04/18/2025

Primary Security ID: Y3062R102

Country: Taiwan

Meeting Type: Annual

Ticker: 5469

Shares Voted: 96,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.						
4	Amend Procedures for Lending Funds to Other Parties	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.						
5	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * The proposed increase of caps in securities may expose the company to unnecessary risks; and * The proposed amendments, once approved, would grant chairman greater authority in making transaction decisions without any checks and balances from the board and independent directors; and * The company has failed to provide compelling rationales for such changes.						

HIM International Music, Inc.

Meeting Date: 06/18/2025

Record Date: 04/18/2025

Primary Security ID: Y31998100

Country: Taiwan

Meeting Type: Annual

Ticker: 8446

Shares Voted: 52,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING	Mgmt				

HIM International Music, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1	Elect LU JEN-CHIEH, with SHAREHOLDER NO.0000000009 as Non-independent Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the non-independent director nominee is warranted because the independence level will be 30 percent under ISS classification, which does not meet the ISS minimum requirement of one-third.						
5	Approve Release of Restrictions of Competitive Activities of Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because the election of the director in question does not warrant shareholder support.						

Komori Corp.

Meeting Date: 06/18/2025	Country: Japan	Ticker: 6349
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J35931112		

Shares Voted: 6,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 48	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Clarify Director Authority on Board Meetings - Indemnify Directors	Mgmt	For	For	For	No
3.1	Elect Director Komori, Yoshiharu	Mgmt	For	For	For	No
3.2	Elect Director Mochida, Satoshi	Mgmt	For	For	For	No
3.3	Elect Director Matsuno, Koichi	Mgmt	For	For	For	No
3.4	Elect Director Hashimoto, Iwao	Mgmt	For	For	For	No
3.5	Elect Director Maruyama, Toshiro	Mgmt	For	For	For	No
3.6	Elect Director Yamada, Koji	Mgmt	For	For	For	No
3.7	Elect Director Hayashi, Takako	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Amako, Shinji	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Otsuka, Masahiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						

Komori Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.3	Elect Director and Audit Committee Member Yamaguchi, Rumi	Mgmt	For	For	For	No
5	Elect Alternate Director and Audit Committee Member Maruyama, Toshiro	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
8	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No
9	Approve Annual Bonus	Mgmt	For	For	For	No
10	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against	Against	Yes

*Voting Policy Rationale: A vote AGAINST this poison pill plan is warranted because: * The total duration exceeds three years. * The board lacks sufficient independent monitoring.*

Lida Holdings Ltd.

Meeting Date: 06/18/2025 Country: Cayman Islands Ticker: 4552
Record Date: 04/19/2025 Meeting Type: Annual
Primary Security ID: G5479W103

Shares Voted: 86,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Macauto Industrial Co. Ltd.

Meeting Date: 06/18/2025 Country: Taiwan Ticker: 9951
Record Date: 04/18/2025 Meeting Type: Annual
Primary Security ID: Y5364A109

Shares Voted: 30,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Macroblock, Inc.

Meeting Date: 06/18/2025Country: TaiwanTicker: 3527
Record Date: 04/18/2025Meeting Type: Annual
Primary Security ID: Y53618123

Shares Voted: 22,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report, Financial Statements and Profit Distribution	Mgmt	For	For	For	No
2	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.						
3	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.						
4	Approve Cash Capital Increase by Issuance of Ordinary Shares, Issuance of Shares via a Private Placement	Mgmt	For	For	For	No
5	Approve Issuance of Restricted Stocks	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because there is lack of limited disclosure of the performance hurdles to be applied.						
6	Approve Release of Restrictions of Competitive Activities of Directors and Representatives	Mgmt	For	For	For	No

Meeting Date: 06/18/2025	Country: Netherlands	Ticker: MFEB
Record Date: 05/21/2025	Meeting Type: Annual	
Primary Security ID: N5673Q110		

Shares Voted: 401,481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1.	Open Meeting	Mgmt				
2.a	Receive Report of Management Board (Non-Voting)	Mgmt				
2.b.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2.c.	Approve Remuneration Policy	Mgmt	For	For	For	No
2.d.	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration is below par in relation to market standards, particularly with regard to: * Lacking retrospective disclosure regarding STI's targets and outcome of several financial metrics for the executives. * Lacking disclosure regarding the LTI performance metrics' targets for the 2021-2023 cycle. Whereas the company provided disclosure on the achievement level, failing to disclose targets over the three-year performance period does not allow shareholders to assess the stringency of the plan.						
2.e.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
2.f.	Approve Dividends	Mgmt	For	For	For	No
3.a.	Approve Discharge of Fedele Confalonieri as Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties, a vote FOR the items 3.a, 3.b, 3.c, 3.d, 3.f, 3.g, 3.h, 3.i, 3.m, 3.p, 3.q and 3.r is warranted. A vote AGAINST the discharge of Marco Giordani, Gina Nieri, Niccolo Querci, Stefano Sala, Marina Berlusconi and Danilo Pellegrino is warranted as they are beneficiaries of the unequal voting rights structure of the company.						
3.b.	Approve Discharge of Pier Silvio Berlusconi as Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties, a vote FOR the items 3.a, 3.b, 3.c, 3.d, 3.f, 3.g, 3.h, 3.i, 3.m, 3.p, 3.q and 3.r is warranted. A vote AGAINST the discharge of Marco Giordani, Gina Nieri, Niccolo Querci, Stefano Sala, Marina Berlusconi and Danilo Pellegrino is warranted as they are beneficiaries of the unequal voting rights structure of the company.						
3.c.	Approve Discharge of Patrizia Arienti as Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties, a vote FOR the items 3.a, 3.b, 3.c, 3.d, 3.f, 3.g, 3.h, 3.i, 3.m, 3.p, 3.q and 3.r is warranted. A vote AGAINST the discharge of Marco Giordani, Gina Nieri, Niccolo Querci, Stefano Sala, Marina Berlusconi and Danilo Pellegrino is warranted as they are beneficiaries of the unequal voting rights structure of the company.						
3.d.	Approve Discharge of Stefania Bariatti as Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties, a vote FOR the items 3.a, 3.b, 3.c, 3.d, 3.f, 3.g, 3.h, 3.i, 3.m, 3.p, 3.q and 3.r is warranted. A vote AGAINST the discharge of Marco Giordani, Gina Nieri, Niccolo Querci, Stefano Sala, Marina Berlusconi and Danilo Pellegrino is warranted as they are beneficiaries of the unequal voting rights structure of the company.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.e.	Approve Discharge of Marina Berlusconi as Non-Executive Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: In the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties, a vote FOR the items 3.a, 3.b, 3.c, 3.d, 3.f, 3.g, 3.h, 3.i, 3.m, 3.p, 3.q and 3.r is warranted. A vote AGAINST the discharge of Marco Giordani, Gina Neri, Niccolo Querci, Stefano Sala, Marina Berlusconi and Danilo Pellegrino is warranted as they are beneficiaries of the unequal voting rights structure of the company.</i>						
3.f.	Approve Discharge of Marina Brogi as Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties, a vote FOR the items 3.a, 3.b, 3.c, 3.d, 3.f, 3.g, 3.h, 3.i, 3.m, 3.p, 3.q and 3.r is warranted. A vote AGAINST the discharge of Marco Giordani, Gina Neri, Niccolo Querci, Stefano Sala, Marina Berlusconi and Danilo Pellegrino is warranted as they are beneficiaries of the unequal voting rights structure of the company.</i>						
3.g.	Approve Discharge of Consuelo Crespo Bofill as Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties, a vote FOR the items 3.a, 3.b, 3.c, 3.d, 3.f, 3.g, 3.h, 3.i, 3.m, 3.p, 3.q and 3.r is warranted. A vote AGAINST the discharge of Marco Giordani, Gina Neri, Niccolo Querci, Stefano Sala, Marina Berlusconi and Danilo Pellegrino is warranted as they are beneficiaries of the unequal voting rights structure of the company.</i>						
3.h.	Approve Discharge of Javier Diez de Polanco as Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties, a vote FOR the items 3.a, 3.b, 3.c, 3.d, 3.f, 3.g, 3.h, 3.i, 3.m, 3.p, 3.q and 3.r is warranted. A vote AGAINST the discharge of Marco Giordani, Gina Neri, Niccolo Querci, Stefano Sala, Marina Berlusconi and Danilo Pellegrino is warranted as they are beneficiaries of the unequal voting rights structure of the company.</i>						
3.i.	Approve Discharge of Giulio Gallazzi as Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties, a vote FOR the items 3.a, 3.b, 3.c, 3.d, 3.f, 3.g, 3.h, 3.i, 3.m, 3.p, 3.q and 3.r is warranted. A vote AGAINST the discharge of Marco Giordani, Gina Neri, Niccolo Querci, Stefano Sala, Marina Berlusconi and Danilo Pellegrino is warranted as they are beneficiaries of the unequal voting rights structure of the company.</i>						
3.j.	Approve Discharge of Marco Giordani as Executive Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: In the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties, a vote FOR the items 3.a, 3.b, 3.c, 3.d, 3.f, 3.g, 3.h, 3.i, 3.m, 3.p, 3.q and 3.r is warranted. A vote AGAINST the discharge of Marco Giordani, Gina Neri, Niccolo Querci, Stefano Sala, Marina Berlusconi and Danilo Pellegrino is warranted as they are beneficiaries of the unequal voting rights structure of the company.</i>						
3.k.	Approve Discharge of Gina Neri as Executive Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: In the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties, a vote FOR the items 3.a, 3.b, 3.c, 3.d, 3.f, 3.g, 3.h, 3.i, 3.m, 3.p, 3.q and 3.r is warranted. A vote AGAINST the discharge of Marco Giordani, Gina Neri, Niccolo Querci, Stefano Sala, Marina Berlusconi and Danilo Pellegrino is warranted as they are beneficiaries of the unequal voting rights structure of the company.</i>						
3.l.	Approve Discharge of Danilo Pellegrino as Non-Executive Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: In the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties, a vote FOR the items 3.a, 3.b, 3.c, 3.d, 3.f, 3.g, 3.h, 3.i, 3.m, 3.p, 3.q and 3.r is warranted. A vote AGAINST the discharge of Marco Giordani, Gina Neri, Niccolo Querci, Stefano Sala, Marina Berlusconi and Danilo Pellegrino is warranted as they are beneficiaries of the unequal voting rights structure of the company.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.m.	Approve Discharge of Alessandra Piccinino as Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties, a vote FOR the items 3.a, 3.b, 3.c, 3.d, 3.f, 3.g, 3.h, 3.i, 3.m, 3.p, 3.q and 3.r is warranted. A vote AGAINST the discharge of Marco Giordani, Gina Nieri, Niccolo Querci, Stefano Sala, Marina Berlusconi and Danilo Pellegrino is warranted as they are beneficiaries of the unequal voting rights structure of the company.</i>						
3.n.	Approve Discharge of Niccolo Querci as Executive Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: In the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties, a vote FOR the items 3.a, 3.b, 3.c, 3.d, 3.f, 3.g, 3.h, 3.i, 3.m, 3.p, 3.q and 3.r is warranted. A vote AGAINST the discharge of Marco Giordani, Gina Nieri, Niccolo Querci, Stefano Sala, Marina Berlusconi and Danilo Pellegrino is warranted as they are beneficiaries of the unequal voting rights structure of the company.</i>						
3.o.	Approve Discharge of Stefano Sala as Executive Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: In the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties, a vote FOR the items 3.a, 3.b, 3.c, 3.d, 3.f, 3.g, 3.h, 3.i, 3.m, 3.p, 3.q and 3.r is warranted. A vote AGAINST the discharge of Marco Giordani, Gina Nieri, Niccolo Querci, Stefano Sala, Marina Berlusconi and Danilo Pellegrino is warranted as they are beneficiaries of the unequal voting rights structure of the company.</i>						
3.p.	Approve Discharge of Raffaele Cappiello as Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties, a vote FOR the items 3.a, 3.b, 3.c, 3.d, 3.f, 3.g, 3.h, 3.i, 3.m, 3.p, 3.q and 3.r is warranted. A vote AGAINST the discharge of Marco Giordani, Gina Nieri, Niccolo Querci, Stefano Sala, Marina Berlusconi and Danilo Pellegrino is warranted as they are beneficiaries of the unequal voting rights structure of the company.</i>						
3.q	Approve Discharge of Costanza Esclapon de Villeneuve as Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties, a vote FOR the items 3.a, 3.b, 3.c, 3.d, 3.f, 3.g, 3.h, 3.i, 3.m, 3.p, 3.q and 3.r is warranted. A vote AGAINST the discharge of Marco Giordani, Gina Nieri, Niccolo Querci, Stefano Sala, Marina Berlusconi and Danilo Pellegrino is warranted as they are beneficiaries of the unequal voting rights structure of the company.</i>						
3.r.	Approve Discharge of Carlo Secchi as Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties, a vote FOR the items 3.a, 3.b, 3.c, 3.d, 3.f, 3.g, 3.h, 3.i, 3.m, 3.p, 3.q and 3.r is warranted. A vote AGAINST the discharge of Marco Giordani, Gina Nieri, Niccolo Querci, Stefano Sala, Marina Berlusconi and Danilo Pellegrino is warranted as they are beneficiaries of the unequal voting rights structure of the company.</i>						
4.	Appoint Deloitte Accountants B.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
5.	Authorize Repurchase of Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow MFE-MEDIAFOREUROPE to repurchase up to 20.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i>						
6.	Grant Board Authority to Issue Ordinary Shares A and Restrict or Exclude Preemptive Rights	Mgmt	For	For	For	No
7.	Close Meeting	Mgmt				

Nagase & Co., Ltd.

Meeting Date: 06/18/2025

Record Date: 03/31/2025

Primary Security ID: J47270103

Country: Japan

Meeting Type: Annual

Ticker: 8012

Shares Voted: 32,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For	No
2.1	Elect Director Asakura, Kenji	Mgmt	For	For	For	No
2.2	Elect Director Ueshima, Hiroyuki	Mgmt	For	For	For	No
2.3	Elect Director Kamada, Masatoshi	Mgmt	For	For	For	No
2.4	Elect Director Isobe, Tamotsu	Mgmt	For	For	For	No
2.5	Elect Director Nagase, Hiroshi	Mgmt	For	For	For	No
2.6	Elect Director Nonomiya, Ritsuko	Mgmt	For	For	For	No
2.7	Elect Director Horikiri, Noriaki	Mgmt	For	For	For	No
2.8	Elect Director Mikoshiba, Toshiaki	Mgmt	For	For	For	No
2.9	Elect Director Shimizu, Yoshihisa	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Yamauchi, Takanori	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Muramatsu, Takao	Mgmt	For	For	For	No
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	No

Nexteer Automotive Group Limited

Meeting Date: 06/18/2025

Record Date: 06/10/2025

Primary Security ID: G6501M105

Country: Cayman Islands

Meeting Type: Annual

Ticker: 1316

Shares Voted: 706,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No

Nexteer Automotive Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3a1	Elect Milavec, Robin Zane Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3a2	Elect Qiao, Kun as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3a3	Elect Wang, Bin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3b	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
5B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Pekat Group Bhd.

Meeting Date: 06/18/2025	Country: Malaysia	Ticker: 0233
Record Date: 06/11/2025	Meeting Type: Annual	
Primary Security ID: Y68097107		

Shares Voted: 288,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Resolutions	Mgmt				
	Elect Chin Soo Mau as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2	Elect Shelina Binti Razaly Wahi as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

Pekat Group Bhd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Directors' Fees	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
4	Approve Directors' Benefits	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
5	Approve Grant Thornton Malaysia PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
	Special Resolution	Mgmt				
1	Amend Constitution	Mgmt	For	For	For	No

Sangetsu Corp.

Meeting Date: 06/18/2025Country: JapanTicker: 8130

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J67177105

Shares Voted: 29,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 75	Mgmt	For	For	For	No
2.1	Elect Director Kondo, Yasumasa	Mgmt	For	For	For	No
2.2	Elect Director Matsuo, Yutaka	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Hamada, Michiyo	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Udagawa, Kenichi	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Terada, Osamu	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Ogane, Aki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
3.5	Elect Director and Audit Committee Member Mine, Yosuke	Mgmt	For	For	For	No

Shimadaya Corp.

Meeting Date: 06/18/2025Country: JapanTicker: 250A

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J72145105

Shares Voted: 700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Okada, Kenji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the firm's board composition at the company with an audit committee structure which will not include at least one-third outsiders. * Top management should be held responsible for the board composition at the controlled company, which will not have at least two independent directors and board independence of at least one-third.						
1.2	Elect Director Soma, Shinichiro	Mgmt	For	For	For	No
1.3	Elect Director Obara, Nobuyuki	Mgmt	For	For	For	No
1.4	Elect Director Sasaki, Toshio	Mgmt	For	For	For	No
1.5	Elect Director Soneda, Naoki	Mgmt	For	For	For	No
1.6	Elect Director Ota, Tomoyuki	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Kato, Masaru	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Nagase, Yoshimasa	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Miyama, Takashi	Mgmt	For	For	For	No
2.4	Elect Director and Audit Committee Member Takagi, Yasuyuki	Mgmt	For	For	For	No
3	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No

Sugimoto & Co., Ltd.

Meeting Date: 06/18/2025Country: JapanTicker: 9932

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J7682N109

Shares Voted: 900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 27	Mgmt	For	For	For	No
2.1	Elect Director Sugimoto, Masayuki	Mgmt	For	For	For	No
2.2	Elect Director Sugimoto, Masahiro	Mgmt	For	For	For	No

Sugimoto & Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Imanaka, Hiroyuki	Mgmt	For	For	For	No
2.4	Elect Director Tsuru, Yuki	Mgmt	For	For	For	No
2.5	Elect Director Yoshida, Haruyuki	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Iyomasa, Motoharu	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Kawano, Yoshitsugu	Mgmt	For	For	For	No

Tianjin Port Development Holdings Limited

Meeting Date: 06/18/2025Country: Cayman IslandsTicker: 3382

Record Date: 06/11/2025Meeting Type: Annual

Primary Security ID: G88680106

Shares Voted: 388,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a1	Elect Liu Nan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3a2	Elect Jiang Wei as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3a3	Elect Japhet Sebastian Law as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3a4	Elect Zhang Weidong as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3a5	Elect Luo Laura Ying as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted.						
3b	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5A	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No

Tianjin Port Development Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5B	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

TOLI Corp.

Meeting Date: 06/18/2025	Country: Japan	Ticker: 7971
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J8899M108		

Shares Voted: 138,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 16	Mgmt	For	For	For	No
2.1	Elect Director Amano, Hirofumi	Mgmt	For	For	For	No
2.2	Elect Director Kato, Koro	Mgmt	For	For	For	No
2.3	Elect Director Takekawa, Masakatsu	Mgmt	For	For	For	No
2.4	Elect Director Sekine, Chikako	Mgmt	For	For	For	No
2.5	Elect Director Fujii, Hidenobu	Mgmt	For	For	For	No
2.6	Elect Director Kimura, Asako	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Nakano, Yoji	Mgmt	For	For	For	No

Ton Yi Industrial Corp.

Meeting Date: 06/18/2025	Country: Taiwan	Ticker: 9907
Record Date: 04/18/2025	Meeting Type: Annual	
Primary Security ID: Y8895R104		

Shares Voted: 108,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect CHIH-HSIEN LO, a Representative of UNI-PRESIDENT ENTERPRISES CORP. with SHAREHOLDER NO.00000084 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.2	Elect JAU-KAI HUANG, a Representative of UNI-PRESIDENT ENTERPRISES CORP. with SHAREHOLDER NO.00000084 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.3	Elect CHUN-FU CHEN, a Representative of UNI-PRESIDENT ENTERPRISES CORP. with SHAREHOLDER NO.00000084 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.4	Elect SHIOW-LING KAO, a Representative of KAO CHUAN INVESTMENT CO., LTD. with SHAREHOLDER NO.00000218 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.5	Elect SHING-CHI LIANG with SHAREHOLDER NO.00000095 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.6	Elect GUO-GENG CHEN with SHAREHOLDER NO.00000032 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						

Ton Yi Industrial Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.7	Elect YI-CHANG LIN with SHAREHOLDER NO.E121639XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.8	Elect LIH-CHYUN SHU with SHAREHOLDER NO.C120732XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.9	Elect HUEY-CHERNG TSAI with SHAREHOLDER NO.S121339XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	Mgmt	For	For	For	No

Torex Gold Resources Inc.

Meeting Date: 06/18/2025 **Country:** Canada **Ticker:** TXG
Record Date: 04/29/2025 **Meeting Type:** Annual/Special
Primary Security ID: 891054603

Shares Voted: 150,696

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Richard (Rick) A. Howes	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.2	Elect Director Jody L.M. Kuzenko	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.3	Elect Director Caroline S.E. Donally	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.4	Elect Director Jennifer J. Hooper	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.5	Elect Director Jay C. Kellerman	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						

Torex Gold Resources Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.6	Elect Director Rosalie (Rosie) C. Moore	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.7	Elect Director Rodrigo Sandoval	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Re-approve Employee Share Unit Plan	Mgmt	For	For	For	No
4	Re-approve Restricted Share Plan	Mgmt	For	For	For	No
5	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

True North Commercial Real Estate Investment Trust

Meeting Date: 06/18/2025 **Country:** Canada **Ticker:** TNT.UN
Record Date: 04/29/2025 **Meeting Type:** Annual/Special
Primary Security ID: 89784Y407

Shares Voted: 13,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Trustee Lindsay Brand	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1b	Elect Trustee Daniel Drimmer	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1c	Elect Trustee Lora Gernon	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1d	Elect Trustee Martin Liddell	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1e	Elect Trustee Alon Ossip	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1f	Elect Trustee Sandy Poklar	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1g	Elect Trustee Tracy Sherren	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2	Approve BDO Canada LLP as Auditors and Authorize Trustees to Fix Their Remuneration	Mgmt	For	For	For	No

True North Commercial Real Estate Investment Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Re-approve Unitholder Rights Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Vote AGAINST the Unitholder Rights Plan resolution as the full text of the latest version of the plan has not been disclosed.						

Tsugami Corp.

Meeting Date: 06/18/2025	Country: Japan	Ticker: 6101
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J93192102		

Shares Voted: 23,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Clarify Director Authority on Shareholder Meetings - Clarify Director Authority on Board Meetings	Mgmt	For	For	For	No
2.1	Elect Director Yamamiya, Michiyo	Mgmt	For	For	For	No
2.2	Elect Director Watabe, Nobuhiro	Mgmt	For	For	For	No
2.3	Elect Director Matsushita, Mami	Mgmt	For	For	For	No
2.4	Elect Director Haga, Shoichiro	Mgmt	For	For	For	No
2.5	Elect Director Donglei Tang	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Ota, Kunimasa	Mgmt	For	For	For	No

ANE (Cayman) Inc.

Meeting Date: 06/19/2025	Country: Cayman Islands	Ticker: 9956
Record Date: 06/13/2025	Meeting Type: Annual	
Primary Security ID: G1904L101		

Shares Voted: 618,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Elect Qin Xinghua as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2b	Elect Wei Bin as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>					
2c	Elect Geh George Shalchu as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>					
2d	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>					
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>					
7a	Approve Grant of Restricted Share Units to Qin Xinghua Under Share Incentive Scheme and Related Transactions	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * the company could be considered a mature company, and the limit under the 2023 Scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital; * while the performance conditions and vesting periods for the proposed grants have been disclosed, the specific performance metrics for these grants were not further elaborated. Moreover, the details and specific performance metrics for the entire 2023 Scheme have also not been disclosed; and * the directors eligible to receive options and/or awards under the 2023 Scheme are involved in its administration.</i>					
7b	Approve Grant of Restricted Share Units to Jin Yun Under Share Incentive Scheme and Related Transactions	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * the company could be considered a mature company, and the limit under the 2023 Scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital; * while the performance conditions and vesting periods for the proposed grants have been disclosed, the specific performance metrics for these grants were not further elaborated. Moreover, the details and specific performance metrics for the entire 2023 Scheme have also not been disclosed; and * the directors eligible to receive options and/or awards under the 2023 Scheme are involved in its administration.</i>					
8	Amend Twenty-First Amended and Restated Memorandum and Articles of Association and Adopt Twenty-Second Amended and Restated Memorandum and Articles of Association	Mgmt	For	For	For	No

Argo Graphics, Inc.

Meeting Date: 06/19/2025

Record Date: 03/31/2025

Primary Security ID: J0195C108

Country: Japan

Meeting Type: Annual

Ticker: 7595

Shares Voted: 2,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For	No
2.1	Elect Director Fujisawa, Yoshimaro	Mgmt	For	For	For	No
2.2	Elect Director Ozaki, Muneshi	Mgmt	For	For	For	No
2.3	Elect Director Hasebe, Kunio	Mgmt	For	For	For	No
2.4	Elect Director Ishikawa, Kiyoshi	Mgmt	For	For	For	No
2.5	Elect Director Fujii, Kozo	Mgmt	For	For	For	No
2.6	Elect Director Go, Miaski	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Nakamura, Takao	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Narabayashi, Tomoki	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Arioka, Hiroshi	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Ido, Rieko	Mgmt	For	For	For	No
4	Approve Additional Dividend so that Final Dividend per Share Equals to JPY 400	SH	Against	Against	Against	No
5	Initiate Share Repurchase Program	SH	Against	Against	Against	No

Audax Renovables SA

Meeting Date: 06/19/2025

Record Date: 06/13/2025

Primary Security ID: E1R05Z119

Country: Spain

Meeting Type: Annual

Ticker: ADX

Shares Voted: 56,576						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Standalone Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted due to a lack of concern regarding the accounts presented or audit procedures used.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>						
3	Approve Treatment of Net Loss	Mgmt	For	For	For	No
4	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
5	Approve Discharge of Board	Mgmt	For	For	For	No
6	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The company has not provided a compelling rationale for the substantial increase of the chair base salary. * There is a lack of disclosure around the discretionary bonus granted to Anabel Lopez Porta.</i>						
7	Amend Article 18 Re: Director Remuneration	Mgmt	For	For	For	No
8	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted as the proposed introduction of a short-term incentive scheme for the executive chair would further increase his pay opportunity following the significant raise occurred last year.</i>						
9	Approve Annual Maximum Remuneration	Mgmt	For	For	For	No
10	Reelect Maria Rosa Gonzalez Sans as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the election of Maria Rosa Gonzales Sans under Item 10 is warranted, due to lack of concern regarding the proposed candidate. A vote AGAINST the executive director Ana Isabel (Anabel) Lopez Porta under Item 11 is warranted, due to breach in market best practice given that she is a member of the remuneration and nomination committee. Also, Ana Isabel (Anabel) Lopez Porta is considered overboarded.</i>						
11	Reelect Ana Isabel Lopez Porta as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the election of Maria Rosa Gonzales Sans under Item 10 is warranted, due to lack of concern regarding the proposed candidate. A vote AGAINST the executive director Ana Isabel (Anabel) Lopez Porta under Item 11 is warranted, due to breach in market best practice given that she is a member of the remuneration and nomination committee. Also, Ana Isabel (Anabel) Lopez Porta is considered overboarded.</i>						
12	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the potential dilution exceeds the 10 percent limit for non-rights issues.</i>						
13	Authorize Share Repurchase Program	Mgmt	For	For	For	No
14	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 300 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the potential dilution exceeds the 10 percent limit for non-rights issues.</i>						

Audax Renovables SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For	No
16	Approve Distribution of Share Issuance Premium	Mgmt	For	For	For	No
17	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Avaland Berhad

Meeting Date: 06/19/2025Country: MalaysiaTicker: 5182

Record Date: 06/12/2025Meeting Type: Annual

Primary Security ID: Y2964R103

Shares Voted: 2,501,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chong Lee Hui as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
2	Elect Robert SY Lao as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
3	Elect Ng Gan Hooi as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4	Elect Darwin Lim Salipsip as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5	Elect Augusto Cesar Del Mundo Bengzon as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6	Approve Directors' Fees	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
7	Approve Directors' Benefits	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
8	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
9	Approve Abi Musa As'ari bin Mohamed Nor to Continue Office as Chairman, Independent Non-Executive Director	Mgmt	For	For	For	No

Avaland Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No

Axell Corp.

Meeting Date: 06/19/2025Country: JapanTicker: 6730

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J03704103

Shares Voted: 2,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For	No
2.1	Elect Director Matsura, Kazunori	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.						
2.2	Elect Director Saito, Akihiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.						
2.3	Elect Director Kyakuno, Kazuki	Mgmt	For	For	For	No
2.4	Elect Director Kishimoto, Takaomi	Mgmt	For	For	For	No
2.5	Elect Director Kikuchi, Atsushi	Mgmt	For	For	For	No

Axial Retailing, Inc.

Meeting Date: 06/19/2025Country: JapanTicker: 8255

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J0392L109

Shares Voted: 18,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 16	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Takahashi, Tetsuya	Mgmt	For	For	For	No

Meeting Date: 06/19/2025	Country: United Kingdom	Ticker: CARD
Record Date: 06/17/2025	Meeting Type: Annual	
Primary Security ID: G1895H101		

Shares Voted: 60,383

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Re-elect Paul Moody as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
4	Re-elect Darcy Willson-Rymer as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
5	Re-elect Matthias Seeger as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
6	Re-elect Robert McWilliam as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
7	Re-elect Indira Thambiah as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
8	Elect Pam Powell as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
9	Approve Remuneration Report	Mgmt	For	For	For	No
10	Reappoint Forvis Mazars LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Card Factory Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

CviLux Corp.

Meeting Date: 06/19/2025	Country: Taiwan	Ticker: 8103
Record Date: 04/18/2025	Meeting Type: Annual	
Primary Security ID: Y8687Y101		

Shares Voted: 73,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve the Company's Plan for the Cash Capital Reduction	Mgmt	For	For	For	No

Cyberlink Corp.

Meeting Date: 06/19/2025	Country: Taiwan	Ticker: 5203
Record Date: 04/18/2025	Meeting Type: Annual	
Primary Security ID: Y1853F105		

Shares Voted: 134,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Daiken Medical Co., Ltd.

Meeting Date: 06/19/2025	Country: Japan	Ticker: 7775
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J11299104		

Shares Voted: 10,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	For	For	No
2.1	Elect Director Yamada, Keiichi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.</i>						
2.2	Elect Director Yamada, Masayuki	Mgmt	For	For	For	No
2.3	Elect Director Daikuya, Hiroshi	Mgmt	For	For	For	No
2.4	Elect Director Inagaki, Yoshimi	Mgmt	For	For	For	No
3	Approve Compensation Ceilings for Directors and Statutory Auditors	Mgmt	For	For	For	No

Firm Capital Mortgage Investment Corporation

Meeting Date: 06/19/2025 **Country:** Canada **Ticker:** FC
Record Date: 05/14/2025 **Meeting Type:** Annual/Special
Primary Security ID: 318323102

Shares Voted: 4,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Geoffrey Bledin	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.2	Elect Director Eli Dadouch	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.3	Elect Director Morris Fischtein	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.4	Elect Director Stanley Goldfarb	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.5	Elect Director Victoria Granovski	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.6	Elect Director Anthony Heller	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1.7	Elect Director Jonathan Mair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						

Firm Capital Mortgage Investment Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.8	Elect Director Francis (Frank) Newbould	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.9	Elect Director Joe Oliver	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.10	Elect Director Keith Ray	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.11	Elect Director Lawrence Shulman	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.12	Elect Director Michael Warner	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Approve MNP LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Re-approve Stock Option Plan	Mgmt	For	For	For	No

Fusheng Precision Co., Ltd.

Meeting Date: 06/19/2025Country: TaiwanTicker: 6670

Record Date: 04/18/2025Meeting Type: Annual

Primary Security ID: Y2676J100

Shares Voted: 130,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Amend Rules and Procedures Regarding Shareholder's General Meeting	Mgmt	For	For	For	No
4	Approve Release of Restrictions of Competitive Activities of Directors	Mgmt	For	For	For	No
5	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Gecoss Corp.

Meeting Date: 06/19/2025Country: JapanTicker: 9991

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J1767P105

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 34	Mgmt	For	For	For	No
2.1	Elect Director Nobusa, Yoshiyuki	Mgmt	For	For	For	No
2.2	Elect Director Tamura, Kiyokatsu	Mgmt	For	For	For	No
2.3	Elect Director Ishizawa, Takeshi	Mgmt	For	For	For	No
2.4	Elect Director Sato, Kensuke	Mgmt	For	For	For	No
2.5	Elect Director Asano, Mikio	Mgmt	For	For	For	No
2.6	Elect Director Murata, Tsuneko	Mgmt	For	For	For	No
3	Approve Annual Bonus	Mgmt	For	For	For	No

General Plastic Industrial Co., Ltd.

Meeting Date: 06/19/2025Country: TaiwanTicker: 6128

Record Date: 04/18/2025Meeting Type: Annual

Primary Security ID: Y2692P106

Shares Voted: 271,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect WANG, JUI-HUNG, a Representative of KUAN FU CO., LTD. with Shareholder No. 00039823, as Non-independent Director	Mgmt	For	For	For	No

Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because, considered by the company as independent director, Huang, Jui-Fen is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.3 and 4.5-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 4.1 and 4.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.

General Plastic Industrial Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.2	Elect WANG LAI, MING-YUEH, a Representative of KUAN FU CO., LTD. with Shareholder No. 00039823, as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because, considered by the company as independent director, Huang, Jui-Fen is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.3 and 4.5-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 4.1 and 4.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
4.3	Elect WANG, KUO-YING, a Representative of KUAN FU CO., LTD. with Shareholder No. 00039823, as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because, considered by the company as independent director, Huang, Jui-Fen is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.3 and 4.5-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 4.1 and 4.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
4.4	Elect WANG, JUI-CHI, with Shareholder No. 00000003, as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because, considered by the company as independent director, Huang, Jui-Fen is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.3 and 4.5-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 4.1 and 4.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
4.5	Elect WANG, SEN-YUNG, with Shareholder No. 00006123, as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because, considered by the company as independent director, Huang, Jui-Fen is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.3 and 4.5-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 4.1 and 4.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
4.6	Elect WANG, TA-WEI, with Shareholder No. 00000020, as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because, considered by the company as independent director, Huang, Jui-Fen is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.3 and 4.5-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 4.1 and 4.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i>						
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				

General Plastic Industrial Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.7	Elect HUANG, JUI-FEN, with Shareholder No. 00009345, as Independent Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because, considered by the company as independent director, Huang, Jui-Fen is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.3 and 4.5-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 4.1 and 4.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.						
4.8	Elect WANG, LI-WEN, with Shareholder No. L220722XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because, considered by the company as independent director, Huang, Jui-Fen is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.3 and 4.5-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 4.1 and 4.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.						
4.9	Elect WANG, CHUN-HSIUNG, with Shareholder No. 00016311, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.8-4.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.7 is warranted because, considered by the company as independent director, Huang, Jui-Fen is non-independent non-executive director under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.3 and 4.5-4.6 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 4.1 and 4.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

Itochu-Shokuhin Co., Ltd.

Meeting Date: 06/19/2025	Country: Japan	Ticker: 2692
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J2502K104		

Shares Voted: 500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 80	Mgmt	For	For	For	No
2.1	Elect Director Okamoto, Hitoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management should be held responsible for the board composition at the controlled company, which will not have at least two independent directors and board independence of at least one-third. * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Fukushima, Yoshihiro	Mgmt	For	For	For	No

Itochu-Shokuhin Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Uozumi, Naoyuki	Mgmt	For	For	For	No
2.4	Elect Director Nakamura, Hiroyuki	Mgmt	For	For	For	No
2.5	Elect Director Miyasaka, Yasuyuki	Mgmt	For	For	For	No
2.6	Elect Director Okuda, Takako	Mgmt	For	For	For	No
2.7	Elect Director Chujo, Kaoru	Mgmt	For	For	For	No

Japan Aviation Electronics Industry Ltd.

Meeting Date: 06/19/2025

Record Date: 03/31/2025

Primary Security ID: J26273102

Country: Japan

Meeting Type: Annual

Ticker: 6807

Shares Voted: 32,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Muraki, Masayuki	Mgmt	For	For	For	No
1.2	Elect Director Urano, Minoru	Mgmt	For	For	For	No
1.3	Elect Director Hiyama, Noritaka	Mgmt	For	For	For	No
1.4	Elect Director Matsuo, Masahiro	Mgmt	For	For	For	No
1.5	Elect Director Ihara, Shigeto	Mgmt	For	For	For	No
1.6	Elect Director Takahashi, Reiichiro	Mgmt	For	For	For	No
1.7	Elect Director Goto, Kazuhiro	Mgmt	For	For	For	No
1.8	Elect Director Kawaguchi, Hiroshi	Mgmt	For	For	For	No
1.9	Elect Director Numata, Yuko	Mgmt	For	For	For	No
1.10	Elect Director Nagasaki, Mami	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Aoki, Kazuhiko	Mgmt	For	For	For	No
2.2	Appoint Statutory Auditor Kabeya, Keiji	Mgmt	For	For	For	No
3	Approve Annual Bonus	Mgmt	For	For	For	No

Kakaku.com, Inc.

Meeting Date: 06/19/2025

Record Date: 03/31/2025

Primary Security ID: J29258100

Country: Japan

Meeting Type: Annual

Ticker: 2371

Shares Voted: 95,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For	No
3.1	Elect Director Hayashi, Kaoru	Mgmt	For	For	For	No
3.2	Elect Director Murakami, Atsuhiko	Mgmt	For	For	For	No
3.3	Elect Director Miyazaki, Kanako	Mgmt	For	For	For	No
3.4	Elect Director Kasuya, Shinichi	Mgmt	For	For	For	No
3.5	Elect Director Tominaga, Daisuke	Mgmt	For	For	For	No
3.6	Elect Director Kato, Tomoharu	Mgmt	For	For	For	No
3.7	Elect Director Kinoshita, Masayuki	Mgmt	For	For	For	No
3.8	Elect Director Kadowaki, Makoto	Mgmt	For	For	For	No
3.9	Elect Director Iwase, Daisuke	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Hirai, Hirofumi	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Kajiki, Hisashi	Mgmt	For	For	For	No
4.3	Elect Director and Audit Committee Member Inoue, Miki	Mgmt	For	For	For	No
5	Elect Alternate Director and Audit Committee Member Anjo, Azusa	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
8	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Kimura Unity Co., Ltd.

Meeting Date: 06/19/2025Country: JapanTicker: 9368

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J32857104

Shares Voted: 10,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 16.5	Mgmt	For	For	For	No
2.1	Elect Director Kimura, Yukio	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors.						
2.2	Elect Director Naruse, Shigehiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors.						
2.3	Elect Director Kinoshita, Takeshi	Mgmt	For	For	For	No
2.4	Elect Director Koyama, Yukihiro	Mgmt	For	For	For	No
2.5	Elect Director Masuda, Masahiro	Mgmt	For	For	For	No
2.6	Elect Director Mizuno, Shigeaki	Mgmt	For	For	For	No
2.7	Elect Director Kimura, Tadaaki	Mgmt	For	For	For	No
2.8	Elect Director Eyama, Jun	Mgmt	For	For	For	No
2.9	Elect Director Eriko Suzuki Schweisgut	Mgmt	For	For	For	No
2.10	Elect Director Kariya, Kohei	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Yokoi, Yoshihiro	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Fujita, Misaki	Mgmt	For	For	For	No

Kyowa Leather Cloth Co., Ltd.

Meeting Date: 06/19/2025Country: JapanTicker: 3553

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J38382107

Shares Voted: 11,027

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 16	Mgmt	For	For	For	No

Kyowa Leather Cloth Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Hanai, Mikio	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors. * Top management bears responsibility for the board composition where no female directors are included. * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Kawashima, Ryuta	Mgmt	For	For	For	No
2.3	Elect Director Yanagawa, Daisuke	Mgmt	For	For	For	No
2.4	Elect Director Takeuchi, Yasunori	Mgmt	For	For	For	No
2.5	Elect Director Inagaki, Tadahiko	Mgmt	For	For	For	No
2.6	Elect Director Oi, Yuichi	Mgmt	For	For	For	No
2.7	Elect Director Asama, Hajime	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Nakayama, Hiroki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
3.2	Appoint Statutory Auditor Yamagishi, Kengo	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
4	Approve Annual Bonus	Mgmt	For	For	For	No

Makino Milling Machine Co., Ltd.

Meeting Date: 06/19/2025Country: JapanTicker: 6135

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J39530100

Shares Voted: 10,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For	For	No
2.1	Elect Director Miyazaki, Shotaro	Mgmt	For	For	For	No
2.2	Elect Director Nagano, Toshiyuki	Mgmt	For	For	For	No
2.3	Elect Director Shiraishi, Haruyuki	Mgmt	For	For	For	No
2.4	Elect Director Kanaya, Jun	Mgmt	For	For	For	No
2.5	Elect Director Makino, Hiroyuki	Mgmt	For	For	For	No
2.6	Elect Director Neo Eng Chong	Mgmt	For	For	For	No

Makino Milling Machine Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.7	Elect Director Masuda, Naofumi	Mgmt	For	For	For	No
2.8	Elect Director Yamazaki, Kodo	Mgmt	For	For	For	No
2.9	Elect Director Takahashi, Kazuo	Mgmt	For	For	For	No
2.10	Elect Director Takai, Ayako	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Komura, Akio	Mgmt	For	For	For	No

MEITEC Group Holdings, Inc.

Meeting Date: 06/19/2025Country: JapanTicker: 9744

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J42067108

Shares Voted: 77,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 110	Mgmt	For	For	For	No
2.1	Elect Director Uemura, Masato	Mgmt	For	For	For	No
2.2	Elect Director Yokoe, Kumi	Mgmt	For	For	For	No
2.3	Elect Director Machida, Tadashi	Mgmt	For	For	For	No
2.4	Elect Director Tagami, Tomoko	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Kunibe, Toru	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Namba, Hideya	Mgmt	For	For	For	No

MISUMI Group, Inc.

Meeting Date: 06/19/2025Country: JapanTicker: 9962

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J43293109

Shares Voted: 29,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 23.38	Mgmt	For	For	For	No

MISUMI Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Nishimoto, Kosuke	Mgmt	For	For	For	No
2.2	Elect Director Ono, Ryusei	Mgmt	For	For	For	No
2.3	Elect Director Shimizu, Arata	Mgmt	For	For	For	No
2.4	Elect Director Kanatani, Tomoki	Mgmt	For	For	For	No
2.5	Elect Director Shimizu, Shigetaka	Mgmt	For	For	For	No
2.6	Elect Director Shaochun Xu	Mgmt	For	For	For	No
2.7	Elect Director Nakano, Yoichi	Mgmt	For	For	For	No
2.8	Elect Director Suseki, Tomoharu	Mgmt	For	For	For	No
2.9	Elect Director Yano, Keiko	Mgmt	For	For	For	No
2.10	Elect Director Figen Ulgen	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Aono, Nanako	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Ichikawa, Shizuyo	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Yadomi, Kentaro	Mgmt	For	For	For	No

Nippon Chemiphar Co., Ltd.

Meeting Date: 06/19/2025

Record Date: 03/31/2025

Primary Security ID: J52473113

Country: Japan

Meeting Type: Annual

Ticker: 4539

Shares Voted: 200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For	No
2.1	Elect Director Yamaguchi, Kazushiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Yasumoto, Masahide	Mgmt	For	For	For	No
2.3	Elect Director Hayamizu, Koki	Mgmt	For	For	For	No
2.4	Elect Director Nakajima, Shinji	Mgmt	For	For	For	No
2.5	Elect Director Yoshino, Masaki	Mgmt	For	For	For	No
2.6	Elect Director Omukai, Naoko	Mgmt	For	For	For	No
2.7	Elect Director Narita, Manabu	Mgmt	For	For	For	No

Nippon Chemiphar Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Appoint Alternate Statutory Auditor Katsu, Hideyuki	Mgmt	For	For	For	No
4	Approve Director Retirement Bonus	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The bonus amounts are not disclosed.						
5	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this poison pill plan is warranted because: * The total duration exceeds three years. * The board lacks sufficient independent monitoring. * The directors fail to seek reelection annually. * The plan lacks a credible special committee. * The company has other types of takeover defense.						

Nitto Boseki Co., Ltd.

Meeting Date: 06/19/2025Country: JapanTicker: 3110

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J58364118

Shares Voted: 3,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 78.5	Mgmt	For	For	For	No
2.1	Elect Director Tsuji, Yuichi	Mgmt	For	For	For	No
2.2	Elect Director Tada, Hiroyuki	Mgmt	For	For	For	No
2.3	Elect Director Matsunaga, Takanobu	Mgmt	For	For	For	No
2.4	Elect Director Fujishige, Sadayoshi	Mgmt	For	For	For	No
2.5	Elect Director Naito, Agasa	Mgmt	For	For	For	No
2.6	Elect Director Nakajima, Yasuharu	Mgmt	For	For	For	No
2.7	Elect Director Miida, Takeshi	Mgmt	For	For	For	No

Polaris Renewable Energy Inc.

Meeting Date: 06/19/2025Country: CanadaTicker: PIF

Record Date: 04/30/2025Meeting Type: Annual/Special

Primary Security ID: 73108L101

Shares Voted: 11,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Jaime Guillen	Mgmt	For	For	For	No

Polaris Renewable Energy Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.2	Elect Director James V. Lawless	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.3	Elect Director Marc Murnaghan	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.4	Elect Director Marcela Paredes de Vasquez	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.5	Elect Director Catherine Fagnan	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.6	Elect Director Adarsh P. Mehta	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Other Business	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Vote AGAINST this resolution as the content of the issues that may be raised under this blanket approval item is not known at this time.						

PT Blue Bird Tbk

Meeting Date: 06/19/2025	Country: Indonesia	Ticker: BIRD
Record Date: 05/27/2025	Meeting Type: Annual	
Primary Security ID: Y7140H101		

Shares Voted: 733,109						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted due to the poor disclosure of the auditor remuneration for the latest fiscal year.						
4	Approve Changes in the Board of Commissioners	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						

PT Blue Bird Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No

PT PP London Sumatra Indonesia Tbk

Meeting Date: 06/19/2025	Country: Indonesia	Ticker: LSIP
Record Date: 05/27/2025	Meeting Type: Annual	
Primary Security ID: Y7137X101		

Shares Voted: 975,012						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.						
2	Approve Financial Statement	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.						
3	Approve Allocation of Income	Mgmt	For	For	For	No
4	Approve Changes in the Boards of the Company	Mgmt	For	For	For	No
5	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
6	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted due to the poor disclosure of the auditor remuneration for the latest fiscal year.						

PT Salim Ivomas Pratama Tbk

Meeting Date: 06/19/2025	Country: Indonesia	Ticker: SIMP
Record Date: 05/27/2025	Meeting Type: Annual	
Primary Security ID: Y71365103		

Shares Voted: 20,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Report and Financial Results	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.						
2	Accept Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.						

PT Salim Ivomas Pratama Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Allocation of Income	Mgmt	For	For	For	No
4	Approve Changes in the Boards of the Company	Mgmt	For	For	For	No
5	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
6	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted due to the poor disclosure of the auditor remuneration for the latest fiscal year.						

Sanyo Denki Co., Ltd.

Meeting Date: 06/19/2025	Country: Japan	Ticker: 6516
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J68768100		

Shares Voted: 4,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For	No
2.1	Elect Director Yamamoto, Shigeo	Mgmt	For	For	For	No
2.2	Elect Director Kodama, Nobumasa	Mgmt	For	For	For	No
2.3	Elect Director Nakayama, Chihiro	Mgmt	For	For	For	No
2.4	Elect Director Matsumoto, Yoshimasa	Mgmt	For	For	For	No
2.5	Elect Director Kurihara, Shin	Mgmt	For	For	For	No
2.6	Elect Director Miyake, Yudai	Mgmt	For	For	For	No
2.7	Elect Director Miyagi, Noriko	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Furusawa, Nobuko	Mgmt	For	For	For	No

SATO SHO-JI CORP.

Meeting Date: 06/19/2025	Country: Japan	Ticker: 8065
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J69757102		

Shares Voted: 3,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 42	Mgmt	For	For	For	No
2.1	Elect Director Nozawa, Tetsuo	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.</i>						
2.2	Elect Director Urano, Masami	Mgmt	For	For	For	No
2.3	Elect Director Suga, Kazunori	Mgmt	For	For	For	No
2.4	Elect Director Ito, Akihiko	Mgmt	For	For	For	No
2.5	Elect Director Oguri, Ikuo	Mgmt	For	For	For	No
2.6	Elect Director Sato, Hajime	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Kotani, Ken	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.</i>						
4.1	Elect Alternate Director and Audit Committee Member Sakao, Eiji	Mgmt	For	For	For	No
4.2	Elect Alternate Director and Audit Committee Member Ochi, Takako	Mgmt	For	For	For	No

Softcreate Holdings Corp.
Meeting Date: 06/19/2025

Country: Japan

Ticker: 3371

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J7596H107

Shares Voted: 9,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Hayashi, Masaru	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors. * Top management bears responsibility for the board composition where no female directors are included.</i>						
1.2	Elect Director Hayashi, Muneharu	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors. * Top management bears responsibility for the board composition where no female directors are included.</i>						
1.3	Elect Director Hayashi, Masaya	Mgmt	For	For	For	No
1.4	Elect Director Nakagiri, Masahiro	Mgmt	For	For	For	No

Softcreate Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.5	Elect Director Sato, Jun	Mgmt	For	For	For	No
1.6	Elect Director Yasuda, Hiroshi	Mgmt	For	For	For	No
1.7	Elect Director Tachibana, Daiki	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Yarita, Norio	Mgmt	For	For	For	No

Soft-World International Corp.

Meeting Date: 06/19/2025

Record Date: 04/18/2025

Primary Security ID: Y80720108

Country: Taiwan

Meeting Type: Annual

Ticker: 5478

Shares Voted: 56,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING	Mgmt				
3.1	Elect CHIU, HUI-YIN, with Shareholder No. R220027XXX, as Independent Director	Mgmt	For	For	For	No
4	Approve Release of Restrictions of Competitive Activities of Newly Appointed Independent Director	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of the proposal.

Sonix Technology Co., Ltd.

Meeting Date: 06/19/2025

Record Date: 04/18/2025

Primary Security ID: Y8071M101

Country: Taiwan

Meeting Type: Annual

Ticker: 5471

Shares Voted: 152,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No

Sonix Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature and to align company procedures with regulations.						
4	Amend Procedures for Endorsement and Guarantees	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature and to align company procedures with regulations.						
5	Approve Release of Restrictions of Competitive Activities of Directors	Mgmt	For	For	For	No

Sumitomo Riko Co. Ltd.

Meeting Date: 06/19/2025Country: JapanTicker: 5191

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J7787P108

Shares Voted: 18,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 42	Mgmt	For	For	For	No
2.1	Elect Director Shimizu, Kazushi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management should be held responsible for the board composition at the controlled company, which will not have at least two independent directors and board independence of at least one-third.						
2.2	Elect Director Waku, Shinichi	Mgmt	For	For	For	No
2.3	Elect Director Yamane, Hideo	Mgmt	For	For	For	No
2.4	Elect Director Yasuda, Hideyoshi	Mgmt	For	For	For	No
2.5	Elect Director Yano, Katsuhisa	Mgmt	For	For	For	No
2.6	Elect Director Iritani, Masaaki	Mgmt	For	For	For	No
2.7	Elect Director Miyagi, Mariko	Mgmt	For	For	For	No
2.8	Elect Director Ise, Kiyotaka	Mgmt	For	For	For	No
3	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For	No
5	Approve Annual Bonus	Mgmt	For	For	For	No

Taiho Kogyo Co., Ltd.

Meeting Date: 06/19/2025

Country: Japan

Ticker: 6470

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J7936H106

Shares Voted: 3,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Niimi, Toshio	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included. * Top management is responsible for the company's unfavorable ROE performance.						
1.2	Elect Director Awazu, Shigeki	Mgmt	For	For	For	No
1.3	Elect Director Kano, Tomohiro	Mgmt	For	For	For	No
1.4	Elect Director Sato, Kunio	Mgmt	For	For	For	No
1.5	Elect Director Iwai, Yoshiro	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Ashihara, Katsuhiro	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Ogata, Kazuya	Mgmt	For	For	For	No

Taiwan Semiconductor Co., Ltd.

Meeting Date: 06/19/2025

Country: Taiwan

Ticker: 5425

Record Date: 04/18/2025

Meeting Type: Annual

Primary Security ID: Y84623100

Shares Voted: 46,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Taiwan Surface Mounting Technology Corp.

Meeting Date: 06/19/2025

Country: Taiwan

Ticker: 6278

Record Date: 04/18/2025

Meeting Type: Annual

Primary Security ID: Y84660102

Shares Voted: 443,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect Wu, Kai-Yun, with Shareholder No. 1, as Non-Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the following nominees under Items 4.8 and 4.9 is warranted because considered by the company as independent director, Hwu, Shouu-Chyan and Chen, Meng-Ping are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 18.18 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.2	Elect Lin, Wen-Ching, with Shareholder No. 5, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the following nominees under Items 4.8 and 4.9 is warranted because considered by the company as independent director, Hwu, Shouu-Chyan and Chen, Meng-Ping are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 18.18 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.3	Elect Shen, Li-Ting, with Shareholder No. 0200186XXX, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the following nominees under Items 4.8 and 4.9 is warranted because considered by the company as independent director, Hwu, Shouu-Chyan and Chen, Meng-Ping are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 18.18 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.4	Elect Wang, Chia-Chen, with Shareholder No. 234, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the following nominees under Items 4.8 and 4.9 is warranted because considered by the company as independent director, Hwu, Shouu-Chyan and Chen, Meng-Ping are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 18.18 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						

Taiwan Surface Mounting Technology Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.5	Elect Wu, Yun-Chung, with Shareholder No. 508, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the following nominees under Items 4.8 and 4.9 is warranted because considered by the company as independent director, Hwu, Shoou-Chyan and Chen, Meng-Ping are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 18.18 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.6	Elect Lin, Wen-Chang, with Shareholder No. 6, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the following nominees under Items 4.8 and 4.9 is warranted because considered by the company as independent director, Hwu, Shoou-Chyan and Chen, Meng-Ping are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 18.18 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.7	Elect Hsu, Wei-Ting, with Shareholder No. 15876, as Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the following nominees under Items 4.8 and 4.9 is warranted because considered by the company as independent director, Hwu, Shoou-Chyan and Chen, Meng-Ping are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 18.18 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.8	Elect Hwu, Shoou-Chyang, with Shareholder No. 290, as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the following nominees under Items 4.8 and 4.9 is warranted because considered by the company as independent director, Hwu, Shoou-Chyan and Chen, Meng-Ping are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 18.18 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						
4.9	Elect Chen, Meng-Ping, with Shareholder No. K220837XXX, as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the following nominees under Items 4.8 and 4.9 is warranted because considered by the company as independent director, Hwu, Shoou-Chyan and Chen, Meng-Ping are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 18.18 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.</i>						

Taiwan Surface Mounting Technology Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.10	Elect Shih, Yu-Hua, with Shareholder No. H101115XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the following nominees under Items 4.8 and 4.9 is warranted because considered by the company as independent director, Hwu, Shouu-Chyan and Chen, Meng-Ping are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 18.18 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.						
4.11	Elect I, Tai-Ken, with Shareholder No. E121900XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.10 and 4.11 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the following nominees under Items 4.8 and 4.9 is warranted because considered by the company as independent director, Hwu, Shouu-Chyan and Chen, Meng-Ping are non-independent non-executive directors under ISS' classification. A vote AGAINST the non-independent director nominees under Items 4.2-4.7 is warranted because the independence level will be 18.18 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 4.1 is warranted given his removal would be expected to have material negative impacts on shareholder value.						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	Mgmt	For	For	For	No

Tosho Co., Ltd.

Meeting Date: 06/19/2025	Country: Japan	Ticker: 8920
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J89981104		

Shares Voted: 7,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kutsuna, Toshihiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
1.2	Elect Director Kutsuna, Yuichiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
1.3	Elect Director Tanizawa, Aki	Mgmt	For	For	For	No
1.4	Elect Director Kamiya, Akibumi	Mgmt	For	For	For	No
1.5	Elect Director Kikuchi, Osamu	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Eguchi, Takashi	Mgmt	For	For	For	No
2.2	Appoint Statutory Auditor Maeda, Atsushi	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Appoint Statutory Auditor Iwamoto, Kazuyoshi	Mgmt	For	For	For	No

Tuya Inc.

Meeting Date: 06/19/2025Country: Cayman IslandsTicker: 2391

Record Date: 05/20/2025Meeting Type: Annual

Primary Security ID: G91384100

Shares Voted: 5,525						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Meeting for ADR Holders	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a.1	Elect Director Yang Yi	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2a.2	Elect Director Zhang Yan	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2a.3	Elect Director Yip Pak Tung Jason	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2b	Approve Remuneration of Directors	Mgmt	For	For	For	No
3	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
4	Authorize Share Repurchase Program	Mgmt	For	For	For	No
5	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
6	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Tuya Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Amendments to the Memorandum and Articles of Association and Adopt Amended Memorandum and Articles of Association	Mgmt	For	For	For	No

UNIRITA, Inc.

Meeting Date: 06/19/2025

Record Date: 03/31/2025

Primary Security ID: J9427A103

Country: Japan

Meeting Type: Annual

Ticker: 3800

Shares Voted: 2,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kitano, Hiroyuki	Mgmt	For	For	For	No
1.2	Elect Director Fujiwara, Tatsuya	Mgmt	For	For	For	No
1.3	Elect Director Nomura, Koichi	Mgmt	For	For	For	No
1.4	Elect Director Kaneko, Noriko	Mgmt	For	For	For	No
1.5	Elect Director Yoshida, Kazuya	Mgmt	For	For	For	No
1.6	Elect Director Ito, Masato	Mgmt	For	For	For	No
1.7	Elect Director Mitsugi, Yoshihito	Mgmt	For	For	For	No
1.8	Elect Director Inoue, Haruo	Mgmt	For	For	For	No
1.9	Elect Director Seki, Yuko	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Sakata, Takuhito	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Abe, Michiko	Mgmt	For	For	For	No

Virbac SA

Meeting Date: 06/19/2025

Record Date: 06/17/2025

Primary Security ID: F97900116

Country: France

Meeting Type: Annual/Special

Ticker: VIRP

Shares Voted: 863						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For	For	No
Voting Policy Rationale: * A vote FOR the approval of the annual financial statements is warranted in the absence of any specific concern (Item 1). * A vote FOR the approval of the consolidated financial statements is warranted but not without concerns due to the non-disclosure of fees paid to the auditor for its mission of certification on sustainability information in title of FY2024 (Item 2).						
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: * A vote FOR the approval of the annual financial statements is warranted in the absence of any specific concern (Item 1). * A vote FOR the approval of the consolidated financial statements is warranted but not without concerns due to the non-disclosure of fees paid to the auditor for its mission of certification on sustainability information in title of FY2024 (Item 2).						
3	Approve Treatment of Losses and Dividends of EUR 1.45 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Reelect Pierre Madelpuech as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: * A vote AGAINST the reelection of Pierre Madelpuech (Item 5) as non-independent director is warranted given: * the lack of independence at the board level (28.6 percent vs 33.3 percent recommended); * the level of independence at the audit committee level lies below recommended guidelines, and the nominee is its non-independent member; * the nominee benefits from the company's distortive voting structure; * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 6).						
6	Reelect Cyrille Petit Conseil as Director	Mgmt	For	For	For	No
Voting Policy Rationale: * A vote AGAINST the reelection of Pierre Madelpuech (Item 5) as non-independent director is warranted given: * the lack of independence at the board level (28.6 percent vs 33.3 percent recommended); * the level of independence at the audit committee level lies below recommended guidelines, and the nominee is its non-independent member; * the nominee benefits from the company's distortive voting structure; * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 6).						
7	Renew Appointment of Rodolphe Durand as Censor	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Vote AGAINST this Item is warranted because the company has failed to provide an adequate rationale on the proposed nomination.						
8	Approve Compensation Report of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: * A vote FOR this remuneration report is warranted because it does not raise any significant concern (Item 8). * A vote FOR this remuneration report is warranted although it is not without concern due to the repeated lack of board responsiveness on dissent received at the AGM over the past few years, regarding the remuneration of executives (Item 9).						
9	Approve Compensation Report of CEO and Vice-CEOs	Mgmt	For	For	For	No
Voting Policy Rationale: * A vote FOR this remuneration report is warranted because it does not raise any significant concern (Item 8). * A vote FOR this remuneration report is warranted although it is not without concern due to the repeated lack of board responsiveness on dissent received at the AGM over the past few years, regarding the remuneration of executives (Item 9).						
10	Approve Compensation of Marie-Hélène Dick-Madelpuech, Chairwoman of the Board	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Approve Compensation of Sébastien Huron, CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * The level of disclosure surrounding the achievement of the bonuses' performance conditions is limited. * There is a lack of disclosure of the achievement levels of the LTIP' performance conditions vested during the year under review.</i>						
12	Approve Compensation of Habib Ramdani, Vice-CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: * The company provided to Habib Ramdani a remuneration as acting CEO as provided for in the remuneration policy for the CEO as approved by the June 21, 2024, AGM. However, the 2024 remuneration did not provide with any derogation power to allocate a remuneration to an acting CEO, in the event of the CEO's departure. Mitigatingly, the remunerations provided were prorated and do not represent a significant portion of Ramdani's 2024 remuneration. * The level of disclosure surrounding the achievement of the bonuses' performance conditions is limited. * There is a lack of disclosure of the achievement levels of the LTIP' performance conditions vested during the year under review. * The company provides little rationale to justify the payment of an exceptional remuneration to Marc Bistuer.</i>						
13	Approve Compensation of Marc Bistuer, Vice-CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: * The company provided to Habib Ramdani a remuneration as acting CEO as provided for in the remuneration policy for the CEO as approved by the June 21, 2024, AGM. However, the 2024 remuneration did not provide with any derogation power to allocate a remuneration to an acting CEO, in the event of the CEO's departure. Mitigatingly, the remunerations provided were prorated and do not represent a significant portion of Ramdani's 2024 remuneration. * The level of disclosure surrounding the achievement of the bonuses' performance conditions is limited. * There is a lack of disclosure of the achievement levels of the LTIP' performance conditions vested during the year under review. * The company provides little rationale to justify the payment of an exceptional remuneration to Marc Bistuer.</i>						
14	Approve Remuneration Policy of Chairwoman of the Board	Mgmt	For	For	For	No
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
16	Approve Remuneration Policy of Future CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * The base salary for the future CEO is not disclosed, nor or even a range within which it could fall. * The STI and LTI performance conditions are not disclosed. * The company fails to disclose a bonus cap, as well as LTI cap. * The company fails to disclose the vesting period for long-term remuneration. * The exceptional remuneration is not capped. * The discretion policy remains too vague and grants an extensive power to the board to amend the remuneration policy as approved by shareholders.</i>						
17	Approve Remuneration Policy of Habib Ramdani, Acting CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted as: * The disclosure is limited regarding the LTI grant for Habib Ramdani. * There is no information on the fate of unvested instrument at the time of departure. * The exceptional remuneration is not capped.</i>						
18	Approve Remuneration Policy of Habib Ramdani, Vice-CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * The vice-CEOs are remunerated under working contracts. * The policy proposes a repeated increase of the bases salary with no rationale. * The disclosure is limited regarding the LTI grant for Habib Ramdani. * The remuneration policy does not include any long-term components for Marc Bistuer. * There is no information on the fate of unvested instrument at the time of departure. * The exceptional remuneration is not capped.</i>						
19	Approve Remuneration Policy of Marc Bistuer, Vice-CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * The vice-CEOs are remunerated under working contracts. * The policy proposes a repeated increase of the bases salary with no rationale. * The disclosure is limited regarding the LTI grant for Habib Ramdani. * The remuneration policy does not include any long-term components for Marc Bistuer. * There is no information on the fate of unvested instrument at the time of departure. * The exceptional remuneration is not capped.</i>						

Virbac SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.						
21	Extraordinary Business	Mgmt				
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
22	Amend Articles 11.2, 11.6, and 12 of Bylaws to Incorporate Legal Changes	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item merits a vote AGAINST as it comprises a negative provision in these new articles which outweighs the neutral ones. The proposed amendment regarding the board powers may be considered contentious and not in line with shareholders' interests. In addition, the adoption of the new articles does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.						
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

WinWay Technology Co., Ltd.

Meeting Date: 06/19/2025Country: TaiwanTicker: 6515

Record Date: 04/18/2025Meeting Type: Annual

Primary Security ID: Y96657146

Shares Voted: 21,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Issuance of Restricted Stocks	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because there is limited disclosure of the performance hurdles to be applied.						
5	Approve Release of Restrictions of Competitive Activities of Directors and Representatives	Mgmt	For	For	For	No

WOWOW, Inc.

Meeting Date: 06/19/2025Country: JapanTicker: 4839

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J9517J105

Shares Voted: 575

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Business Lines - Allow Virtual Only Shareholder Meetings - Amend Provisions on Number of Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * Virtual only meetings may impact shareholders' ability to hold directors accountable, and may hinder meaningful exchanges between directors, management, and shareholders.</i>						
2.1	Elect Director Tanaka, Akira	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
2.2	Elect Director Yamamoto, Hitoshi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
2.3	Elect Director Onoue, Junichi	Mgmt	For	For	For	No
2.4	Elect Director Ihara, Tami	Mgmt	For	For	For	No
2.5	Elect Director Otomo, Jun	Mgmt	For	For	For	No
2.6	Elect Director Shimizu, Kenji	Mgmt	For	For	For	No
2.7	Elect Director Nagai, Kiyoshi	Mgmt	For	For	For	No
2.8	Elect Director Matsumoto, Tatsuo	Mgmt	For	For	For	No

ACON Holding Inc.
Meeting Date: 06/20/2025

Country: Taiwan

Ticker: 3710

Record Date: 04/21/2025

Meeting Type: Annual

Primary Security ID: Y000RX101

Shares Voted: 19,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Statement of Profit and Loss Appropriation	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Issuance of Shares via a Private Placement	Mgmt	For	For	For	No

ACON Holding Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Application of TPEX Listing by Advanced Wireless & Antenna Inc.	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the company will remain controlling status over the subsidiary; * the company's financials will not be significantly impacted.</i>						
6	Approve Application of TPEX Listing by Acon Optics Communications Inc.	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the company will remain controlling status over the subsidiary; * the company's financials will not be significantly impacted.</i>						

Adeka Corp.

Meeting Date: 06/20/2025 **Country:** Japan **Ticker:** 4401
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J0011Q109

Shares Voted: 12,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 52	Mgmt	For	For	For	No
2.1	Elect Director Shirozume, Hidetaka	Mgmt	For	For	For	No
2.2	Elect Director Tomiyasu, Haruhiko	Mgmt	For	For	For	No
2.3	Elect Director Shiga, Yoji	Mgmt	For	For	For	No
2.4	Elect Director Masamune, Kiyoshi	Mgmt	For	For	For	No
2.5	Elect Director Endo, Shigeru	Mgmt	For	For	For	No
2.6	Elect Director Horiguchi, Makoto	Mgmt	For	For	For	No
2.7	Elect Director Takahashi, Naoya	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Taya, Koichi	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Hirasawa, Ikuko	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Fujikawa, Yukiko	Mgmt	For	For	For	No
4	Elect Alternate Director and Audit Committee Member Yumiba, Keiji	Mgmt	For	For	For	No

Adeka Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Amend Articles to Establish Committee to Review Ownership of Listed Subsidiary (i.e., Nihon Nohyaku)	SH	Against	Against	Against	No

BINGGRAE Co., Ltd.

Meeting Date: 06/20/2025Country: South KoreaTicker: 005180

Record Date: 05/26/2025Meeting Type: Special

Primary Security ID: Y0887G105

Shares Voted: 791

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Kim Gwang-su as Inside Director	Mgmt	For	For	For	No

Business Engineering Corp.

Meeting Date: 06/20/2025Country: JapanTicker: 4828

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J9079N106

Shares Voted: 2,472

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 58	Mgmt	For	For	For	No
2.1	Elect Director Haneda, Masakazu	Mgmt	For	For	For	No
2.2	Elect Director Betsuno, Shigeaki	Mgmt	For	For	For	No
2.3	Elect Director Nakano, Atsushi	Mgmt	For	For	For	No
2.4	Elect Director Sato, Yusuke	Mgmt	For	For	For	No
2.5	Elect Director Irimajiri, Toshiyuki	Mgmt	For	For	For	No
2.6	Elect Director Miyazawa, Yumiko	Mgmt	For	For	For	No
2.7	Elect Director Shimizu, Hiroshi	Mgmt	For	For	For	No
2.8	Elect Director Kitamura, Masahito	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Kitamura, Masahito	Mgmt	For	For	For	No

China XLX Fertiliser Ltd.

Meeting Date: 06/20/2025

Country: Singapore

Ticker: 1866

Record Date: 06/16/2025

Meeting Type: Annual

Primary Security ID: Y1564X106

Shares Voted: 382,530

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Directors' Fees	Mgmt	For	For	For	No
4	Elect Liu Xingxu as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
5	Elect Ong Kian Guan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
6	Elect Li Hongxing as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
7	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
10	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
11	Approve Amendments to the Constitution of the Company	Mgmt	For	For	For	No

CMS Info Systems Ltd.

Meeting Date: 06/20/2025

Country: India

Ticker: 543441

Record Date: 05/16/2025

Meeting Type: Special

Primary Security ID: Y1R6G9102

CMS Info Systems Ltd.

Shares Voted: 72,442

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Elect Vishnu Jerome as Director	Mgmt	For	For	For	No

COPRO-HOLDINGS Co., Ltd.

Meeting Date: 06/20/2025Country: JapanTicker: 7059
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J08254104

Shares Voted: 11,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For	No
2	Elect Director Tanabe, Eriko	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Horino, Masanori	Mgmt	For	For	For	No

Cresco Ltd.

Meeting Date: 06/20/2025Country: JapanTicker: 4674
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J08394108

Shares Voted: 4,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Nemoto, Hiroyuki	Mgmt	For	For	For	No
1.2	Elect Director Tominaga, Hiroshi	Mgmt	For	For	For	No
1.3	Elect Director Teramura, Takayuki	Mgmt	For	For	For	No
1.4	Elect Director Fukui, Junichi	Mgmt	For	For	For	No
1.5	Elect Director Sato, Yukie	Mgmt	For	For	For	No
1.6	Elect Director Sano, Miyuki	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Takaishi, Satoshi	Mgmt	For	For	For	No

Cresco Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director and Audit Committee Member Sato, Haruo	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Maekawa, Masayuki	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Tachi, Michiho	Mgmt	For	For	For	No
4	Amend Articles to Mandate Shareholder Approval for Income Allocation and Share Buybacks	SH	Against	For	For	Yes
Voting Policy Rationale: A vote FOR this shareholder proposal is warranted because: * To strengthen shareholder authority to vote on income allocation and share buybacks is beneficial to shareholders.						
5	Approve Additional Dividend so that Final Dividend per Share Equals to JPY 100	SH	Against	Against	Against	No
6	Initiate Share Repurchase Program	SH	Against	Against	Against	No

CTS Co., Ltd.

Meeting Date: 06/20/2025

Record Date: 03/31/2025

Primary Security ID: J0845N108

Country: Japan

Meeting Type: Annual

Ticker: 4345

Shares Voted: 35,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For	No
2	Elect Director Yokoshima, Taizo	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Sasaki, Hiromichi	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Hirano, Seiichi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
3.3	Elect Director and Audit Committee Member Takemura, Junichi	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.4	Elect Director and Audit Committee Member Yokoyama, Takashi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
3.5	Elect Director and Audit Committee Member Hasegawa, Chiaki	Mgmt	For	For	For	No
4	Elect Alternate Director Yokoshima, Ren	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No

Distribuidora Internacional De Alimentacion SA

Meeting Date: 06/20/2025Country: SpainTicker: DIA

Record Date: 06/13/2025Meeting Type: Annual

Primary Security ID: E3685C153

Shares Voted: 1,510						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
2.	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
3.	Approve Treatment of Net Loss	Mgmt	For	For	For	No
4.	Approve Discharge of Board	Mgmt	For	For	For	No
5.1	Renew Appointment of Ernst & Young as Auditor for FY 2025	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.						
5.2	Appoint Ernst & Young as Auditor for FY 2026, 2027 and 2028	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.						
6	Fix Number of Directors at 10	Mgmt	For	For	For	No
7	Reelect Benjamin J. Babcock as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the reelection of the non-independent nominee, Benjamin Babcock, under Item 7 is warranted as the board is sufficiently independent and there are no specific concerns about the nominees. A vote FOR the election of independent directors Rut Aranda, Sara Maria Diez Jauregui and Maria Paloma Perez Sanchez, under Items 8-10 is warranted due to a lack of concerns about the independent nominees.						

Distribuidora Internacional De Alimentacion SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.	Elect Rut Aranda Carmona as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the reelection of the non-independent nominee, Benjamin Babcock, under Item 7 is warranted as the board is sufficiently independent and there are no specific concerns about the nominees. A vote FOR the election of independent directors Rut Aranda, Sara Maria Diez Jauregui and Maria Paloma Perez Sanchez, under Items 8-10 is warranted due to a lack of concerns about the independent nominees.						
9.	Elect Sara Maria Diez Jauregui as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the reelection of the non-independent nominee, Benjamin Babcock, under Item 7 is warranted as the board is sufficiently independent and there are no specific concerns about the nominees. A vote FOR the election of independent directors Rut Aranda, Sara Maria Diez Jauregui and Maria Paloma Perez Sanchez, under Items 8-10 is warranted due to a lack of concerns about the independent nominees.						
10.	Elect Maria Paloma Perez Sanchez as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the reelection of the non-independent nominee, Benjamin Babcock, under Item 7 is warranted as the board is sufficiently independent and there are no specific concerns about the nominees. A vote FOR the election of independent directors Rut Aranda, Sara Maria Diez Jauregui and Maria Paloma Perez Sanchez, under Items 8-10 is warranted due to a lack of concerns about the independent nominees.						
11.	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
12.	Approve Remuneration Policy	Mgmt	For	For	For	No
13.	Amend Article 38.4 Re: Director Remuneration	Mgmt	For	For	For	No
14.1	Approve Application of Reserves to Offset Losses	Mgmt	For	For	For	No
14.2	Approve Capital Reduction by Decrease in Par Value	Mgmt	For	For	For	No
15.	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For	No
16.	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Dongfeng Motor Group Company Limited

Meeting Date: 06/20/2025	Country: China	Ticker: 489
Record Date: 06/16/2025	Meeting Type: Annual	
Primary Security ID: Y21042109		

Shares Voted: 1,096,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
2	Approve Report of the Supervisory Committee	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						

Dongfeng Motor Group Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Independent Auditor's Report and Audited Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
4	Approve Profit Distribution Proposal	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given that these are reasonable requests that are made in line with applicable laws in China.						
5	Authorize Board to Deal with All Issues in Relation to the Distribution of Interim Dividend	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given that these are reasonable requests that are made in line with applicable laws in China.						
6	Approve Remuneration of Directors and Supervisors	Mgmt	For	For	For	No
7	Approve Ernst & Young as International Auditor and Ernst & Young Hua Ming LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Domestic Shares and H Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
9	Authorize Repurchase of Issued H Share Capital	Mgmt	For	For	For	No
10	Approve Direct Financing Plan (Quota Registration)	Mgmt	For	For	For	No

Dongfeng Motor Group Company Limited

Meeting Date: 06/20/2025Country: ChinaTicker: 489

Record Date: 06/16/2025Meeting Type: Special

Primary Security ID: Y21042109

Shares Voted: 1,096,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	CLASS MEETING FOR HOLDERS OF H SHARES Authorize Repurchase of Issued H Share Capital	Mgmt Mgmt	 For	 For	 For	 No

EIZO Corp.

Meeting Date: 06/20/2025

Record Date: 03/31/2025

Primary Security ID: J1287L105

Country: Japan

Meeting Type: Annual

Ticker: 6737

Shares Voted: 2,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Jitsumori, Yoshitaka	Mgmt	For	For	For	No
1.2	Elect Director Ebisu, Masaki	Mgmt	For	For	For	No
1.3	Elect Director Arise, Manabu	Mgmt	For	For	For	No
1.4	Elect Director Thomas J. Waletzki	Mgmt	For	For	For	No

Eson Precision Ind. Co., Ltd.

Meeting Date: 06/20/2025

Record Date: 04/21/2025

Primary Security ID: G31236105

Country: Cayman Islands

Meeting Type: Annual

Ticker: 5243

Shares Voted: 243,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Consolidated Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Futaba Industrial Co., Ltd.

Meeting Date: 06/20/2025

Record Date: 03/31/2025

Primary Security ID: J16800104

Country: Japan

Meeting Type: Annual

Ticker: 7241

Shares Voted: 59,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Uozumi, Yoshihiro	Mgmt	For	For	For	No
1.2	Elect Director Yokota, Toshio	Mgmt	For	For	For	No
1.3	Elect Director Imai, Hideki	Mgmt	For	For	For	No
1.4	Elect Director Ichikawa, Masayoshi	Mgmt	For	For	For	No

Futaba Industrial Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.5	Elect Director Miyabe, Yoshihisa	Mgmt	For	For	For	No
1.6	Elect Director Yamamoto, Hideo	Mgmt	For	For	For	No
1.7	Elect Director Suenaga, Kumiko	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Nakai, Hiroyuki	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Yazaki, Nobuya	Mgmt	For	For	For	No
4	Approve Annual Bonus	Mgmt	For	For	For	No

Genki Global Dining Concepts Corp.

Meeting Date: 06/20/2025Country: JapanTicker: 9828

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J1709M103

Shares Voted: 2,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For	No
2.1	Elect Director Fujio, Mitsuo	Mgmt	For	For	For	No
2.2	Elect Director Fujio, Mitsuzo	Mgmt	For	For	For	No
2.3	Elect Director Nishitani, Kensuke	Mgmt	For	For	For	No
2.4	Elect Director Sakurai, Hiroki	Mgmt	For	For	For	No
2.5	Elect Director Iwatani, Hironori	Mgmt	For	For	For	No
2.6	Elect Director Karasawa, Akira	Mgmt	For	For	For	No
2.7	Elect Director Kodaka, Machiko	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Kurihara, Seiji	Mgmt	For	For	For	No

Glory Ltd.

Meeting Date: 06/20/2025Country: JapanTicker: 6457

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J17304130

Shares Voted: 73,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 54	Mgmt	For	For	For	No
2.1	Elect Director Miwa, Motozumi	Mgmt	For	For	For	No
2.2	Elect Director Harada, Akihiro	Mgmt	For	For	For	No
2.3	Elect Director Onoe, Hideo	Mgmt	For	For	For	No
2.4	Elect Director Fujita, Tomoko	Mgmt	For	For	For	No
2.5	Elect Director Ian Jordan	Mgmt	For	For	For	No
2.6	Elect Director Ikeda, Ikuji	Mgmt	For	For	For	No
2.7	Elect Director Naito, Koji	Mgmt	For	For	For	No
3.1	Elect Alternate Director and Audit Committee Member Omori, Nobuhiro	Mgmt	For	For	For	No
3.2	Elect Alternate Director and Audit Committee Member Imado, Tomoe	Mgmt	For	For	For	No

Gun Ei Chemical Industry Co., Ltd.

Meeting Date: 06/20/2025Country: JapanTicker: 4229

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J17724105

Shares Voted: 1,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For	No
2.1	Elect Director Arita, Yoshikazu	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Arita, Kiichiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.3	Elect Director Maruyama, Katsuhiro	Mgmt	For	For	For	No
2.4	Elect Director Arai, Mitsuhiro	Mgmt	For	For	For	No
2.5	Elect Director Omura, Yasuji	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Kotani, Takakazu	Mgmt	For	For	For	No

Gunma Bank, Ltd.

Meeting Date: 06/20/2025

Record Date: 03/31/2025

Primary Security ID: J17766106

Country: Japan

Meeting Type: Annual

Ticker: 8334

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For	No
2.1	Elect Director Fukai, Akihiko	Mgmt	For	For	For	No
2.2	Elect Director Irisawa, Hiroyuki	Mgmt	For	For	For	No
2.3	Elect Director Goto, Akihiro	Mgmt	For	For	For	No
2.4	Elect Director Takei, Tsutomu	Mgmt	For	For	For	No
2.5	Elect Director Uchibori, Takeo	Mgmt	For	For	For	No
2.6	Elect Director Horie, Akihiko	Mgmt	For	For	For	No
2.7	Elect Director Kondo, Jun	Mgmt	For	For	For	No
2.8	Elect Director Nishikawa, Kuniko	Mgmt	For	For	For	No
2.9	Elect Director Osugi, Kazuhito	Mgmt	For	For	For	No
2.10	Elect Director Kanai, Takuji	Mgmt	For	For	For	No

Hanpin Electron Co. Ltd.

Meeting Date: 06/20/2025

Record Date: 04/21/2025

Primary Security ID: Y3062W101

Country: Taiwan

Meeting Type: Annual

Ticker: 2488

Shares Voted: 62,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report, Consolidated Financial Statements and Individual Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Hilong Holding Limited

Meeting Date: 06/20/2025

Record Date: 06/16/2025

Primary Security ID: G4509G105

Country: Cayman Islands

Meeting Type: Annual

Ticker: 1623

Hilong Holding Limited

Shares Voted: 59,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Elect Zhang Jun as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of all nominees is warranted.						
2b	Elect Yang Qingli as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of all nominees is warranted.						
2c	Elect Cao Hongbo as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the election of all nominees is warranted.						
3	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve Crowe (HK) CPA Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Hokkaido Gas Co., Ltd.

Meeting Date: 06/20/2025	Country: Japan	Ticker: 9534
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J21420104		

Shares Voted: 1,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Otsuki, Hiroshi	Mgmt	For	For	For	No
1.2	Elect Director Kawamura, Chisato	Mgmt	For	For	For	No
1.3	Elect Director Izawa, Fumitoshi	Mgmt	For	For	For	No

Hokkaido Gas Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.4	Elect Director Maeya, Hiroki	Mgmt	For	For	For	No
1.5	Elect Director Kanazawa, Akinori	Mgmt	For	For	For	No
1.6	Elect Director Okada, Miyako	Mgmt	For	For	For	No
1.7	Elect Director Koiso, Shuji	Mgmt	For	For	For	No
1.8	Elect Director Watanuki, Yasuyuki	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Homma, Azumi	Mgmt	For	For	For	No
3	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Hokuhoku Financial Group, Inc.

Meeting Date: 06/20/2025Country: JapanTicker: 8377

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J21903109

Shares Voted: 38,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 7.5 for Series 1 Class 5 Preferred Shares, and JPY 27.5 for Ordinary Shares	Mgmt	For	For	For	No
2.1	Elect Director Nakazawa, Hiroshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Kanema, Yuji	Mgmt	For	For	For	No
2.3	Elect Director Kobayashi, Masahiko	Mgmt	For	For	For	No
2.4	Elect Director Aida, Tomo	Mgmt	For	For	For	No
2.5	Elect Director Otsuka, Naohisa	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Matsuwara, Yukihiro	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Funamoto, Kaoru	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Okumura, Hiroko	Mgmt	For	For	For	No
4	Approve Performance Share Plan	Mgmt	For	For	For	No

ID Holdings Corp.

Meeting Date: 06/20/2025

Record Date: 03/31/2025

Primary Security ID: J2388G102

Country: Japan

Meeting Type: Annual

Ticker: 4709

Shares Voted: 3,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, With a Final Dividend of JPY 45	Mgmt	For	For	For	No
2	Amend Articles to Reduce Directors' Term - Amend Provisions on Number of Statutory Auditors - Clarify Provisions on Alternate Statutory Auditors	Mgmt	For	For	For	No
3.1	Elect Director Funakoshi, Masaki	Mgmt	For	For	For	No
3.2	Elect Director Takahashi, Kaori	Mgmt	For	For	For	No
3.3	Elect Director Kojima, Takashi	Mgmt	For	For	For	No
3.4	Elect Director Nishikawa, Rieko	Mgmt	For	For	For	No
3.5	Elect Director Shirahata, Hisashi	Mgmt	For	For	For	No
3.6	Elect Director Thomas Owsley Rodes	Mgmt	For	For	For	No
3.7	Elect Director Kobayashi, Taiko	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Kato, Tsuyoshi	Mgmt	For	For	For	No
5	Appoint Alternate Statutory Auditor Sakamoto, Yasushi	Mgmt	For	For	For	No
6	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

IDEC Corp.

Meeting Date: 06/20/2025

Record Date: 03/31/2025

Primary Security ID: J23274111

Country: Japan

Meeting Type: Annual

Ticker: 6652

Shares Voted: 16,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Funaki, Toshiyuki	Mgmt	For	For	For	No
1.2	Elect Director Funaki, Mikio	Mgmt	For	For	For	No
1.3	Elect Director Funaki, Takao	Mgmt	For	For	For	No
1.4	Elect Director Kobayashi, Hiroshi	Mgmt	For	For	For	No

IDEC Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.5	Elect Director Okubo, Hideyuki	Mgmt	For	For	For	No
1.6	Elect Director Sugiyama, Mariko	Mgmt	For	For	For	No
2	Elect Alternate Director and Audit Committee Member Iyomasa, Motoharu	Mgmt	For	For	For	No
3	Approve Stock Option Plan	Mgmt	For	For	For	No

ITFOR, Inc.

Meeting Date: 06/20/2025

Country: Japan

Ticker: 4743

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J2501H102

Shares Voted: 10,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Sato, Tsunenori	Mgmt	For	For	For	No
1.2	Elect Director Sakata, Koji	Mgmt	For	For	For	No
1.3	Elect Director Oeda, Hiroataka	Mgmt	For	For	For	No
1.4	Elect Director Nakayama, Katsuo	Mgmt	For	For	For	No
1.5	Elect Director Kono, Kazunori	Mgmt	For	For	For	No
1.6	Elect Director Abe, Waka	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Motoyama, Masahito	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Fukuda, Itsuko	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Kanazawa, Koji	Mgmt	For	For	For	No

Jaguar Mining Inc.

Meeting Date: 06/20/2025

Country: Canada

Ticker: JAG

Record Date: 05/01/2025

Meeting Type: Annual/Special

Primary Security ID: 47009M889

Shares Voted: 10,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1A	Elect Director William J. Kennedy	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1B	Elect Director Benjamin Guenther	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1C	Elect Director Thomas Weng	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1D	Elect Director Shastri Ramnath	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1E	Elect Director Mary-Lynn Oke	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1F	Elect Director Luis Ricardo Miraglia	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1G	Elect Director Vernon Baker	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Re-approve Stock Option Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this stock option plan due to the following key factor(s): * The plan provides for discretionary non-employee director participation; * The plan's detailed amendment provision does not sufficiently limit the board's ability to amend the plan without shareholder approval; * The plan's estimated cost is excessive; * The company's potential dilution from equity plans is excessive; * The vesting provision for all equity awards issued to the CEO is insufficient; and * The company has not adopted a clawback provision applicable to equity awards.</i>						

Meeting Date: 06/20/2025

Country: Japan

Ticker: 6445

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J26105106

Shares Voted: 5,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For	No
2.1	Elect Director Saito, Makoto	Mgmt	For	For	For	No
2.2	Elect Director Oshima, Takeyuki	Mgmt	For	For	For	No

JANOME Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Doi, Hitoshi	Mgmt	For	For	For	No
2.4	Elect Director Hosaka, Yukio	Mgmt	For	For	For	No
2.5	Elect Director Nakajima, Fumiaki	Mgmt	For	For	For	No
2.6	Elect Director Tanaka, Yasuyo	Mgmt	For	For	For	No
2.7	Elect Director Hosaka, Mieko	Mgmt	For	For	For	No
3	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against	Against	Yes

*Voting Policy Rationale: A vote AGAINST this poison pill plan is warranted because: * The board lacks sufficient independent monitoring. * The company's proxy circular release timing leaves insufficient time to study the pill.*

Juroku Financial Group, Inc.

Meeting Date: 06/20/2025 **Country:** Japan **Ticker:** 7380
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J2872Q103

Shares Voted: 15,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Murase, Yukio	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
1.2	Elect Director Ikeda, Naoki	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
1.3	Elect Director Ishiguro, Akihide	Mgmt	For	For	For	No
1.4	Elect Director Shiraki, Yukiyasu	Mgmt	For	For	For	No
1.5	Elect Director Shiozaki, Tomoko	Mgmt	For	For	For	No
1.6	Elect Director Ito, Satoko	Mgmt	For	For	For	No
1.7	Elect Director Ueda, Yasushi	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Ishihara, Shinji	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Tsuge, Satoe	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Ogawa, Akitsuyu	Mgmt	For	For	For	No

Kitagawa Corp.

Meeting Date: 06/20/2025

Record Date: 03/31/2025

Primary Security ID: J33695107

Country: Japan

Meeting Type: Annual

Ticker: 6317

Shares Voted: 2,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For	No
2.1	Elect Director Kitagawa, Yuji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Kitagawa, Hiroshi	Mgmt	For	For	For	No
2.3	Elect Director Okano, Kimio	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.4	Elect Director Nishikawa, Misako	Mgmt	For	For	For	No
2.5	Elect Director Sugiguchi, Yasuhiro	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Sugiguchi, Yasuhiro	Mgmt	For	For	For	No

Kyushu Financial Group, Inc.

Meeting Date: 06/20/2025

Record Date: 03/31/2025

Primary Security ID: J3S63D109

Country: Japan

Meeting Type: Annual

Ticker: 7180

Shares Voted: 14,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Koriyama, Akihisa	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
1.2	Elect Director Kasahara, Yoshihisa	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
1.3	Elect Director Tada, Riichiro	Mgmt	For	For	For	No
1.4	Elect Director Yamakata, Shinichi	Mgmt	For	For	For	No
1.5	Elect Director Ichitsubo, Koichi	Mgmt	For	For	For	No

Kyushu Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.6	Elect Director Kitamura, Sayoko	Mgmt	For	For	For	No
1.7	Elect Director Kamimura, Motohiro	Mgmt	For	For	For	No
1.8	Elect Director Nemoto, Yuji	Mgmt	For	For	For	No
1.9	Elect Director Shibusawa, Ken	Mgmt	For	For	For	No
1.10	Elect Director Fukumoto, Nobuaki	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Kitanosono, Masahide	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Sakata, Jiro	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Tashima, Yuko	Mgmt	For	For	For	No
2.4	Elect Director and Audit Committee Member Suzuki, Nobuya	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
2.5	Elect Director and Audit Committee Member Taiko, Rie	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Watanabe, Emi	Mgmt	For	For	For	No

Lanner Electronics Inc.

Meeting Date: 06/20/2025

Country: Taiwan

Ticker: 6245

Record Date: 04/21/2025

Meeting Type: Annual

Primary Security ID: Y5206T100

Shares Voted: 203,580						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				

Lanner Electronics Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1	Elect I Wen Chou, with SHAREHOLDER NO.1, as Non-Independent Director	SH	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.2	Elect Chen Wei Yang, with SHAREHOLDER NO.4, as Non-Independent Director	SH	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.3	Elect An Cheng, with SHAREHOLDER NO.36581, as Non-Independent Director	SH	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.4	Elect Hsu Lung Chou, with SHAREHOLDER NO.3, as Non-Independent Director	SH	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.5	Elect Hung Te Lu, with ID NO.M120426XXX, as Independent Director	SH	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.6	Elect Wen Shiun Tsai, with ID NO.U120233XXX, as Independent Director	SH	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.7	Elect Rui Xu Chen, with SHAREHOLDER NO.3207, as Independent Director	SH	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	Mgmt	For	For	For	No

LINTEC Corp.

Meeting Date: 06/20/2025	Country: Japan	Ticker: 7966
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J13776109		

Shares Voted: 15,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Ouchi, Akihiko	Mgmt	For	For	For	No

LINTEC Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Elect Director Hattori, Makoto	Mgmt	For	For	For	No
1.3	Elect Director Kaiya, Takeshi	Mgmt	For	For	For	No
1.4	Elect Director Matsuo, Hiroyuki	Mgmt	For	For	For	No
1.5	Elect Director Yoshitake, Masaaki	Mgmt	For	For	For	No
1.6	Elect Director Shibano, Yoichi	Mgmt	For	For	For	No
1.7	Elect Director Sano, Takanori	Mgmt	For	For	For	No
1.8	Elect Director Okushima, Akiko	Mgmt	For	For	For	No
1.9	Elect Director Shirahata, Seiichiro	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Kimura, Masaaki	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Osawa, Kanako	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Sugimoto, Shigeru	Mgmt	For	For	For	No
3	Approve Restricted Stock Plan	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No

MegaChips Corp.

Meeting Date: 06/20/2025

Country: Japan

Ticker: 6875

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J4157R103

Shares Voted: 1,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Hikawa, Tetsuo	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
1.2	Elect Director Shindo, Masahiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
1.3	Elect Director Hayashi, Yoshimasa	Mgmt	For	For	For	No
1.4	Elect Director Iwai, Masaaki	Mgmt	For	For	For	No
1.5	Elect Director Nagata, Junko	Mgmt	For	For	For	No
1.6	Elect Director Nagai, Hirofumi	Mgmt	For	For	For	No

MegaChips Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.7	Elect Director Matsumoto, Heihachi	Mgmt	For	For	For	No
1.8	Elect Director Nakamura, Satoshi	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Kitano, Keiichi	Mgmt	For	For	For	No

Mimaki Engineering Co., Ltd.

Meeting Date: 06/20/2025Country: JapanTicker: 6638

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J4318H101

Shares Voted: 14,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Ikeda, Kazuaki	Mgmt	For	For	For	No
1.2	Elect Director Takeuchi, Kazuyuki	Mgmt	For	For	For	No
1.3	Elect Director Shimizu, Koji	Mgmt	For	For	For	No
1.4	Elect Director Haba, Yasuhiro	Mgmt	For	For	For	No
1.5	Elect Director Makino, Nariaki	Mgmt	For	For	For	No
1.6	Elect Director Kodaira, Takeshi	Mgmt	For	For	For	No
1.7	Elect Director Morisawa, Shujiro	Mgmt	For	For	For	No
1.8	Elect Director Ikeda, Yuji	Mgmt	For	For	For	No
1.9	Elect Director Nakazawa, Hiromi	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Zenno, Yo	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
2.2	Elect Director and Audit Committee Member Arai, Hisamitsu	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
2.3	Elect Director and Audit Committee Member Minomo, Seiko	Mgmt	For	For	For	No
2.4	Elect Director and Audit Committee Member Numata, Shunsuke	Mgmt	For	For	For	No

Mizuno Corp.

Meeting Date: 06/20/2025Country: JapanTicker: 8022

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J46023123

Shares Voted: 26,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For	No
2.1	Elect Director Mizuno, Akito	Mgmt	For	For	For	No
2.2	Elect Director Shichijo, Takeshi	Mgmt	For	For	For	No
2.3	Elect Director Sano, Osamu	Mgmt	For	For	For	No
2.4	Elect Director Nakata, Takumi	Mgmt	For	For	For	No
2.5	Elect Director Arai, Yuko	Mgmt	For	For	For	No

Moriroku Co., Ltd.

Meeting Date: 06/20/2025Country: JapanTicker: 4249

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J46487104

Shares Voted: 4,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kurose, Naoki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
1.2	Elect Director Kikuchi, Koichi	Mgmt	For	For	For	No
1.3	Elect Director Shibata, Koichiro	Mgmt	For	For	For	No
1.4	Elect Director Hirai, Kenichi	Mgmt	For	For	For	No
1.5	Elect Director Otsuka, Ryo	Mgmt	For	For	For	No
1.6	Elect Director Yokote, Hitomi	Mgmt	For	For	For	No

MORITA HOLDINGS CORP.

Meeting Date: 06/20/2025Country: JapanTicker: 6455

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J46604104

Shares Voted: 18,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Provisions on Number of Directors - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings	Mgmt	For	For	For	No
2.1	Elect Director Nakajima, Masahiro	Mgmt	For	For	For	No
2.2	Elect Director Kanaoka, Shinichi	Mgmt	For	For	For	No
2.3	Elect Director Murai, Shinya	Mgmt	For	For	For	No
2.4	Elect Director Isoda, Mitsuo	Mgmt	For	For	For	No
2.5	Elect Director Kawanishi, Takao	Mgmt	For	For	For	No
2.6	Elect Director Hojo, Masaki	Mgmt	For	For	For	No
2.7	Elect Director Kaneko, Mari	Mgmt	For	For	For	No
2.8	Elect Director Kato, Masayoshi	Mgmt	For	For	For	No
2.9	Elect Director Fukunishi, Hiroyuki	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Yano, Nahoko	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	No

Nihon Flush Co., Ltd.

Meeting Date: 06/20/2025Country: JapanTicker: 7820
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J50518109

Shares Voted: 4,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Takahashi, Eiji	Mgmt	For	For	For	No
1.2	Elect Director Iida, Kazunori	Mgmt	For	For	For	No
1.3	Elect Director Songbiao Yang	Mgmt	For	For	For	No
1.4	Elect Director Okada, Katsuhiko	Mgmt	For	For	For	No
1.5	Elect Director Ishimoto, Yasuyuki	Mgmt	For	For	For	No
1.6	Elect Director Matsumoto, Takahiro	Mgmt	For	For	For	No

Nihon Flush Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Appoint Ohwa Audit Co. as New External Audit Firm	Mgmt	For	For	For	No

Nippon Densetsu Kogyo Co., Ltd.

Meeting Date: 06/20/2025	Country: Japan	Ticker: 1950
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J52989100		

Shares Voted: 1,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For	No
2.1	Elect Director Yasuda, Kazushige	Mgmt	For	For	For	No
2.2	Elect Director Taniyama, Masaaki	Mgmt	For	For	For	No
2.3	Elect Director Togawa, Yuji	Mgmt	For	For	For	No
2.4	Elect Director Matsui, Katsuhiko	Mgmt	For	For	For	No
2.5	Elect Director Kuramoto, Masamichi	Mgmt	For	For	For	No
2.6	Elect Director Kato, Osamu	Mgmt	For	For	For	No

Nojima Co., Ltd.

Meeting Date: 06/20/2025	Country: Japan	Ticker: 7419
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J58977109		

Shares Voted: 3,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No
2.1	Elect Director Nojima, Hiroshi	Mgmt	For	For	For	No
2.2	Elect Director Nukumori, Hajime	Mgmt	For	For	For	No
2.3	Elect Director Kunii, Hirofumi	Mgmt	For	For	For	No
2.4	Elect Director Ishihara, Ayako	Mgmt	For	For	For	No
2.5	Elect Director Yamane, Junichi	Mgmt	For	For	For	No
2.6	Elect Director Hatano, Hiroaki	Mgmt	For	For	For	No

Nojima Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.7	Elect Director Hiramoto, Kazuo	Mgmt	For	For	For	No
2.8	Elect Director Yamada, Ryuji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.						
2.9	Elect Director Horiuchi, Fumiko	Mgmt	For	For	For	No
2.10	Elect Director Shibahara, Masaru	Mgmt	For	For	For	No
2.11	Elect Director Hayashi, Fumiko	Mgmt	For	For	For	No
2.12	Elect Director Okazaki, Soichi	Mgmt	For	For	For	No
2.13	Elect Director Iwami, Hiroyuki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.						
2.14	Elect Director Horifuku, Jiro	Mgmt	For	For	For	No

NS Solutions Corp.

Meeting Date: 06/20/2025	Country: Japan	Ticker: 2327
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J59332106		

Shares Voted: 11,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The company will not have any vacant seats on the board following this meeting.						
2.1	Elect Director Tamaoki, Kazuhiko	Mgmt	For	For	For	No
2.2	Elect Director Tojo, Akimi	Mgmt	For	For	For	No
2.3	Elect Director Kamada, Miho	Mgmt	For	For	For	No
2.4	Elect Director Ishii, Ichiro	Mgmt	For	For	For	No
2.5	Elect Director Horii, Rie	Mgmt	For	For	For	No
2.6	Elect Director Fujiwara, Masatoshi	Mgmt	For	For	For	No
2.7	Elect Director Yamahata, Satoshi	Mgmt	For	For	For	No
2.8	Elect Director Naito, Hiroto	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Matsumura, Atsuki	Mgmt	For	For	For	No

NS Solutions Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.2	Elect Director and Audit Committee Member Hoshi, Shuichiro	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Fujita, Kazuhiro	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members and Restricted Stock Plan	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No

Paltac Corp.

Meeting Date: 06/20/2025Country: JapanTicker: 8283

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J6349W106

Shares Voted: 17,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kasutani, Seiichi	Mgmt	For	For	For	No
1.2	Elect Director Yoshida, Takuya	Mgmt	For	For	For	No
1.3	Elect Director Noma, Masahiro	Mgmt	For	For	For	No
1.4	Elect Director Shimada, Masaharu	Mgmt	For	For	For	No
1.5	Elect Director Yamada, Yoshitaka	Mgmt	For	For	For	No
1.6	Elect Director Sakon, Yuji	Mgmt	For	For	For	No
1.7	Elect Director Oishi, Kaori	Mgmt	For	For	For	No
1.8	Elect Director Orisaku, Mineko	Mgmt	For	For	For	No
1.9	Elect Director Inui, Shingo	Mgmt	For	For	For	No
1.10	Elect Director Yoshitake, Ichiro	Mgmt	For	For	For	No
1.11	Elect Director Takamori, Tatsuomi	Mgmt	For	For	For	No
1.12	Elect Director Hattori, Akito	Mgmt	For	For	For	No
1.13	Elect Director Iga, Mari	Mgmt	For	For	For	No

PCA Corp.

Meeting Date: 06/20/2025

Record Date: 03/31/2025

Primary Security ID: J63632103

Country: Japan

Meeting Type: Annual

Ticker: 9629

Shares Voted: 9,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 87	Mgmt	For	For	For	No
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For	No
3.1	Elect Director Sato, Fumiaki	Mgmt	For	For	For	No
3.2	Elect Director Tamai, Fumio	Mgmt	For	For	For	No
3.3	Elect Director Sakuma, Tetsuo	Mgmt	For	For	For	No
3.4	Elect Director Sonoda, Nobuhiko	Mgmt	For	For	For	No
3.5	Elect Director Kumamoto, Hiroshi	Mgmt	For	For	For	No
3.6	Elect Director Hamaguchi, Satoko	Mgmt	For	For	For	No
3.7	Elect Director Yamada, Takeo	Mgmt	For	For	For	No
3.8	Elect Director Yoshida, Megumi	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Nakahira, Yoshitomi	Mgmt	For	For	For	No

PNB Gilts Limited

Meeting Date: 06/20/2025

Record Date: 05/16/2025

Primary Security ID: Y7027J105

Country: India

Meeting Type: Special

Ticker: 532366

Shares Voted: 107,952

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Approve Increase in Borrowing Powers	Mgmt	For	For	For	No

PT Media Nusantara Citra Tbk

Meeting Date: 06/20/2025

Record Date: 05/27/2025

Primary Security ID: Y71280104

Country: Indonesia

Meeting Type: Annual

Ticker: MNCN

Shares Voted: 18,897,170

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Report and Commissioners' Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues surrounding the company's financial statements.</i>						
2	Approve Financial Statements and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues surrounding the company's financial statements.</i>						
3	Approve Allocation of Income	Mgmt	For	For	For	No
4	Approve Changes to the Composition of the Company's Management	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.</i>						
5	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Amend Articles of Association	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.</i>						

Quick Heal Technologies Limited

Meeting Date: 06/20/2025

Country: India

Ticker: 539678

Record Date: 06/13/2025

Meeting Type: Extraordinary Shareholders

Primary Security ID: Y7S68X112

Shares Voted: 17,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Reappointment and Remuneration of Kailash Katkar as Chairman and Managing Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, however it is not without concerns: * Kailash Katkar is an executive director serving on the nomination and remuneration committee. * Sanjay Katkar is an executive director serving on the audit committee. * The pay structure is open ended as committee has discretion to determine the remuneration in case of profits. * The company has not given a breakup of remuneration in form of salary, allowance and incentives. * The board proposes to pay the executives an overall remuneration capped at INR 22 million in case of inadequacy of profits. The main reason for support is: * The nominees are the chairman and managing director and founder of the company and removing them from the board would have a material negative impact on shareholder value. * The executives' pay is in line with the market peers and commensurate with the size and scale of company's operations.</i>						

Quick Heal Technologies Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Reappointment and Remuneration of Sanjay Katkar as Joint Managing Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this resolution is warranted, however it is not without concerns: * Kailash Katkar is an executive director serving on the nomination and remuneration committee. * Sanjay Katkar is an executive director serving on the audit committee. * The pay structure is open ended as committee has discretion to determine the remuneration in case of profits. * The company has not given a breakup of remuneration in form of salary, allowance and incentives. * The board proposes to pay the executives an overall remuneration capped at INR 22 million in case of inadequacy of profits. The main reason for support is: * The nominees are the chairman and managing director and founder of the company and removing them from the board would have a material negative impact on shareholder value. * The executives' pay is in line with the market peers and commensurate with the size and scale of company's operations.						

R&D Computer Co. Ltd.

Meeting Date: 06/20/2025	Country: Japan	Ticker: 3924
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J65082109		

Shares Voted: 4,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings	Mgmt	For	For	For	No
2.1	Elect Director Fukushima, Yoshiaki	Mgmt	For	For	For	No
2.2	Elect Director Yamamura, Keiichi	Mgmt	For	For	For	No
2.3	Elect Director Hironaga, Isao	Mgmt	For	For	For	No
2.4	Elect Director Okuno, Fumitoshi	Mgmt	For	For	For	No
2.5	Elect Director Akita, Ichiro	Mgmt	For	For	For	No
2.6	Elect Director Kimura, Hiromi	Mgmt	For	For	For	No
2.7	Elect Director Kido, Kazuhiro	Mgmt	For	For	For	No
3	Amend Articles to Prohibit Acquisition of Company Shares by Companies Affiliated to Directors or Statutory Auditors	SH	Against	Against	Against	No
4	Amend Articles to Establish Compliance Committee	SH	Against	Against	Against	No
5	Amend Articles to Prohibit Directors Excluding Outside Directors of the Company from Concurrently Serving as Directors Other Than Outside Directors or Employees at Other Companies	SH	Against	Against	Against	No

R&D Computer Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Amend Articles to Require Individual Compensation Disclosure for Directors and Statutory Auditors	SH	Against	For	For	Yes
Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The proposed disclosure would promote accountability and help shareholders make better-informed decisions.						
7	Reduce Cash Compensation Ceiling for Directors and Statutory Auditors	SH	Against	Against	Against	No

RAKUS Co., Ltd.

Meeting Date: 06/20/2025	Country: Japan	Ticker: 3923
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J6S879103		

Shares Voted: 77,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 4.5	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No
3.1	Elect Director Nakamura, Takanori	Mgmt	For	For	For	No
3.2	Elect Director Motomatsu, Shinichiro	Mgmt	For	For	For	No
3.3	Elect Director Miyauchi, Takahiro	Mgmt	For	For	For	No
3.4	Elect Director Ogita, Kenji	Mgmt	For	For	For	No
3.5	Elect Director Kunimoto, Yukihiro	Mgmt	For	For	For	No
3.6	Elect Director Saito, Reika	Mgmt	For	For	For	No

Riken Technos Corp.

Meeting Date: 06/20/2025	Country: Japan	Ticker: 4220
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J65070112		

Shares Voted: 36,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 27	Mgmt	For	For	For	No

Riken Technos Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Tokiwa, Kazuaki	Mgmt	For	For	For	No
2.2	Elect Director Irie, Junji	Mgmt	For	For	For	No
2.3	Elect Director Kajiyama, Gakuyuki	Mgmt	For	For	For	No
2.4	Elect Director Ogawa, Tomozo	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Kinugawa, Sachie	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

San ju San Financial Group, Inc.

Meeting Date: 06/20/2025	Country: Japan	Ticker: 7322
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J67264101		

Shares Voted: 7,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 63	Mgmt	For	For	For	No
2.1	Elect Director Watanabe, Mitsunori	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Michihiro, Gotaro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.						
2.3	Elect Director Yamakawa, Kenichi	Mgmt	For	For	For	No
2.4	Elect Director Horiuchi, Hiroki	Mgmt	For	For	For	No
2.5	Elect Director Kawase, Kazuya	Mgmt	For	For	For	No
2.6	Elect Director Matsumoto, Isao	Mgmt	For	For	For	No
2.7	Elect Director Horibe, Katsuhiro	Mgmt	For	For	For	No

SKY Perfect JSAT Holdings, Inc.

Meeting Date: 06/20/2025	Country: Japan	Ticker: 9412
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J75606103		

Shares Voted: 40,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Change Company Name - Allow Distribution of Dividends to Foreign Shareholders and Other Shareholders, Who Are Not Listed on Shareholders' Registry	Mgmt	For	For	For	No
2.1	Elect Director Fukuoka, Toru	Mgmt	For	For	For	No
2.2	Elect Director Yonekura, Eiichi	Mgmt	For	For	For	No
2.3	Elect Director Nakagawa, Daisuke	Mgmt	For	For	For	No
2.4	Elect Director Yamashita, Teruo	Mgmt	For	For	For	No
2.5	Elect Director Oga, Kimiko	Mgmt	For	For	For	No
2.6	Elect Director Oho, Hiroyuki	Mgmt	For	For	For	No
2.7	Elect Director Aoki, Setsuko	Mgmt	For	For	For	No
2.8	Elect Director Toyota, Katashi	Mgmt	For	For	For	No
2.9	Elect Director Horiuchi, Masato	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Uchikawa, Masanori	Mgmt	For	For	For	No

SMS Co., Ltd.

Meeting Date: 06/20/2025Country: JapanTicker: 2175
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J7568Q101

Shares Voted: 105,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 28.5	Mgmt	For	For	For	No
2.1	Elect Director Goto, Natsuki	Mgmt	For	For	For	No
2.2	Elect Director Sugizaki, Masato	Mgmt	For	For	For	No
2.3	Elect Director Takahata, Masaki	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Mizunuma, Taro	Mgmt	For	For	For	No

Meeting Date: 06/20/2025

Country: Japan

Ticker: 3393

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J76645100

Shares Voted: 17,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Clarify Director Authority on Board Meetings	Mgmt	For	For	For	No
2.1	Elect Director Hongo, Hideyuki	Mgmt	For	For	For	No
2.2	Elect Director Kasai, Mitsuru	Mgmt	For	For	For	No
2.3	Elect Director Furukawa, Masakatsu	Mgmt	For	For	For	No
2.4	Elect Director Nakamoto, Tetsuhiro	Mgmt	For	For	For	No
2.5	Elect Director Furuichi, Yuko	Mgmt	For	For	For	No
2.6	Elect Director Kurihara, Hiroshi	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Mizuno, Makiko	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Gono, Junko	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Matsunaga, Kyota	Mgmt	For	For	For	No
4	Elect Alternate Director and Audit Committee Member Ota, Mikihiko	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
7	Approve Trust-Type Equity Compensation Plan	Mgmt	For	Against	Against	Yes

*Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * Total dilution from this plan and the company's other equity compensation plans reaches 18.2 percent, which appears excessive.*

Meeting Date: 06/20/2025

Country: Japan

Ticker: 4005

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J77153120

Shares Voted: 79,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Recognize Validity of Board Resolutions in Written or Electronic Format	Mgmt	For	For	For	No
2.1	Elect Director Iwata, Keiichi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
2.2	Elect Director Mito, Nobuaki	Mgmt	For	For	For	No
2.3	Elect Director Niinuma, Hiroshi	Mgmt	For	For	For	No
2.4	Elect Director Sasaki, Keigo	Mgmt	For	For	For	No
2.5	Elect Director Yamaguchi, Takanari	Mgmt	For	For	For	No
2.6	Elect Director Ito, Motoshige	Mgmt	For	For	For	No
2.7	Elect Director Muraki, Atsuko	Mgmt	For	For	For	No
2.8	Elect Director Ichikawa, Akira	Mgmt	For	For	For	No
2.9	Elect Director Noda, Yumiko	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Nozaki, Kunio	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Ono, Kenji	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Kato, Yoshitaka	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Yoneda, Michio	Mgmt	For	For	For	No
3.5	Elect Director and Audit Committee Member Kamimura, Masamichi	Mgmt	For	For	For	No
4	Elect Alternate Director and Audit Committee Member Ito, Motoshige	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No

Sumitomo Chemical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Sundrug Co., Ltd.

Meeting Date: 06/20/2025	Country: Japan	Ticker: 9989
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J78089109		

Shares Voted: 5,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 65	Mgmt	For	For	For	No
2.1	Elect Director Sadakata, Hiroshi	Mgmt	For	For	For	No
2.2	Elect Director Tada, Naoki	Mgmt	For	For	For	No
2.3	Elect Director Sakai, Yoshimitsu	Mgmt	For	For	For	No
2.4	Elect Director Tada, Takashi	Mgmt	For	For	For	No
2.5	Elect Director Matsumoto, Masato	Mgmt	For	For	For	No
2.6	Elect Director Tsuji, Tomoko	Mgmt	For	For	For	No
2.7	Elect Director Saito, Ritsuko	Mgmt	For	For	For	No

Systema Corp.

Meeting Date: 06/20/2025	Country: Japan	Ticker: 2317
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J7864T106		

Shares Voted: 273,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Clarify Director Authority on Board Meetings	Mgmt	For	For	For	No
2.1	Elect Director Hemmi, Yoshichika	Mgmt	For	For	For	No
2.2	Elect Director Miura, Kenji	Mgmt	For	For	For	No
2.3	Elect Director Hemmi, Shingo	Mgmt	For	For	For	No
2.4	Elect Director Kotani, Hiroshi	Mgmt	For	For	For	No
2.5	Elect Director Taguchi, Makoto	Mgmt	For	For	For	No

Systema Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.6	Elect Director Fujii, Hiroyuki	Mgmt	For	For	For	No
2.7	Elect Director Nishikawa, Seiichiro	Mgmt	For	For	For	No
2.8	Elect Director Ito, Mari	Mgmt	For	For	For	No
2.9	Elect Director Hemmi, Keiro	Mgmt	For	For	For	No
2.10	Elect Director Kurosaki, Rikizo	Mgmt	For	For	For	No
2.11	Elect Director Saito, Kazunori	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Nakamura, Yoshihiro	Mgmt	For	For	For	No

Taiwan Puritic Corp.

Meeting Date: 06/20/2025	Country: Taiwan	Ticker: 6826
Record Date: 04/21/2025	Meeting Type: Annual	
Primary Security ID: Y84481103		

Shares Voted: 23,807						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.						
3	Approve the Issuance of New Shares by Capitalization of Profit	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.						
4	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

VIA Technologies, Inc.

Meeting Date: 06/20/2025	Country: Taiwan	Ticker: 2388
Record Date: 04/21/2025	Meeting Type: Annual	
Primary Security ID: Y9363G109		

Shares Voted: 30,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect Wenchi Chen with SHAREHOLDER NO.2 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the nominees under Items 4.1-4.4 and 4.6-4.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because considered by the company as independent director, Wei Teh Hsu is non-independent non-executive director under ISS' classification.</i>						
4.2	Elect Cher Wang with SHAREHOLDER NO.5 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the nominees under Items 4.1-4.4 and 4.6-4.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because considered by the company as independent director, Wei Teh Hsu is non-independent non-executive director under ISS' classification.</i>						
4.3	Elect Tzumu Lin with SHAREHOLDER NO.3 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the nominees under Items 4.1-4.4 and 4.6-4.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because considered by the company as independent director, Wei Teh Hsu is non-independent non-executive director under ISS' classification.</i>						
4.4	Elect Qun Mao Liu with SHAREHOLDER NO.E100245XXX as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the nominees under Items 4.1-4.4 and 4.6-4.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because considered by the company as independent director, Wei Teh Hsu is non-independent non-executive director under ISS' classification.</i>						
4.5	Elect Wei Teh Hsu with SHAREHOLDER NO.D120513XXX as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR the nominees under Items 4.1-4.4 and 4.6-4.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because considered by the company as independent director, Wei Teh Hsu is non-independent non-executive director under ISS' classification.</i>						
4.6	Elect Ti Hsiang Wei with SHAREHOLDER NO.S120925XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the nominees under Items 4.1-4.4 and 4.6-4.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because considered by the company as independent director, Wei Teh Hsu is non-independent non-executive director under ISS' classification.</i>						
4.7	Elect Chong Zen Hsieh with SHAREHOLDER NO.L103022XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the nominees under Items 4.1-4.4 and 4.6-4.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because considered by the company as independent director, Wei Teh Hsu is non-independent non-executive director under ISS' classification.</i>						

VIA Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.8	Elect Kou Sheng Tseng with SHAREHOLDER NO.A103163XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the nominees under Items 4.1-4.4 and 4.6-4.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because considered by the company as independent director, Wei Teh Hsu is non-independent non-executive director under ISS' classification.</i>						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	Mgmt	For	For	For	No

Yamaha Corp.

Meeting Date: 06/20/2025 **Country:** Japan **Ticker:** 7951
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J95732103

Shares Voted: 205,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 13	Mgmt	For	For	For	No
2.1	Elect Director Nakata, Takuya	Mgmt	For	For	For	No
2.2	Elect Director Yamaura, Atsushi	Mgmt	For	For	For	No
2.3	Elect Director Paul Candland	Mgmt	For	For	For	No
2.4	Elect Director Shinohara, Hiromichi	Mgmt	For	For	For	No
2.5	Elect Director Yoshizawa, Naoko	Mgmt	For	For	For	No
2.6	Elect Director Ebata, Naho	Mgmt	For	For	For	No
2.7	Elect Director Ito, Shuji	Mgmt	For	For	For	No
2.8	Elect Director Nogami, Saimon	Mgmt	For	For	For	No

Yamato Holdings Co., Ltd.

Meeting Date: 06/20/2025 **Country:** Japan **Ticker:** 9064
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J96612114

Shares Voted: 23,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Nagao, Yutaka	Mgmt	For	For	For	No

Yamato Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Elect Director Kurisu, Toshizo	Mgmt	For	For	For	No
1.3	Elect Director Sugata, Shiro	Mgmt	For	For	For	No
1.4	Elect Director Kuga, Noriyuki	Mgmt	For	For	For	No
1.5	Elect Director Yin Chuanli Charles	Mgmt	For	For	For	No
1.6	Elect Director Ikeda, Junichiro	Mgmt	For	For	For	No
1.7	Elect Director Kihara, Tami	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Terada, Akihito	Mgmt	For	For	For	No

ZACROS Corp.

Meeting Date: 06/20/2025	Country: Japan	Ticker: 7917
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J14984108		

Shares Voted: 9,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 67	Mgmt	For	For	For	No
2.1	Elect Director Fujimori, Akihiko	Mgmt	For	For	For	No
2.2	Elect Director Shimoda, Taku	Mgmt	For	For	For	No
2.3	Elect Director Fuyama, Eishi	Mgmt	For	For	For	No
2.4	Elect Director Sato, Michihiko	Mgmt	For	For	For	No
2.5	Elect Director Kusaka, Norihiro	Mgmt	For	For	For	No
2.6	Elect Director Izawa, Kumi	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Tanaka, Toyo	Mgmt	For	For	For	No

Zenrin Co., Ltd.

Meeting Date: 06/20/2025	Country: Japan	Ticker: 9474
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J98843105		

Shares Voted: 20,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For	No

Zenrin Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Takayama, Zenshi	Mgmt	For	For	For	No
2.2	Elect Director Takegawa, Michio	Mgmt	For	For	For	No
2.3	Elect Director Matsuo, Masami	Mgmt	For	For	For	No
2.4	Elect Director Toshima, Yumiko	Mgmt	For	For	For	No
2.5	Elect Director Moroka, Masayoshi	Mgmt	For	For	For	No
2.6	Elect Director Osako, Masuo	Mgmt	For	For	For	No
2.7	Elect Director Shimizu, Tatsuhiko	Mgmt	For	For	For	No
2.8	Elect Director Ryu, Miki	Mgmt	For	For	For	No
2.9	Elect Director Okabe, Asako	Mgmt	For	For	For	No

Aditya Birla Sun Life AMC Ltd.

Meeting Date: 06/21/2025Country: IndiaTicker: 543374

Record Date: 05/16/2025Meeting Type: Special

Primary Security ID: Y0R1KX610

Shares Voted: 61,422

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot Elect Anita Ramachandran as Director	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST the following nominee is warranted because: * Anita Ramachandran serves on a total of more than six public company boards, which could potentially compromise her ability to commit sufficient time to her role in the company. * The approval of this request will exceed Anita Ramachandran's association with the company (including its ultimate holding company) for more than ten years.

Sakai Moving Service Co., Ltd.

Meeting Date: 06/21/2025Country: JapanTicker: 9039

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J66586108

Shares Voted: 13,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 82	Mgmt	For	For	For	No
2.1	Elect Director Tajima, Tetsuyasu	Mgmt	For	For	For	No

Sakai Moving Service Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director Tajima, Michitoshi	Mgmt	For	For	For	No
2.3	Elect Director Yamano, Mikio	Mgmt	For	For	For	No
2.4	Elect Director Iizuka, Kenichi	Mgmt	For	For	For	No
2.5	Elect Director Izaki, Yasutaka	Mgmt	For	For	For	No
2.6	Elect Director Tanaka, Kazuhisa	Mgmt	For	For	For	No

Ventive Hospitality Ltd.

Meeting Date: 06/21/2025Country: IndiaTicker: 544321

Record Date: 05/16/2025Meeting Type: Special

Primary Security ID: Y936RF105

Shares Voted: 7,168

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Approve Creation of Securities Pursuant To The Facility Agreement Between ICICI Bank And SS&L Beach Private Limited (SS&L) / Maldives Property Holdings Private Limited (MPHPL)	Mgmt	For	For	For	No

Will Group, Inc.

Meeting Date: 06/21/2025Country: JapanTicker: 6089

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J95151106

Shares Voted: 785

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 44	Mgmt	For	For	For	No
2.1	Elect Director Ikeda, Ryosuke	Mgmt	For	For	For	No
2.2	Elect Director Sumi, Yuichi	Mgmt	For	For	For	No
2.3	Elect Director Koshizuka, Kunihiro	Mgmt	For	For	For	No
2.4	Elect Director Takahashi, Masato	Mgmt	For	For	For	No
2.5	Elect Director Ichikawa, Yuko	Mgmt	For	For	For	No

Will Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Appoint Statutory Auditor Nakamura, Katsumi	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Nakajima, Hideki	Mgmt	For	For	For	No

Allied Blenders and Distillers Limited

Meeting Date: 06/22/2025Country: IndiaTicker: 544203

Record Date: 05/22/2025Meeting Type: Special

Primary Security ID: Y0038W116

Shares Voted: 16,512

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Approve Offer and Grant of Employee Stock Options to Eligible Employees of the Company's Subsidiaries Under Employee Stock Option Scheme 2024	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted in view of the following concerns: * The stock options may be issued with an exercise price at a discount to the prevailing market price. * The company has not specified weightages to performance parameters, performance targets and thresholds for vesting.						
2	Approve Reappointment and Remuneration of Resham Chhabria J Hemdev as Whole-Time Director Designated as the Vice Chairperson	Mgmt	For	For	For	No
3	Approve Reappointment and Remuneration of Arun Barik as Whole-Time Director Designated as the Executive Director	Mgmt	For	For	For	No

Jammu & Kashmir Bank Limited

Meeting Date: 06/22/2025Country: IndiaTicker: 532209

Record Date: 05/16/2025Meeting Type: Special

Primary Security ID: Y4S53D136

Shares Voted: 346,073

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Elect Sankarasubramanian Krishnan as Director	Mgmt	For	For	For	No

Business Brain Showa-ota, Inc.

Meeting Date: 06/23/2025

Record Date: 03/31/2025

Primary Security ID: J04851101

Country: Japan

Meeting Type: Annual

Ticker: 9658

Shares Voted: 12,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Komiya, Kazuhiro	Mgmt	For	For	For	No
1.2	Elect Director Uehara, Hitoshi	Mgmt	For	For	For	No
1.3	Elect Director Nakamura, Yuji	Mgmt	For	For	For	No
1.4	Elect Director Tanibuchi, Masato	Mgmt	For	For	For	No
1.5	Elect Director Sugino, Toshiya	Mgmt	For	For	For	No
1.6	Elect Director Noda, Hisato	Mgmt	For	For	For	No
1.7	Elect Director Makimoto, Yoshitaka	Mgmt	For	For	For	No
1.8	Elect Director Nagaya, Hiroaki	Mgmt	For	For	For	No
1.9	Elect Director Kagawa, Naohiko	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Watanabe, Hidetoshi	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Yano, Nahoko	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
2.3	Elect Director and Audit Committee Member Namba, Hideya	Mgmt	For	For	For	No
3	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Digital Arts Inc.

Meeting Date: 06/23/2025

Record Date: 03/31/2025

Primary Security ID: J1228V105

Country: Japan

Meeting Type: Annual

Ticker: 2326

Shares Voted: 9,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For	No
2.1	Elect Director Dogu, Toshio	Mgmt	For	For	For	No
2.2	Elect Director Matsumoto, Takuya	Mgmt	For	For	For	No

Digital Arts Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Elect Director and Audit Committee Member Kuwayama, Chise	Mgmt	For	For	For	No

Entrust, Inc. (Japan)

Meeting Date: 06/23/2025	Country: Japan	Ticker: 7191
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J1367P109		

Shares Voted: 4,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kuwabara, Yutaka	Mgmt	For	For	For	No
1.2	Elect Director Ota, Hiroyuki	Mgmt	For	For	For	No
1.3	Elect Director Tamagami, Shinichi	Mgmt	For	For	For	No
1.4	Elect Director Yamanaka, Masatake	Mgmt	For	For	For	No
1.5	Elect Director Matsuyama, Tetsuhito	Mgmt	For	For	For	No
1.6	Elect Director Amino, Mari	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Yoshida, Norio	Mgmt	For	For	For	No

Hiroshima Gas Co., Ltd.

Meeting Date: 06/23/2025	Country: Japan	Ticker: 9535
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J19866102		

Shares Voted: 11,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Matsufuji, Kensuke	Mgmt	For	For	For	No
1.2	Elect Director Nakagawa, Tomohiko	Mgmt	For	For	For	No
1.3	Elect Director Tamura, Kazunori	Mgmt	For	For	For	No
1.4	Elect Director Okita, Yasutaka	Mgmt	For	For	For	No
1.5	Elect Director Yoshizaki, Sunao	Mgmt	For	For	For	No
1.6	Elect Director Mizuno, Naoto	Mgmt	For	For	For	No

Hiroshima Gas Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.7	Elect Director Mukuda, Masao	Mgmt	For	For	For	No
1.8	Elect Director Ikeda, Koji	Mgmt	For	For	For	No
1.9	Elect Director Ozaki, Hiroshi	Mgmt	For	For	For	No
1.10	Elect Director Maeda, Kaori	Mgmt	For	For	For	No
1.11	Elect Director Arata, Hidekazu	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Umetsu, Takashi	Mgmt	For	For	For	No

Japan Medical Dynamic Marketing, Inc.

Meeting Date: 06/23/2025Country: JapanTicker: 7600

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J27187103

Shares Voted: 39,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 15	Mgmt	For	For	For	No
2.1	Elect Director Hironaka, Toshiyuki	Mgmt	For	For	For	No
2.2	Elect Director Hidaka, Yasuaki	Mgmt	For	For	For	No
2.3	Elect Director Okamura, Tomoyuki	Mgmt	For	For	For	No
2.4	Elect Director Saburi, Toshio	Mgmt	For	For	For	No
2.5	Elect Director Yokoyama, Hideki	Mgmt	For	For	For	No
2.6	Elect Director Furushima, Hiromi	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Seshita, Katsuhiko	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Murakami, Motoshige	Mgmt	For	For	For	No

Marvelous, Inc.

Meeting Date: 06/23/2025Country: JapanTicker: 7844

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J4077N109

Shares Voted: 2,875

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Terui, Shinichi	Mgmt	For	For	For	No
1.2	Elect Director Noguchi, Chihiro	Mgmt	For	For	For	No
1.3	Elect Director Nakamura, Shunichi	Mgmt	For	For	For	No
1.4	Elect Director Arima, Makoto	Mgmt	For	For	For	No
1.5	Elect Director Shin Joon Oh	Mgmt	For	For	For	No
1.6	Elect Director Konishi, Sakurako	Mgmt	For	For	For	No
1.7	Elect Director Okamura, Hideki	Mgmt	For	For	For	No
1.8	Elect Director Takahashi, Ryu	Mgmt	For	For	For	No

Mitsubishi Shokuhin Co., Ltd.

Meeting Date: 06/23/2025Country: JapanTicker: 7451
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J4445N104

Shares Voted: 2,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 95	Mgmt	For	For	For	No
2.1	Elect Director Kyoya, Yutaka	Mgmt	For	For	For	No
2.2	Elect Director Tamura, Koji	Mgmt	For	For	For	No
2.3	Elect Director Hosoda, Hirohide	Mgmt	For	For	For	No
2.4	Elect Director Kawamoto, Hiroshi	Mgmt	For	For	For	No
2.5	Elect Director Kato, Wataru	Mgmt	For	For	For	No
2.6	Elect Director Ito, Kazuo	Mgmt	For	For	For	No
2.7	Elect Director Kakizaki, Tamaki	Mgmt	For	For	For	No
2.8	Elect Director Yoshikawa, Masahiro	Mgmt	For	For	For	No
2.9	Elect Director Kunimasa, Kimiko	Mgmt	For	For	For	No
2.10	Elect Director Kawasaki, Hiroko	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Ohara, Takeshi	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.

Mitsubishi Shokuhin Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.2	Appoint Statutory Auditor Matsubara, Takahiko	Mgmt	For	For	For	No

Nittoc Construction Co., Ltd.

Meeting Date: 06/23/2025	Country: Japan	Ticker: 1929
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J58407107		

Shares Voted: 4,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 26	Mgmt	For	For	For	No
2.1	Elect Director Wada, Yasuo	Mgmt	For	For	For	No
2.2	Elect Director Kami, Naoto	Mgmt	For	For	For	No
2.3	Elect Director Kawaguchi, Toshikazu	Mgmt	For	For	For	No
2.4	Elect Director Yamazaki, Atsushi	Mgmt	For	For	For	No
2.5	Elect Director Kajita, Fumihiko	Mgmt	For	For	For	No
2.6	Elect Director Aso, Iwao	Mgmt	For	For	For	No
2.7	Elect Director Watanabe, Masayuki	Mgmt	For	For	For	No
2.8	Elect Director Nakamura, Katsuo	Mgmt	For	For	For	No
2.9	Elect Director Okada, Naoko	Mgmt	For	For	For	No
2.10	Elect Director Mori, Sayaka	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Takahashi, Katsuhiko	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Awakaku, Tetsuji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
3.3	Appoint Statutory Auditor Ono, Atsushi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
4	Appoint Alternate Statutory Auditor Manabe, Tomohiko	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						

NSW, Inc. (Japan)

Meeting Date: 06/23/2025

Record Date: 03/31/2025

Primary Security ID: J5610Q103

Country: Japan

Meeting Type: Annual

Ticker: 9739

Shares Voted: 3,257

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Tada, Shoji	Mgmt	For	For	For	No
1.2	Elect Director Abe, Noriyuki	Mgmt	For	For	For	No
1.3	Elect Director Suka, Yuzuru	Mgmt	For	For	For	No
1.4	Elect Director Takemura, Daisuke	Mgmt	For	For	For	No
1.5	Elect Director Shimogawara, Ikuko	Mgmt	For	For	For	No

OBIC Business Consultants Co., Ltd.

Meeting Date: 06/23/2025

Record Date: 03/31/2025

Primary Security ID: J59469106

Country: Japan

Meeting Type: Annual

Ticker: 4733

Shares Voted: 27,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For	No
2.1	Elect Director Noda, Masahiro	Mgmt	For	For	For	No
2.2	Elect Director Wada, Shigefumi	Mgmt	For	For	For	No
2.3	Elect Director Wada, Hiroko	Mgmt	For	For	For	No
2.4	Elect Director Tachibana, Shoichi	Mgmt	For	For	For	No
2.5	Elect Director Ito, Chiaki	Mgmt	For	For	For	No
2.6	Elect Director Narita, Junji	Mgmt	For	For	For	No

One Software Technologies Ltd.

Meeting Date: 06/23/2025

Record Date: 05/25/2025

Primary Security ID: M75260113

Country: Israel

Meeting Type: Annual/Special

Ticker: ONE

Shares Voted: 2,610

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Discuss Financial Statements and the Report of the Board	Mgmt				
2	Reappoint Brightman, Almagor, Zohar & Co. (Deloitte) as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted given that audit fees are not itemized. As such, it cannot be determined if the non-audit fees are excessive.						
3.1	Reelect Nitzan Sapir as Director	Mgmt	For	For	For	No
Voting Policy Rationale: As the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning, the nominees, Nitzan Sapir, Adi Eyal, Dina Amir, Izhak Bader and Yacov Nimkovsky, warrant a vote FOR.						
3.2	Reelect Adi Eyal as Director	Mgmt	For	For	For	No
Voting Policy Rationale: As the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning, the nominees, Nitzan Sapir, Adi Eyal, Dina Amir, Izhak Bader and Yacov Nimkovsky, warrant a vote FOR.						
3.3	Reelect Dina Amir as Director	Mgmt	For	For	For	No
Voting Policy Rationale: As the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning, the nominees, Nitzan Sapir, Adi Eyal, Dina Amir, Izhak Bader and Yacov Nimkovsky, warrant a vote FOR.						
3.4	Reelect Izhak Bader as Director	Mgmt	For	For	For	No
Voting Policy Rationale: As the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning, the nominees, Nitzan Sapir, Adi Eyal, Dina Amir, Izhak Bader and Yacov Nimkovsky, warrant a vote FOR.						
3.5	Reelect Yakov Nimkovsky as Director	Mgmt	For	For	For	No
Voting Policy Rationale: As the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning, the nominees, Nitzan Sapir, Adi Eyal, Dina Amir, Izhak Bader and Yacov Nimkovsky, warrant a vote FOR.						
4	Issue Extended Exemption and Indemnification Agreements to Directors and Officers Who are Interested Parties in Controller	Mgmt	For	For	For	No
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against	No
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt				

One Software Technologies Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	For	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						

PT Soechi Lines Tbk

Meeting Date: 06/23/2025	Country: Indonesia	Ticker: SOCI
Record Date: 05/27/2025	Meeting Type: Annual	
Primary Security ID: Y7139V103		

Shares Voted: 1,821,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors	Mgmt	For	For	For	No
4	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						

PT Soechi Lines Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
6	Approve Change and Restatement of the Company's Shareholders Composition	Mgmt	For	For	For	No

Seven Bank Ltd.

Meeting Date: 06/23/2025Country: JapanTicker: 8410

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J7164A104

Shares Voted: 56,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Funatake, Yasuaki	Mgmt	For	For	For	No
1.2	Elect Director Matsuhashi, Masaaki	Mgmt	For	For	For	No
1.3	Elect Director Kobayashi, Tsuyoshi	Mgmt	For	For	For	No
1.4	Elect Director Takato, Etsuhiro	Mgmt	For	For	For	No
1.5	Elect Director Hirako, Yuji	Mgmt	For	For	For	No
1.6	Elect Director Kihara, Tami	Mgmt	For	For	For	No
1.7	Elect Director Shibusawa, Ken	Mgmt	For	For	For	No
1.8	Elect Director Matsuo, Mika	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Aoyama, Keisuke	Mgmt	For	For	For	No
2.2	Appoint Statutory Auditor Ashihara, Ichiro	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Mitsuya, Kaori	Mgmt	For	For	For	No

Shibaura Machine Co., Ltd.

Meeting Date: 06/23/2025Country: JapanTicker: 6104

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J89838106

Shares Voted: 30,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Sakamoto, Shigetomo	Mgmt	For	For	For	No

Shibaura Machine Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Elect Director Ota, Hiroaki	Mgmt	For	For	For	No
1.3	Elect Director Koike, Jun	Mgmt	For	For	For	No
1.4	Elect Director Kai, Yoshiaki	Mgmt	For	For	For	No
1.5	Elect Director Sato, Kiyoshi	Mgmt	For	For	For	No
1.6	Elect Director Iwasaki, Seigo	Mgmt	For	For	For	No
1.7	Elect Director Terawaki, Kazumine	Mgmt	For	For	For	No
1.8	Elect Director Hayakawa, Chisa	Mgmt	For	For	For	No
1.9	Elect Director Itagaki, Eri	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Takahashi, Hiroshi	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Imamura, Akifumi	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Ogi, Shigeo	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Usami, Atsuko	Mgmt	For	For	For	No

Sumitomo Seika Chemicals Co., Ltd.

Meeting Date: 06/23/2025Country: JapanTicker: 4008

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J70445101

Shares Voted: 3,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Oda, Yoshiaki	Mgmt	For	For	For	No
1.2	Elect Director Machida, Kenichiro	Mgmt	For	For	For	No
1.3	Elect Director Toya, Takehiro	Mgmt	For	For	For	No
1.4	Elect Director Nakamura, Kenji	Mgmt	For	For	For	No
1.5	Elect Director Takeshita, Noriaki	Mgmt	For	For	For	No
1.6	Elect Director Yoshimoto, Akiko	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Yamaguchi, Kiyoshi	Mgmt	For	For	For	No

Sumitomo Seika Chemicals Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director and Audit Committee Member Kishigami, Keiko	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Yoshiike, Fujio	Mgmt	For	For	For	No
2.4	Elect Director and Audit Committee Member Miyamoto, Keiko	Mgmt	For	For	For	No

The Hyakugo Bank, Ltd.

Meeting Date: 06/23/2025 **Country:** Japan **Ticker:** 8368
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J22890107

Shares Voted: 38,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 12	Mgmt	For	For	For	No
2.1	Elect Director Sugiura, Masakazu	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.</i>						
2.2	Elect Director Yamazaki, Kei	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.</i>						
2.3	Elect Director Kato, Tetsuya	Mgmt	For	For	For	No
2.4	Elect Director Urata, Yasuhiro	Mgmt	For	For	For	No
2.5	Elect Director Igarashi, Yasuhisa	Mgmt	For	For	For	No
2.6	Elect Director Kawakami, Koji	Mgmt	For	For	For	No
2.7	Elect Director Kawakita, Hisashi	Mgmt	For	For	For	No
2.8	Elect Director Nishioka, Keiko	Mgmt	For	For	For	No
2.9	Elect Director Nakamura, Atsushi	Mgmt	For	For	For	No
2.10	Elect Director Hirota, Keiko	Mgmt	For	For	For	No
2.11	Elect Director Ando, Hitoshi	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Nakamura, Masahiro	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						

Tokyo Seimitsu Co., Ltd.

Meeting Date: 06/23/2025Country: JapanTicker: 7729

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J87903100

Shares Voted: 21,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 139	Mgmt	For	For	For	No
2.1	Elect Director Yoshida, Hitoshi	Mgmt	For	For	For	No
2.2	Elect Director Kimura, Ryuichi	Mgmt	For	For	For	No
2.3	Elect Director Hokida, Takahiro	Mgmt	For	For	For	No
2.4	Elect Director Romi Pradhan	Mgmt	For	For	For	No
2.5	Elect Director Takamasu, Kiyoshi	Mgmt	For	For	For	No
2.6	Elect Director Mori, Kazuya	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Akimoto, Shinji	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Sagara, Yuriko	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Takayama, Sumiko	Mgmt	For	For	For	No

Toshiba Tec Corp.

Meeting Date: 06/23/2025Country: JapanTicker: 6588

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J89903108

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Nishikori, Hironobu	Mgmt	For	For	For	No
1.2	Elect Director Onishi, Yasuki	Mgmt	For	For	For	No
1.3	Elect Director Yuzawa, Masashi	Mgmt	For	For	For	No
1.4	Elect Director Tani, Naofumi	Mgmt	For	For	For	No
1.5	Elect Director Mihara, Takamasa	Mgmt	For	For	For	No
1.6	Elect Director Kuwahara, Michio	Mgmt	For	For	For	No
1.7	Elect Director Aoki, Miho	Mgmt	For	For	For	No

Toshiba Tec Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.8	Elect Director Umeha, Yoshihiro	Mgmt	For	For	For	No
1.9	Elect Director Nagahama, Mitsuhiro	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Shimano, Shunsuke	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Sagaya, Tsuyoshi	Mgmt	For	For	For	No

UNITED ARROWS LTD.

Meeting Date: 06/23/2025Country: JapanTicker: 7606

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J9426H109

Shares Voted: 30,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 46	Mgmt	For	For	For	No
2.1	Elect Director Matsuzaki, Yoshinori	Mgmt	For	For	For	No
2.2	Elect Director Kimura, Tatsuya	Mgmt	For	For	For	No
2.3	Elect Director Nakazawa, Takeo	Mgmt	For	For	For	No
2.4	Elect Director Tanaka, Kazuyasu	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Tan, Satoshi	Mgmt	For	For	For	No

Wirtualna Polska Holding SA

Meeting Date: 06/23/2025Country: PolandTicker: WPL

Record Date: 06/07/2025Meeting Type: Annual

Primary Security ID: X980FL112

Shares Voted: 2,483

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Management Proposals	Mgmt				
	Open Meeting	Mgmt				

Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.

Wirtualna Polska Holding SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Elect Meeting Chairman	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>					
3	Acknowledge Proper Convening of Meeting	Mgmt				
	<i>Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>					
5.a	Receive Financial Statements	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
5.b	Receive Management Board Report on Company's and Group's Operations, and Consolidated Financial Statements	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
5.c	Receive Management Board Proposal on Allocation of Income	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
6.a1	Receive Supervisory Board Report on Its Review of Financial Statements	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
6.a2	Receive Supervisory Board Report on Its Review of Management Board Report on Company's and Group's Operations, and Consolidated Financial Statements	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
6.a3	Receive Supervisory Board Report on Management Board Proposal on Allocation of Income	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
6.b	Receive Supervisory Board Report on Its Activities and Company's Compliance with Best Practice for WSE Listed Companies	Mgmt				
	<i>Voting Policy Rationale: These are non-voting items.</i>					
7	Approve Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>					

Wirtualna Polska Holding SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.a	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
8.b	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
	Shareholder Proposal Submitted by Orfe SA	Mgmt				
9	Authorize Share Repurchase Program; Approve Creation of Reserve Capital for Purposes of Share Repurchase Program	SH	None	Against	Against	No
	Management Proposals	Mgmt				
10	Approve Allocation of Income and Dividends of PLN 2.90 per Share	Mgmt	For	For	For	No
11.1	Approve Discharge of Jacek Swiderski (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
11.2	Approve Discharge of Krzysztof Sierota (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
11.3	Approve Discharge of Michal Branski (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
11.4	Approve Discharge of Elzbieta Bujniewicz-Belka (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.1	Approve Discharge of Piotr Walter (Supervisory Board Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.2	Approve Discharge of Aleksander Wilewski (Supervisory Board Deputy Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12.3	Approve Discharge of Beata Barwinska-Piotrowska (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.4	Approve Discharge of Katarzyna Beuch (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.5	Approve Discharge of Mariusz Jarzebowski (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.6	Approve Discharge of Grzegorz Konieczny (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.7	Approve Discharge of Witold Wozniak (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
12.8	Approve Discharge of Joanna Rozycka-Iwan (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.</i>						
13	Elect Jacek Swiderski as CEO	Mgmt	For	For	For	No
14	Fix Number of Supervisory Board Members	Mgmt	For	For	For	No
15.1	Elect Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to disclose the nominees' names.</i>						
15.2	Elect Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to disclose the nominees' names.</i>						
16	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For	No
17.1	Amend Statute	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these items are warranted because one of the proposed amendments will adversely impact shareholders' rights.</i>						
17.2	Approve Consolidated Text of Statute	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these items are warranted because one of the proposed amendments will adversely impact shareholders' rights.</i>						

Wirtualna Polska Holding SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
18	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * While the company discloses the list of performance conditions, we note that some of the KPIs are not sufficiently specific, the reports does not disclose ex-ante established targets and the corresponding levels of their achievement. Therefore, shareholders are in no position to align the executives' remuneration with performance. * The report does not provide target indicators and their values, as well as the corresponding levels of achievement and payout structure for LTI plan. * The company's executive, Krzysztof Sierota received one-off bonus of PLN 900,000. The company has failed to present necessary details in relation to paying out one-off bonus. * Directors received compensation from subsidiaries, the more details disclosure of the contractual term with the subsidiaries would be beneficial.						
19	Transact Other Business	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because: * It cannot be known at this time what issues will be raised under this item; * Considering that no details are available at this time, approval of this proposal may have a negative impact on shareholder rights and/or value.						
20	Close Meeting	Mgmt				

YAMADA Consulting Group Co., Ltd.

Meeting Date: 06/23/2025Country: JapanTicker: 4792

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J9569T100

Shares Voted: 5,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No
2.1	Elect Director Nishiguchi, Yasuo	Mgmt	For	For	For	No
2.2	Elect Director Masuda, Keisaku	Mgmt	For	For	For	No
2.3	Elect Director Tsuji, Tsuyoshi	Mgmt	For	For	For	No
2.4	Elect Director Fuse, Makiko	Mgmt	For	For	For	No
2.5	Elect Director Shuto, Hideji	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Nagaosa, Masashi	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Nagisa Vivien Usui	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No

Alphapolis Co., Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 9467

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J0128W106

Alphapolis Co., Ltd.

Shares Voted: 6,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 14	Mgmt	For	For	For	No

AMIYAKI TEI Co., Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 2753
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J01407105

Shares Voted: 555

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 17	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Oda, Masakatsu	Mgmt	For	For	For	No

Anicom Holdings, Inc.

Meeting Date: 06/24/2025Country: JapanTicker: 8715
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J0166U103

Shares Voted: 6,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 8.5	Mgmt	For	For	For	No
2.1	Elect Director Komori, Nobuaki	Mgmt	For	For	For	No
2.2	Elect Director Momose, Yumiko	Mgmt	For	For	For	No
2.3	Elect Director Tanaka, Eiichi	Mgmt	For	For	For	No
2.4	Elect Director Shoyama, Katsuo	Mgmt	For	For	For	No
2.5	Elect Director David G. Litt	Mgmt	For	For	For	No
2.6	Elect Director Takemi, Hiromitsu	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Kishimoto, Aritaka	Mgmt	For	For	For	No

Meeting Date: 06/24/2025

Record Date: 03/31/2025

Primary Security ID: J01911106

Country: Japan

Meeting Type: Annual

Ticker: 2733

Shares Voted: 16,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Suzuki, Hiroaki	Mgmt	For	For	For	No
1.2	Elect Director Kochiya, Seiichi	Mgmt	For	For	For	No
1.3	Elect Director Uryu, Yoshiro	Mgmt	For	For	For	No
1.4	Elect Director Hatanaka, Hidetaka	Mgmt	For	For	For	No
1.5	Elect Director Mizuno, Akihito	Mgmt	For	For	For	No
1.6	Elect Director Nasu, Yuji	Mgmt	For	For	For	No
1.7	Elect Director Yao, Noriko	Mgmt	For	For	For	No
1.8	Elect Director Konishi, Norio	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Sakamoto, Tomoko	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Murei, Emiko	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Muto, Masatoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
3	Elect Alternate Director and Audit Committee Member Suzuki, Takeo	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						

Aroundtown SA

Meeting Date: 06/24/2025

Record Date: 06/10/2025

Primary Security ID: L0269F109

Country: Luxembourg

Meeting Type: Annual

Ticker: AT1

Shares Voted: 486,896

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.	Annual Meeting Agenda	Mgmt				
	Receive Report of Management Board (Non-Voting)	Mgmt				
Voting Policy Rationale: These are non-voting items.						

Aroundtown SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.	Receive Auditor's Report (Non-Voting)	Mgmt				
<i>Voting Policy Rationale: These are non-voting items.</i>						
3.	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted due to the lack of concerns over the accounts presented and the audit procedures used.</i>						
4.	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted due to the lack of concerns over the accounts presented and the audit procedures used.</i>						
5.	Approve Allocation of Income	Mgmt	For	For	For	No
6.	Approve Discharge of Directors	Mgmt	For	For	For	No
7.	Renew Appointment of KPMG Audit S.a r.l. as Auditor	Mgmt	For	For	For	No
8.	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The continued and concerning lack of response to significant shareholder dissent with respect to the 2024 remuneration report; * Lack of disclosure on the STI targets and achievements, only the payout is disclosed, which does not allow shareholders to assess the stringency of this plan; and * Massatschi stepped down from his role and received a EUR 450,000 settlement amount without providing disclosure on the calculation basis.</i>						

ASKA Pharmaceutical Holdings Co., Ltd.

Meeting Date: 06/24/2025 **Country:** Japan **Ticker:** 4886
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J0326Y102

Shares Voted: 2,655						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For	No
2.1	Elect Director Yamaguchi, Takashi	Mgmt	For	For	For	No
2.2	Elect Director Yamaguchi, Sota	Mgmt	For	For	For	No
2.3	Elect Director Maruo, Atsushi	Mgmt	For	For	For	No
2.4	Elect Director Mori, Maiko	Mgmt	For	For	For	No
2.5	Elect Director Yamaguchi, Fumiyoshi	Mgmt	For	For	For	No
2.6	Elect Director Awabayashi, Minoru	Mgmt	For	For	For	No
2.7	Elect Director Enokido, Yasuji	Mgmt	For	For	For	No
2.8	Elect Director Karita, Kanae	Mgmt	For	For	For	No
2.9	Elect Director Kato, Kiyoko	Mgmt	For	For	For	No

ASKA Pharmaceutical Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.1	Appoint Statutory Auditor Gunji, Kunihiro	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Chiku, Kazuhiro	Mgmt	For	For	For	No
3.3	Appoint Statutory Auditor Kimura, Takao	Mgmt	For	For	For	No
3.4	Appoint Statutory Auditor Yamashita, Koki	Mgmt	For	For	For	No
4	Initiate Share Repurchase Program	SH	Against	Against	Against	No
5	Amend Articles to Require Majority Outsider Board	SH	Against	Against	Against	No
6	Approve Restricted Stock Plan	SH	Against	For	For	Yes
Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.						

Autocount Dotcom Bhd.

Meeting Date: 06/24/2025Country: MalaysiaTicker: 0276

Record Date: 06/17/2025Meeting Type: Annual

Primary Security ID: Y048FV107

Shares Voted: 360,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Fees and Benefits	Mgmt	For	For	For	No
2	Elect Liew Soung Yue as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3	Elect Ng Wan Peng as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Ling Su Teing as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Approve Baker Tilly Monteiro Heng PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No

Autocount Dotcom Bhd.

Meeting Date: 06/24/2025

Record Date: 06/17/2025

Primary Security ID: Y048FV107

Country: Malaysia

Meeting Type: Extraordinary Shareholders

Ticker: 0276

Shares Voted: 360,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Constitution	Mgmt	For	For	For	No

BAIC Motor Corporation Limited

Meeting Date: 06/24/2025

Record Date: 06/18/2025

Primary Security ID: Y0506H104

Country: China

Meeting Type: Annual

Ticker: 1958

Shares Voted: 3,051,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's statutory reports, a vote FOR both resolutions is warranted.						
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's statutory reports, a vote FOR both resolutions is warranted.						
3	Approve Profits Distribution and Dividends Distribution Plan	Mgmt	For	For	For	No
4	Approve Ernst & Young and Ernst & Young Hua Ming LLP as International and Domestic Auditors, Respectively, and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve General Mandate for the Issuance of Bond Financing Instruments	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No

BAIC Motor Corporation Limited

Meeting Date: 06/24/2025Country: ChinaTicker: 1958

Record Date: 06/18/2025Meeting Type: Special

Primary Security ID: Y0506H104

Shares Voted: 3,051,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	CLASS MEETING FOR HOLDERS OF H SHARES	Mgmt				
	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No

Bando Chemical Industries Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 5195

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J03780129

Shares Voted: 20,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 38	Mgmt	For	For	For	No
2.1	Elect Director Yoshii, Mitsutaka	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Ueno, Tomio	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.3	Elect Director Sameda, Atsushi	Mgmt	For	For	For	No
2.4	Elect Director Okada, Tsutomu	Mgmt	For	For	For	No
2.5	Elect Director Hata, Katsuhiko	Mgmt	For	For	For	No

Bank of The Ryukyus, Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 8399

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J04158101

Shares Voted: 10,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 19	Mgmt	For	For	For	No

Bank of The Ryukyus, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Kawakami, Yasushi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Shimabukuro, Ken	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.3	Elect Director Kikuchi, Takeshi	Mgmt	For	For	For	No
2.4	Elect Director Tonaki, Ikuo	Mgmt	For	For	For	No
2.5	Elect Director Nakagawa, Michio	Mgmt	For	For	For	No
2.6	Elect Director Yamanoha, Hiroya	Mgmt	For	For	For	No
2.7	Elect Director Fukuyama, Masanori	Mgmt	For	For	For	No
2.8	Elect Director Tomihara, Kanako	Mgmt	For	For	For	No
2.9	Elect Director Hanazaki, Masaharu	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Ueno, Futoshi	Mgmt	For	For	For	No

Bijou Brigitte modische Accessoires AG

Meeting Date: 06/24/2025Country: GermanyTicker: BJJ

Record Date: 06/02/2025Meeting Type: Annual

Primary Security ID: D13888108

Shares Voted: 615						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						

Bijou Brigitte modische Accessoires AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Ratify RSM Ebner Stolz GmbH & Co. KG as Auditors for Fiscal Year 2025	Mgmt	For	For	For	No
6	Appoint RSM Ebner Stolz GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
7	Elect Marianne Tochtermann to the Supervisory Board	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the non-independent nominee, Marianne Tochtermann, is warranted because of the failure to establish a sufficiently independent board, and because her term exceeds four years.						
8	Approve Remuneration Report	Mgmt	For	For	For	No

CANCOM SE

Meeting Date: 06/24/2025Country: GermanyTicker: COK

Record Date: 06/02/2025Meeting Type: Annual

Primary Security ID: D8238N102

Shares Voted: 6,324						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
5.1	Ratify Baker Tilly GmbH & Co. KG as Auditors for Fiscal Year 2025	Mgmt	For	For	For	No
5.2	Appoint Baker Tilly GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	For	No
7	Approve Remuneration Report	Mgmt	For	For	For	No
8	Elect Lukas Abegg to the Supervisory Board	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Approve Decrease in Size of Supervisory Board to Five Members	Mgmt	For	For	For	No
10	Amend Articles Re: Supervisory Board Meetings	Mgmt	For	For	For	No
11	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For	No
12	Approve EUR 100 Million Capitalization of Reserves Followed by EUR 100 Million Share Capital Reduction; Approve EUR 4.8 Million Reduction in Conditional Share Capital 1/2018 and EUR 22.4 Million Reduction in Conditional Share Capital 2023	Mgmt	For	For	For	No
13	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No

Cosmos Initia Co., Ltd.

Meeting Date: 06/24/2025

Record Date: 03/31/2025

Primary Security ID: J08958100

Country: Japan

Meeting Type: Annual

Ticker: 8844

Shares Voted: 5,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 21	Mgmt	For	For	For	No
2.1	Elect Director Takachi, Ryotaro	Mgmt	For	For	For	No
2.2	Elect Director Okamura, Sayuri	Mgmt	For	For	For	No
2.3	Elect Director Morita, Kazuhiko	Mgmt	For	For	For	No
2.4	Elect Director Najima, Hirotaka	Mgmt	For	For	For	No
2.5	Elect Director Togashi, Norio	Mgmt	For	For	For	No
2.6	Elect Director Koike, Yoshio	Mgmt	For	For	For	No
2.7	Elect Director Shima, Koichi	Mgmt	For	For	For	No
2.8	Elect Director Ebata, Wataru	Mgmt	For	For	For	No
2.9	Elect Director Tamazaki, Shinya	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Oto, Satoshi	Mgmt	For	For	For	No

Cosmos Initia Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.2	Elect Director and Audit Committee Member Shirakawa, Junko	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Ono, Hideki	Mgmt	For	For	For	No

Daiichi Jitsugyo Co., Ltd.

Meeting Date: 06/24/2025

Record Date: 03/31/2025

Primary Security ID: J09492109

Country: Japan

Meeting Type: Annual

Ticker: 8059

Shares Voted: 11,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 51	Mgmt	For	For	For	No
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Indemnify Directors - Authorize Board to Determine Income Allocation	Mgmt	For	For	For	No
3.1	Elect Director Uno, Ichiro	Mgmt	For	For	For	No
3.2	Elect Director Funawatari, Yuji	Mgmt	For	For	For	No
3.3	Elect Director Fukawa, Osamu	Mgmt	For	For	For	No
3.4	Elect Director Ueno, Masatoshi	Mgmt	For	For	For	No
3.5	Elect Director Otsuki, Shinji	Mgmt	For	For	For	No
3.6	Elect Director Okada, Shoichiro	Mgmt	For	For	For	No
3.7	Elect Director Sakamoto, Yoshikazu	Mgmt	For	For	For	No
3.8	Elect Director Yamada, Namika	Mgmt	For	For	For	No
3.9	Elect Director Nakayama, Kazuo	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Toyoizumi, Takahiro	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Koyama, Mitsuyoshi	Mgmt	For	For	For	No
4.3	Elect Director and Audit Committee Member Ono, Akiko	Mgmt	For	For	For	No

Daiichi Jitsugyo Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Elect Alternate Director and Audit Committee Member Okuda, Yoshihiko	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
8	Approve Restricted Stock Plan	Mgmt	For	For	For	No
9	Approve Restricted Stock Plan	Mgmt	For	For	For	No

DTS Corp.

Meeting Date: 06/24/2025	Country: Japan	Ticker: 9682
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J1261S100		

Shares Voted: 2,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 77	Mgmt	For	For	For	No
2.1	Elect Director Kitamura, Tomoaki	Mgmt	For	For	For	No
2.2	Elect Director Asami, Isao	Mgmt	For	For	For	No
2.3	Elect Director Taninaka, Kazumasa	Mgmt	For	For	For	No
2.4	Elect Director Yamada, Shinichi	Mgmt	For	For	For	No
2.5	Elect Director Masuda, Yumiko	Mgmt	For	For	For	No
2.6	Elect Director Kizaki, Shigeo	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Nakamura, Yutaka	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Iimuro, Nobuyasu	Mgmt	For	For	For	No

Dynam Japan Holdings Co., Ltd.

Meeting Date: 06/24/2025	Country: Japan	Ticker: 6889
Record Date: 05/22/2025	Meeting Type: Annual	
Primary Security ID: J12510103		

Shares Voted: 51,020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
2	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
3.1	Elect Akira Hosaka as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3.2	Elect Yoji Sato as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3.3	Elect Kohei Sato as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3.4	Elect Mitsutoshi Kato as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3.5	Elect Thomas Chun Kee Yip as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3.6	Elect Kiyohito Kanda as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3.7	Elect Koji Kato as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3.8	Elect Mayumi Ito as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
4	Appoint PricewaterhouseCoopers Japan LLC as Auditor	Mgmt	For	For	For	No

Eco World Development Group Berhad

Meeting Date: 06/24/2025

Country: Malaysia

Ticker: 8206

Record Date: 06/17/2025

Meeting Type: Extraordinary Shareholders

Primary Security ID: Y74998108

Shares Voted: 1,610,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Collaboration Agreement Termination	Mgmt	For	For	For	No
2	Approve Provision of Financial Assistance to Eco Business Park 7 Sdn Bhd	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted given the following: * The company has failed to provide the amount of the advances and guarantees to be provided to EBP and QASB; and * The company did not disclose if the advances and/or guarantees to be provided to EBP and QASB is in proportion to its ownership in both companies, thus the company may be taking in a disproportionate amount of risk relative to its ownership interest.</i>						
3	Approve Provision of Financial Assistance to Quantum Alpha Sdn Bhd	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted given the following: * The company has failed to provide the amount of the advances and guarantees to be provided to EBP and QASB; and * The company did not disclose if the advances and/or guarantees to be provided to EBP and QASB is in proportion to its ownership in both companies, thus the company may be taking in a disproportionate amount of risk relative to its ownership interest.</i>						

Eiken Chemical Co., Ltd.

Meeting Date: 06/24/2025

Country: Japan

Ticker: 4549

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J12831103

Shares Voted: 18,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Change Location of Head Office	Mgmt	For	For	For	No
2.1	Elect Director Notomi, Tsugunori	Mgmt	For	For	For	No
2.2	Elect Director Segawa, Yuji	Mgmt	For	For	For	No
2.3	Elect Director Mori, Yasuyoshi	Mgmt	For	For	For	No
2.4	Elect Director Ishii, Kiyoshi	Mgmt	For	For	For	No
2.5	Elect Director Nakamura, Kiyomi	Mgmt	For	For	For	No
2.6	Elect Director Fujiyoshi, Akira	Mgmt	For	For	For	No
2.7	Elect Director Matsutake, Naoki	Mgmt	For	For	For	No
2.8	Elect Director Ueki, Rie	Mgmt	For	For	For	No
2.9	Elect Director Kinose, Yuta	Mgmt	For	For	For	No
2.10	Elect Director Toda, Tatsuki	Mgmt	For	For	For	No

Eiken Chemical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Amend Articles to Restore Shareholder Authority to Vote on Income Allocation and Share Buybacks	SH	Against	For	For	Yes
Voting Policy Rationale: A vote FOR this shareholder proposal is warranted because: * To strengthen shareholder authority to vote on income allocation and share buybacks is beneficial to shareholders.						
4	Initiate Share Repurchase Program	SH	Against	Against	Against	No

en Japan, Inc.

Meeting Date: 06/24/2025Country: JapanTicker: 4849

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J1312X108

Shares Voted: 8,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 70.1	Mgmt	For	For	For	No
2	Amend Articles to Change Company Name	Mgmt	For	For	For	No
3.1	Elect Director Ochi, Michikatsu	Mgmt	For	For	For	No
3.2	Elect Director Terada, Teruyuki	Mgmt	For	For	For	No
3.3	Elect Director Iwasaki, Takuo	Mgmt	For	For	For	No
3.4	Elect Director Nakajima, Jun	Mgmt	For	For	For	No
3.5	Elect Director Hayashi, Yuri	Mgmt	For	For	For	No
4	Elect Alternate Director and Audit Committee Member Otsuki, Tomoyuki	Mgmt	For	For	For	No

F.C.C. Co., Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 7296

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J1346G105

Shares Voted: 20,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Saito, Yoshitaka	Mgmt	For	For	For	No
1.2	Elect Director Suzuki, Kazuto	Mgmt	For	For	For	No

F.C.C. Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.3	Elect Director Mukoyama, Atsuhiro	Mgmt	For	For	For	No
1.4	Elect Director Nakaya, Satoshi	Mgmt	For	For	For	No
1.5	Elect Director Koshizuka, Kunihiro	Mgmt	For	For	For	No
1.6	Elect Director Kobayashi, Kazunori	Mgmt	For	For	For	No

Faes Farma SA

Meeting Date: 06/24/2025

Record Date: 06/19/2025

Primary Security ID: E4866U210

Country: Spain

Meeting Type: Annual

Ticker: FAE

Shares Voted: 10,818

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
1.4	Approve Discharge of Board	Mgmt	For	For	For	No
2	Elect Beatriz Faro Morales as Director	Mgmt	For	For	For	No
3	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
4	Approve Long-Term Incentive Plan	Mgmt	For	For	For	No
5	Approve Remuneration Policy	Mgmt	For	For	For	No
6	Authorize Share Repurchase Program	Mgmt	For	For	For	No
7	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

FALCO HOLDINGS Co., Ltd.

Meeting Date: 06/24/2025

Record Date: 03/31/2025

Primary Security ID: J1334P109

Country: Japan

Meeting Type: Annual

Ticker: 4671

Shares Voted: 4,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 63	Mgmt	For	For	For	No
2.1	Elect Director Yasuda, Tadashi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the firm's board composition at the company with an audit committee structure which will not include at least one-third outsiders.</i>						
2.2	Elect Director Fukui, Takafumi	Mgmt	For	For	For	No
2.3	Elect Director Kawata, Yoichi	Mgmt	For	For	For	No
2.4	Elect Director Goda, Tetsuo	Mgmt	For	For	For	No
2.5	Elect Director Oba, Hisayuki	Mgmt	For	For	For	No
2.6	Elect Director Kuroda, Shuhei	Mgmt	For	For	For	No
2.7	Elect Director Shimada, Kei	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Takai, Masaharu	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Isoda, Mitsuo	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Kosaka, Keiko	Mgmt	For	For	For	No
4	Elect Alternate Director and Audit Committee Member Katsuyama, Takehiko	Mgmt	For	For	For	No
5	Appoint Grant Thornton Taiyo LLC as New External Audit Firm	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is recommended because: * In light of the concerns raised by the authorities, questions would still exist regarding the appropriateness of the appointment of the proposed auditor and its ability to provide shareholders with a fair assessment of the company's financial statements.</i>						

Fast Fitness Japan, Inc.
Meeting Date: 06/24/2025

Country: Japan

Ticker: 7092

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J1346P105

Shares Voted: 3,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Okuma, Akira	Mgmt	For	For	For	No
1.2	Elect Director Yamabe, Kiyooki	Mgmt	For	For	For	No
1.3	Elect Director Uehira, Mitsuhiro	Mgmt	For	For	For	No

Fast Fitness Japan, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.4	Elect Director Oi, Sachiko	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Kubota, Hirofumi	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Hamaoka, Masami	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Sakai, Daisuke	Mgmt	For	For	For	No

First Bank of Toyama Ltd.

Meeting Date: 06/24/2025

Record Date: 03/31/2025

Primary Security ID: J13485107

Country: Japan

Meeting Type: Annual

Ticker: 7184

Shares Voted: 5,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 19	Mgmt	For	For	For	No
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For	No
3.1	Elect Director Nomura, Mitsuru	Mgmt	For	For	For	No
3.2	Elect Director Kuwahara, Mikiya	Mgmt	For	For	For	No
3.3	Elect Director Honda, Tsutomu	Mgmt	For	For	For	No
3.4	Elect Director Takashima, Yasushi	Mgmt	For	For	For	No
3.5	Elect Director Motoi, Mamoru	Mgmt	For	For	For	No
3.6	Elect Director Ii, Hitoshi	Mgmt	For	For	For	No
3.7	Elect Director Moriyama, Kazumasa	Mgmt	For	For	For	No
3.8	Elect Director Kanaoka, Katsuki	Mgmt	For	For	For	No
3.9	Elect Director Tanigaki, Taketo	Mgmt	For	For	For	No
3.10	Elect Director Nishida, Yuka	Mgmt	For	For	For	No
3.11	Elect Director Yanagihara, Ryota	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Maeda, Nakaba	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For	No

Fudo Tetra Corp.

Meeting Date: 06/24/2025

Record Date: 03/31/2025

Primary Security ID: J13818109

Country: Japan

Meeting Type: Annual

Ticker: 1813

Shares Voted: 3,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For	No
2.1	Elect Director Okuda, Shinya	Mgmt	For	For	For	No
2.2	Elect Director Obayashi, Jun	Mgmt	For	For	For	No
2.3	Elect Director Kawachi, Yoji	Mgmt	For	For	For	No
2.4	Elect Director Osawa, Mari	Mgmt	For	For	For	No
2.5	Elect Director Kawamura, Tomohiro	Mgmt	For	For	For	No

Fuji Seal International, Inc.

Meeting Date: 06/24/2025

Record Date: 03/31/2025

Primary Security ID: J15183106

Country: Japan

Meeting Type: Annual

Ticker: 7864

Shares Voted: 13,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Business Lines - Amend Provisions on Number of Directors	Mgmt	For	For	For	No
2.1	Elect Director Maki, Tatsundo	Mgmt	For	For	For	No
2.2	Elect Director Seki, Yuichi	Mgmt	For	For	For	No
2.3	Elect Director Uemura, Kimihiko	Mgmt	For	For	For	No
2.4	Elect Director Okazaki, Shigeko	Mgmt	For	For	For	No
2.5	Elect Director Okazaki, Yoichi	Mgmt	For	For	For	No
2.6	Elect Director Umeda, Hideaki	Mgmt	For	For	For	No

Fujimi, Inc.

Meeting Date: 06/24/2025

Record Date: 03/31/2025

Primary Security ID: J1497L101

Country: Japan

Meeting Type: Annual

Ticker: 5384

Shares Voted: 3,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, With a Final Dividend of JPY 36.67	Mgmt	For	For	For	No
2.1	Elect Director Seki, Keishi	Mgmt	For	For	For	No
2.2	Elect Director Owaki, Toshiki	Mgmt	For	For	For	No
2.3	Elect Director Suzuki, Katsuhiko	Mgmt	For	For	For	No
2.4	Elect Director Hibi, Katsuyuki	Mgmt	For	For	For	No
2.5	Elect Director Kawashita, Masami	Mgmt	For	For	For	No
2.6	Elect Director Yoshimura, Atsuko	Mgmt	For	For	For	No
2.7	Elect Director Yamazaki, Naoko	Mgmt	For	For	For	No
2.8	Elect Director Ishikawa, Shuhei	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Shibata, Kazunori	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Hayashi, Nobufumi	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.

Fukuyama Transporting Co., Ltd.

Meeting Date: 06/24/2025 Country: Japan Ticker: 9075
Record Date: 03/31/2025 Meeting Type: Annual
Primary Security ID: J16212136

Shares Voted: 5,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Komaru, Shigehiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
1.2	Elect Director Kumano, Hiroyuki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
1.3	Elect Director Maeda, Miho	Mgmt	For	For	For	No
1.4	Elect Director Nonaka, Tomoko	Mgmt	For	For	For	No
1.5	Elect Director Tomimura, Kazumitsu	Mgmt	For	For	For	No

Fukuyama Transporting Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.6	Elect Director Shigeda, Toyoei	Mgmt	For	For	For	No
1.7	Elect Director Omoto, Takushi	Mgmt	For	For	For	No
1.8	Elect Director Aoki, Mitsuo	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Morishita, Yuko	Mgmt	For	For	For	No
2.2	Appoint Statutory Auditor Miyazawa, Fumiko	Mgmt	For	For	For	No

FURYU CORP.

Meeting Date: 06/24/2025

Record Date: 03/31/2025

Primary Security ID: J17471103

Country: Japan

Meeting Type: Annual

Ticker: 6238

Shares Voted: 19,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Enomoto, Masahito	Mgmt	For	For	For	No
1.2	Elect Director Sada, Ryoko	Mgmt	For	For	For	No
1.3	Elect Director Tsuchiya, Masaki	Mgmt	For	For	For	No
1.4	Elect Director Nishimura, Hitoshi	Mgmt	For	For	For	No
1.5	Elect Director Kotake, Takako	Mgmt	For	For	For	No
1.6	Elect Director Uno, Kento	Mgmt	For	For	For	No
2.1	Appoint Alternate Statutory Auditor Takao, Yukiyasu	Mgmt	For	For	For	No
2.2	Appoint Alternate Statutory Auditor Kishimoto, Hidetake	Mgmt	For	For	For	No

Grand City Properties SA

Meeting Date: 06/24/2025

Record Date: 06/10/2025

Primary Security ID: L4459Y100

Country: Luxembourg

Meeting Type: Annual

Ticker: GYC

Shares Voted: 34,862

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1.	Receive Board's Report	Mgmt				
2.	Receive Auditor's Report	Mgmt				

Grand City Properties SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.	Approve Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this item is warranted due to the lack of concerns over the accounts presented and the audit procedures used.</i>					
4.	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR this item is warranted due to the lack of concerns over the accounts presented and the audit procedures used.</i>					
5.	Approve Allocation of Income	Mgmt	For	For	For	No
6.	Approve Discharge of Directors	Mgmt	For	For	For	No
7.	Reelect Scot Wardlaw as Independent Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
8.	Reelect Monica Porfilio as Independent Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
9.	Reelect Markus Leininger as Independent Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
10.	Reelect Simone Runge-Brandner as Non-Executive Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
11.	Reelect Christian Windfuhr as Executive Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
12.	Renew Appointment of KPMG Audit S.a r.l as Auditor	Mgmt	For	For	For	No
13.	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration is below par in relation to market standards, particularly with regard to the disclosure of the annual bonus, the vesting period, lack of responsiveness, and the low degree of alignment regarding the pay practices of the company compared to other peers.</i>					

HeveaBoard Berhad

Meeting Date: 06/24/2025

Country: Malaysia

Ticker: 5095

Record Date: 06/16/2025

Meeting Type: Annual

Primary Security ID: Y3180K104

Shares Voted: 151,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve First and Final Dividend	Mgmt	For	For	For	No
2	Approve Directors' Fees	Mgmt	For	For	For	No
3	Elect Yoong Hau Chun as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Bailey Policarpio as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Elect Loo Chin Meng as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
6	Approve Baker Tilly Monteiro Heng PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
8	Approve Share Repurchase Program	Mgmt	For	For	For	No

Hirogin Holdings, Inc.

Meeting Date: 06/24/2025Country: JapanTicker: 7337
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J21045109

Shares Voted: 6,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Ikeda, Koji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
1.2	Elect Director Heya, Toshio	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
1.3	Elect Director Kiyomune, Kazuo	Mgmt	For	For	For	No
1.4	Elect Director Yokomi, Shinichi	Mgmt	For	For	For	No
1.5	Elect Director Hiroe, Yuji	Mgmt	For	For	For	No

Hirogin Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.6	Elect Director Shimmen, Yoshinori	Mgmt	For	For	For	No
1.7	Elect Director Matsumura, Harumi	Mgmt	For	For	For	No
2	Elect Director and Audit Committee Member Aoki, Ryuichi	Mgmt	For	For	For	No
3	Approve Donation of Treasury Shares to Hiroshima Museum of Art	Mgmt	For	Against	Against	Yes

*Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * Hirogin Holdings fails to provide a compelling rationale for the effective donation of treasury shares to the Hiroshima Museum of Art.*

HIROSE ELECTRIC CO., LTD.

Meeting Date: 06/24/2025Country: JapanTicker: 6806

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J19782101

Shares Voted: 600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 245	Mgmt	For	For	For	No
2	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	For	For	No
3.1	Elect Director Ishii, Kazunori	Mgmt	For	For	For	No
3.2	Elect Director Kamagata, Shin	Mgmt	For	For	For	No
3.3	Elect Director Obara, Shu	Mgmt	For	For	For	No
3.4	Elect Director Sato, Hiroshi	Mgmt	For	For	For	No
3.5	Elect Director Gunji, Yoshihiro	Mgmt	For	For	For	No
3.6	Elect Director Matsunaga, Kosei	Mgmt	For	For	For	No
3.7	Elect Director Sang-Yeob Lee	Mgmt	For	For	For	No
3.8	Elect Director Motonaga, Tetsuji	Mgmt	For	For	For	No
3.9	Elect Director Nishimatsu, Masanori	Mgmt	For	For	For	No
3.10	Elect Director Sakata, Seiji	Mgmt	For	For	For	No
3.11	Elect Director Kagami, Yoko	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Mori, Satoshi	Mgmt	For	For	For	No

HIROSE ELECTRIC CO., LTD.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.2	Elect Director and Audit Committee Member Miura, Kentaro	Mgmt	For	For	For	No
4.3	Elect Director and Audit Committee Member Takashima, Kenji	Mgmt	For	For	For	No
4.4	Elect Director and Audit Committee Member Ishida, Harumi	Mgmt	For	For	For	No

IRISO Electronics Co., Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 6908

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J2429P103

Shares Voted: 2,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For	For	No
2.1	Elect Director Suzuki, Hitoshi	Mgmt	For	For	For	No
2.2	Elect Director Takeda, Keiji	Mgmt	For	For	For	No
2.3	Elect Director Ohira, Akihiko	Mgmt	For	For	For	No
2.4	Elect Director Shibata, Masahisa	Mgmt	For	For	For	No
2.5	Elect Director Oura, Shinichiro	Mgmt	For	For	For	No

JFE Systems, Inc.

Meeting Date: 06/24/2025Country: JapanTicker: 4832

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J2870X100

Shares Voted: 10,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 71	Mgmt	For	For	For	No
2.1	Elect Director Oki, Tetsuo	Mgmt	For	For	For	No
2.2	Elect Director Arai, Yukio	Mgmt	For	For	For	No
2.3	Elect Director Misawa, Yoshihiro	Mgmt	For	For	For	No

JFE Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.4	Elect Director Yazaki, Takehiro	Mgmt	For	For	For	No
2.5	Elect Director Takeda, Toshiro	Mgmt	For	For	For	No
2.6	Elect Director Hobo, Masayo	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Matsui, Takehiro	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						
4	Appoint Alternate Statutory Auditor Nagaoka, Shuichi	Mgmt	For	For	For	No
5	Amend Articles to Ban Depositing and Lending with Shareholders Other Than Financial Institutions	SH	Against	Against	Against	No
6	Amend Articles to Disclose Financial Transactions with Specific Shareholders	SH	Against	Against	Against	No

KATITAS Co., Ltd.

Meeting Date: 06/24/2025 **Country:** Japan **Ticker:** 8919
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J30978100

Shares Voted: 4,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Arai, Katsutoshi	Mgmt	For	For	For	No
1.2	Elect Director Yokota, Kazuhito	Mgmt	For	For	For	No
1.3	Elect Director Ushijima, Takayuki	Mgmt	For	For	For	No
1.4	Elect Director Shirai, Toshiyuki	Mgmt	For	For	For	No
1.5	Elect Director Tsukuda, Hideaki	Mgmt	For	For	For	No
1.6	Elect Director Suto, Miwa	Mgmt	For	For	For	No
1.7	Elect Director Nakao, Ryuichiro	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Takahashi, Tetsuo	Mgmt	For	For	For	No
2.2	Appoint Statutory Auditor Fukuda, Nobu	Mgmt	For	For	For	No
2.3	Appoint Statutory Auditor Tsunoda, Tomoko	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						
2.4	Appoint Statutory Auditor Fukushima, Kanae	Mgmt	For	For	For	No

KATITAS Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.1	Appoint Alternate Statutory Auditor Nakanishi, Noriyuki	Mgmt	For	For	For	No
3.2	Appoint Alternate Statutory Auditor Ozasa, Katsuaki	Mgmt	For	For	For	No

KENKO Mayonnaise Co., Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 2915

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J3236U103

Shares Voted: 5,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Sumii, Takashi	Mgmt	For	For	For	No
1.2	Elect Director Shimamoto, Kunikazu	Mgmt	For	For	For	No
1.3	Elect Director Terajima, Yoichi	Mgmt	For	For	For	No
1.4	Elect Director Kawakami, Manabu	Mgmt	For	For	For	No
1.5	Elect Director Tachibana, Kenji	Mgmt	For	For	For	No
1.6	Elect Director Fujiwara, Nobuyoshi	Mgmt	For	For	For	No
1.7	Elect Director Komachi, Chiharu	Mgmt	For	For	For	No
1.8	Elect Director Nariai, Akiko	Mgmt	For	For	For	No
1.9	Elect Director Hori, Mugie	Mgmt	For	For	For	No

Kissei Pharmaceutical Co., Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 4547

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J33652108

Shares Voted: 6,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For	No
2	Approve Annual Bonus	Mgmt	For	For	For	No
3	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Kissei Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For	No

Konishi Co., Ltd.

Meeting Date: 06/24/2025	Country: Japan	Ticker: 4956
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J36082105		

Shares Voted: 16,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 21.5	Mgmt	For	For	For	No
2.1	Elect Director Yokota, Takashi	Mgmt	For	For	For	No
2.2	Elect Director Matsubata, Hirofumi	Mgmt	For	For	For	No
2.3	Elect Director Okamoto, Shinichi	Mgmt	For	For	For	No
2.4	Elect Director Takase, Keiko	Mgmt	For	For	For	No
2.5	Elect Director Higo, Yosuke	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Enomoto, Shinya	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Nakata, Motoyuki	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Yamada, Yoshiki	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Morimoto, Chiaki	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No
5	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Konoike Transport Co., Ltd.

Meeting Date: 06/24/2025	Country: Japan	Ticker: 9025
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J3S43H105		

Konoike Transport Co., Ltd.

Shares Voted: 7,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Konoike, Tadahiko	Mgmt	For	For	For	No
1.2	Elect Director Konoike, Tadatsugu	Mgmt	For	For	For	No
1.3	Elect Director Ota, Yoshihito	Mgmt	For	For	For	No
1.4	Elect Director Masuyama, Mika	Mgmt	For	For	For	No
1.5	Elect Director Fujita, Taisuke	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Takahashi, Kazuya	Mgmt	For	For	For	No
2.2	Appoint Statutory Auditor Hoshi, Chie	Mgmt	For	For	For	No

Kyokuto Securities Co., Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 8706

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J37953106

Shares Voted: 9,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kikuchi, Hiroyuki	Mgmt	For	For	For	No
1.2	Elect Director Kikuchi, Kazuhiro	Mgmt	For	For	For	No
1.3	Elect Director Goto, Masahiro	Mgmt	For	For	For	No
1.4	Elect Director Kayanuma, Shunzo	Mgmt	For	For	For	No
1.5	Elect Director Horikawa, Kenjiro	Mgmt	For	For	For	No
1.6	Elect Director Yoshino, Sadao	Mgmt	For	For	For	No
1.7	Elect Director Sugaya, Takako	Mgmt	For	For	For	No
2	Appoint Alternate Statutory Auditor Tobiyama, Yasuo	Mgmt	For	For	For	No

Long Bon International Co., Ltd.

Meeting Date: 06/24/2025Country: TaiwanTicker: 2514

Record Date: 04/25/2025Meeting Type: Annual

Primary Security ID: Y5344Z109

Shares Voted: 472,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect Liu Wei-Lung, a Representative of Fortune Base Development Corp. Ltd with SHAREHOLDER NO.0117472 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.6-4.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because, considered by the company as independent director, Yang, Gui-Xiong is non-independent non-executive director under ISS' classification. A vote FOR all non-independent director nominees under Items 4.1-4.4 is warranted given the absence of any known issues concerning the nominees.</i>						
4.2	Elect Shao Ming-Bin, a Representative of Global Funeral Services Co.Ltd. with SHAREHOLDER NO.0122592 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.6-4.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because, considered by the company as independent director, Yang, Gui-Xiong is non-independent non-executive director under ISS' classification. A vote FOR all non-independent director nominees under Items 4.1-4.4 is warranted given the absence of any known issues concerning the nominees.</i>						
4.3	Elect Tang Shun-Jin, a Representative of Fortune Base Development Corp. Ltd with SHAREHOLDER NO.0117472 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.6-4.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because, considered by the company as independent director, Yang, Gui-Xiong is non-independent non-executive director under ISS' classification. A vote FOR all non-independent director nominees under Items 4.1-4.4 is warranted given the absence of any known issues concerning the nominees.</i>						
4.4	Elect Liu Huang-Chi, a Representative of Global Funeral Services Co.Ltd. with SHAREHOLDER NO.0122592 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.6-4.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because, considered by the company as independent director, Yang, Gui-Xiong is non-independent non-executive director under ISS' classification. A vote FOR all non-independent director nominees under Items 4.1-4.4 is warranted given the absence of any known issues concerning the nominees.</i>						

Long Bon International Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.5	Elect Yang Gui-Xiong with SHAREHOLDER NO.L100968XXX as Independent Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.6-4.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because, considered by the company as independent director, Yang, Gui-Xiong is non-independent non-executive director under ISS' classification. A vote FOR all non-independent director nominees under Items 4.1-4.4 is warranted given the absence of any known issues concerning the nominees.						
4.6	Elect Chen Yun-Jin with SHAREHOLDER NO.H101288XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.6-4.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because, considered by the company as independent director, Yang, Gui-Xiong is non-independent non-executive director under ISS' classification. A vote FOR all non-independent director nominees under Items 4.1-4.4 is warranted given the absence of any known issues concerning the nominees.						
4.7	Elect Wang Cai-An with SHAREHOLDER NO.H121452XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.6-4.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because, considered by the company as independent director, Yang, Gui-Xiong is non-independent non-executive director under ISS' classification. A vote FOR all non-independent director nominees under Items 4.1-4.4 is warranted given the absence of any known issues concerning the nominees.						
4.8	Elect Chung Fu-Wei with SHAREHOLDER NO.F121501XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the independent director nominees under Items 4.6-4.8 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.5 is warranted because, considered by the company as independent director, Yang, Gui-Xiong is non-independent non-executive director under ISS' classification. A vote FOR all non-independent director nominees under Items 4.1-4.4 is warranted given the absence of any known issues concerning the nominees.						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

Mandom Corp.

Meeting Date: 06/24/2025	Country: Japan	Ticker: 4917
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J39659107		

Shares Voted: 4,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For	No

Mandom Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Nishimura, Motonobu	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Nishimura, Ken	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.3	Elect Director Koshiba, Shinichiro	Mgmt	For	For	For	No
2.4	Elect Director Watanabe, Koichi	Mgmt	For	For	For	No
2.5	Elect Director Tanii, Hitoshi	Mgmt	For	For	For	No
2.6	Elect Director Ito, Mami	Mgmt	For	For	For	No
2.7	Elect Director Harada, Tetsuro	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Mori, Mikiharu	Mgmt	For	For	For	No

Max Co., Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 6454

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J41508102

Shares Voted: 7,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 114	Mgmt	For	For	For	No
2.1	Elect Director Ogawa, Tatsushi	Mgmt	For	For	For	No
2.2	Elect Director Kaku, Yoshihiro	Mgmt	For	For	For	No
2.3	Elect Director Yamamoto, Masahito	Mgmt	For	For	For	No
2.4	Elect Director Ishii, Hideyuki	Mgmt	For	For	For	No
2.5	Elect Director Kato, Koji	Mgmt	For	For	For	No
2.6	Elect Director Kurasawa, Kako	Mgmt	For	For	For	No
3	Approve Annual Bonus	Mgmt	For	For	For	No

Mebuki Financial Group, Inc.

Meeting Date: 06/24/2025Country: JapanTicker: 7167

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J4248A101

Shares Voted: 23,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Akino, Tetsuya	Mgmt	For	For	For	No
1.2	Elect Director Shimizu, Kazuyuki	Mgmt	For	For	For	No
1.3	Elect Director Ono, Toshihiko	Mgmt	For	For	For	No
1.4	Elect Director Otsuka, Hiroki	Mgmt	For	For	For	No
1.5	Elect Director Toba, Yoshitsugu	Mgmt	For	For	For	No
1.6	Elect Director Tozuka, Shoichiro	Mgmt	For	For	For	No
1.7	Elect Director Shu, Yoshimi	Mgmt	For	For	For	No

Melcor Developments Ltd.

Meeting Date: 06/24/2025Country: CanadaTicker: MRD

Record Date: 05/13/2025Meeting Type: Annual

Primary Security ID: 585467103

Shares Voted: 2,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Directors at Eight	Mgmt	For	For	For	No
2a	Elect Director Douglas Goss	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2b	Elect Director Andrew Melton	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2c	Elect Director Kathleen Melton	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2d	Elect Director Timothy C. Melton	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2e	Elect Director Bruce Pennock	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2f	Elect Director Janet Riopel	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2g	Elect Director Catherine Roozen	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						

Melcor Developments Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2h	Elect Director Ralph Young	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

MFE-MEDIAFOREUROPE NV

Meeting Date: 06/24/2025

Record Date: 05/27/2025

Primary Security ID: N5673Q110

Country: Netherlands

Meeting Type: Extraordinary Shareholders

Ticker: MFEB

Shares Voted: 401,481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Extraordinary Meeting Agenda	Mgmt				
1.	Open Meeting	Mgmt				
2.	Amend Articles Re: Increase of the Authorized Share Capital	Mgmt	For	For	For	No
3.	Close Meeting	Mgmt				

Mindspace Business Parks REIT

Meeting Date: 06/24/2025

Record Date: 06/18/2025

Primary Security ID: Y60386102

Country: India

Meeting Type: Annual

Ticker: 543217

Shares Voted: 43,249

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Accept Valuation Report	Mgmt	For	For	For	No

Nanyo Corp.

Meeting Date: 06/24/2025

Record Date: 03/31/2025

Primary Security ID: J4853L103

Country: Japan

Meeting Type: Annual

Ticker: 7417

Shares Voted: 2,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 48	Mgmt	For	For	For	No
2.1	Elect Director Takeuchi, Eiichiro	Mgmt	For	For	For	No
2.2	Elect Director Shinozaki, Manabu	Mgmt	For	For	For	No
2.3	Elect Director Mano, Koji	Mgmt	For	For	For	No
2.4	Elect Director Nagumo, Kazuki	Mgmt	For	For	For	No
2.5	Elect Director Koga, Takafumi	Mgmt	For	For	For	No
2.6	Elect Director Kurita, Masayoshi	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Ishikawa, Ichiro	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Okuda, Kansuke	Mgmt	For	For	For	No

Meeting Date: 06/24/2025Country: JapanTicker: 7988

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: 654101104

Shares Voted: 2,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For	No
2.1	Elect Director Shibao, Masaharu	Mgmt	For	For	For	No
2.2	Elect Director Fukuo, Michihiro	Mgmt	For	For	For	No
2.3	Elect Director Nonogaki, Yoshiko	Mgmt	For	For	For	No
2.4	Elect Director Kometani, Yoshio	Mgmt	For	For	For	No
2.5	Elect Director Yamahata, Satoshi	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Yauchi, Toshiki	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Matsumoto, Mitsuhiro	Mgmt	For	For	For	No

Nifco, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.3	Elect Director and Audit Committee Member Hayashi, Izumi	Mgmt	For	For	For	No
4	Elect Alternate Director and Audit Committee Member Wakabayashi, Masakazu	Mgmt	For	For	For	No
5	Appoint Deloitte Touche Tohmatsu LLC as New External Audit Firm	Mgmt	For	For	For	No

Nihon Tokushu Toryo Co., Ltd.

Meeting Date: 06/24/2025	Country: Japan	Ticker: 4619
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J51054104		

Shares Voted: 3,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 68	Mgmt	For	For	For	No
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For	No
3.1	Elect Director Taya, Jun	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
3.2	Elect Director Onda, Hiroshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
3.3	Elect Director Suzuki, Hiroshi	Mgmt	For	For	For	No
3.4	Elect Director Nakamura, Shin	Mgmt	For	For	For	No
3.5	Elect Director Nara, Michihiro	Mgmt	For	For	For	No
3.6	Elect Director Yabe, Kozo	Mgmt	For	For	For	No
3.7	Elect Director Asaka, Kinuyo	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Tanaka, Koichiro	Mgmt	For	For	For	No

Nihon Trim Co., Ltd.

Meeting Date: 06/24/2025	Country: Japan	Ticker: 6788
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J51065100		

Nihon Trim Co., Ltd.

Shares Voted: 1,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 130	Mgmt	For	For	For	No
2.1	Elect Director Morisawa, Shinkatsu	Mgmt	For	For	For	No
2.2	Elect Director Tahara, Norio	Mgmt	For	For	For	No
2.3	Elect Director Nishitani, Yoshimi	Mgmt	For	For	For	No
2.4	Elect Director Kamei, Midori	Mgmt	For	For	For	No
2.5	Elect Director Daini, Kuniya	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Imahashi, Masataka	Mgmt	For	For	For	No

Nippon Light Metal Holdings Co., Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 5703
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J5470A107

Shares Voted: 19,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For	No
2.1	Elect Director Okamoto, Ichiro	Mgmt	For	For	For	No
2.2	Elect Director Okamoto, Yasunori	Mgmt	For	For	For	No
2.3	Elect Director Asakuno, Shuichi	Mgmt	For	For	For	No
2.4	Elect Director Matsudaira, Hiroyuki	Mgmt	For	For	For	No
2.5	Elect Director Hayashi, Ryoichi	Mgmt	For	For	For	No
2.6	Elect Director Tsuchiya, Keiko	Mgmt	For	For	For	No
2.7	Elect Director Tanaka, Tatsuya	Mgmt	For	For	For	No
2.8	Elect Director Hosono, Tetsuhiro	Mgmt	For	For	For	No
2.9	Elect Director Miyake, Kiyoshi	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Hirosawa, Hideo	Mgmt	For	For	For	No

NS Tool Co., Ltd.

Meeting Date: 06/24/2025

Record Date: 03/31/2025

Primary Security ID: J5929S105

Country: Japan

Meeting Type: Annual

Ticker: 6157

Shares Voted: 4,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 15	Mgmt	For	For	For	No
2.1	Elect Director Goto, Hiroji	Mgmt	For	For	For	No
2.2	Elect Director Goto, Takashi	Mgmt	For	For	For	No
2.3	Elect Director Adachi, Yuko	Mgmt	For	For	For	No
2.4	Elect Director Toda, Satoru	Mgmt	For	For	For	No
2.5	Elect Director Saito, Takayoshi	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Tajima, Hiroshi	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Sasamoto, Kenichi	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Nakano, Hideyo	Mgmt	For	For	For	No
4	Elect Alternate Director and Audit Committee Member Tezuka, Katsuko	Mgmt	For	For	For	No
5	Appoint Sousei Audit Co. as New External Audit Firm	Mgmt	For	For	For	No

Okuma Corp. (Japan)

Meeting Date: 06/24/2025

Record Date: 03/31/2025

Primary Security ID: J60966116

Country: Japan

Meeting Type: Annual

Ticker: 6103

Shares Voted: 13,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For	No
2.1	Elect Director Ieki, Atsushi	Mgmt	For	For	For	No
2.2	Elect Director Horie, Chikashi	Mgmt	For	For	For	No
2.3	Elect Director Yamamoto, Takeshi	Mgmt	For	For	For	No
2.4	Elect Director Senda, Harumitsu	Mgmt	For	For	For	No

Okuma Corp. (Japan)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.5	Elect Director Komura, Kinya	Mgmt	For	For	For	No
2.6	Elect Director Moriwaki, Toshimichi	Mgmt	For	For	For	No
2.7	Elect Director Takenaka, Hiroki	Mgmt	For	For	For	No
2.8	Elect Director Miwa, Yumiko	Mgmt	For	For	For	No
2.9	Elect Director Horinishi, Yoshimi	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Nakamura, Akihiko	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
3.2	Appoint Statutory Auditor Saigo, Kazuyuki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
4	Appoint Alternate Statutory Auditor Uozumi, Naoto	Mgmt	For	For	For	No

PERSOL Holdings Co., Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 2181

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J6367Q106

Shares Voted: 1,022,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 5	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No
3.1	Elect Director Mizuta, Masamichi	Mgmt	For	For	For	No
3.2	Elect Director Wada, Takao	Mgmt	For	For	For	No
3.3	Elect Director Yamauchi, Masaki	Mgmt	For	For	For	No
3.4	Elect Director Yoshizawa, Kazuhiro	Mgmt	For	For	For	No
3.5	Elect Director Debra A. Hazelton	Mgmt	For	For	For	No
3.6	Elect Director Murabayashi, Satoshi	Mgmt	For	For	For	No
4	Elect Director and Audit Committee Member Sugaya, Tomoko	Mgmt	For	For	For	No

PERSOL Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Elect Alternate Director and Audit Committee Member Yoshizawa, Kazuhiro	Mgmt	For	For	For	No

Prestige International Inc.

Meeting Date: 06/24/2025Country: JapanTicker: 4290

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J6401L105

Shares Voted: 44,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Tamagami, Shinichi	Mgmt	For	For	For	No
1.2	Elect Director Seki, Toshiaki	Mgmt	For	For	For	No
1.3	Elect Director Nakamura, Tateki	Mgmt	For	For	For	No
1.4	Elect Director Sato, Haruna	Mgmt	For	For	For	No
1.5	Elect Director Takagi, Izumi	Mgmt	For	For	For	No
1.6	Elect Director Koeda, Masayo	Mgmt	For	For	For	No
1.7	Elect Director Mori, Hiroshi	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Yoshida, Norio	Mgmt	For	For	For	No

Punch Industry Co., Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 6165

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J6415A103

Shares Voted: 4,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 9.76	Mgmt	For	For	For	No
2.1	Elect Director Morikubo, Tetsuji	Mgmt	For	For	For	No
2.2	Elect Director Takanashi, Akira	Mgmt	For	For	For	No
2.3	Elect Director Takatsuji, Naruhiko	Mgmt	For	For	For	No
2.4	Elect Director Osato, Mariko	Mgmt	For	For	For	No

Punch Industry Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.1	Elect Director and Audit Committee Member Kawano, Minoru	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Suzuki, Tomo	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Tabata, Chie	Mgmt	For	For	For	No
4	Elect Alternate Director and Audit Committee Member Yokokoji, Kiyotaka	Mgmt	For	For	For	No

Riken Vitamin Co., Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 4526

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J65113102

Shares Voted: 13,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Yamaki, Kazuhiko	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
1.2	Elect Director Mochizuki, Tsutomu	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
1.3	Elect Director Nakano, Takahisa	Mgmt	For	For	For	No
1.4	Elect Director Dotsu, Nobuo	Mgmt	For	For	For	No
1.5	Elect Director Tomitori, Takahiro	Mgmt	For	For	For	No
1.6	Elect Director Nakano, Masaaki	Mgmt	For	For	For	No
1.7	Elect Director Hirano, Shinichi	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Makinodan, Takehiko	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Fujinaga, Satoshi	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Sueyoshi, Towa	Mgmt	For	For	For	No

Riken Vitamin Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.4	Elect Director and Audit Committee Member Sueyoshi, Wataru	Mgmt	For	For	For	No
2.5	Elect Director and Audit Committee Member Ujihara, Ayumi	Mgmt	For	For	For	No

SAC'S BAR Holdings, Inc.

Meeting Date: 06/24/2025Country: JapanTicker: 9990
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J8676M107

Shares Voted: 3,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For	No
2.1	Elect Director Kiyama, Shigetoshi	Mgmt	For	For	For	No
2.2	Elect Director Kiyama, Takeshi	Mgmt	For	For	For	No
2.3	Elect Director Yamada, Yo	Mgmt	For	For	For	No
2.4	Elect Director Kojima, Yasuhiro	Mgmt	For	For	For	No
2.5	Elect Director Tashiro, Hiroyasu	Mgmt	For	For	For	No
2.6	Elect Director Maruyama, Fumio	Mgmt	For	For	For	No
2.7	Elect Director Karibe, Setsuko	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Kawabe, Nobuyuki	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Endo, Yasuhiko	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Mizuno, Jun	Mgmt	For	For	For	No
4	Approve Director Retirement Bonus	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The bonus amounts are not disclosed.

Santen Pharmaceutical Co., Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 4536
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J68467109

Santen Pharmaceutical Co., Ltd.

Shares Voted: 487,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 19	Mgmt	For	For	For	No
2.1	Elect Director Ito, Takeshi	Mgmt	For	For	For	No
2.2	Elect Director Nakajima, Rie	Mgmt	For	For	For	No
2.3	Elect Director Kurihara, Ippei	Mgmt	For	For	For	No
2.4	Elect Director Ikaga, Masahiko	Mgmt	For	For	For	No
2.5	Elect Director Kikuoka, Minoru	Mgmt	For	For	For	No
2.6	Elect Director Kuroda, Yukiko	Mgmt	For	For	For	No
3	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	No
4	Approve Performance Share Plan and Restricted Stock Plan	Mgmt	For	For	For	No

Sega Sammy Holdings, Inc.

Meeting Date: 06/24/2025

Country: Japan

Ticker: 6460

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J7028D104

Shares Voted: 57,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Satomi, Hajime	Mgmt	For	For	For	No
1.2	Elect Director Satomi, Haruki	Mgmt	For	For	For	No
1.3	Elect Director Fukazawa, Koichi	Mgmt	For	For	For	No
1.4	Elect Director Utsumi, Shuji	Mgmt	For	For	For	No
1.5	Elect Director Hoshino, Ayumu	Mgmt	For	For	For	No
1.6	Elect Director Katsukawa, Kohei	Mgmt	For	For	For	No
1.7	Elect Director Melanie Brock	Mgmt	For	For	For	No
1.8	Elect Director Ishiguro, Fujiyo	Mgmt	For	For	For	No
1.9	Elect Director Ankur Sahu	Mgmt	For	For	For	No

Sekisui Kasei Co., Ltd.

Meeting Date: 06/24/2025

Country: Japan

Ticker: 4228

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J70832126

Shares Voted: 8,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Furubayashi, Yasunobu	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.						
1.2	Elect Director Sasaki, Katsumi	Mgmt	For	For	For	No
1.3	Elect Director Asada, Hideyuki	Mgmt	For	For	For	No
1.4	Elect Director Asano, Yasumasa	Mgmt	For	For	For	No
1.5	Elect Director Imanashi, Yasutaka	Mgmt	For	For	For	No
1.6	Elect Director Wakabayashi, Ichiro	Mgmt	For	For	For	No
1.7	Elect Director Ogura, Satoru	Mgmt	For	For	For	No
1.8	Elect Director Sonoda, Mari	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Kimatsuka, Makoto	Mgmt	For	For	For	No
2.2	Appoint Statutory Auditor Kondo, Fusakazu	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
2.3	Appoint Statutory Auditor Yoshii, Hideo	Mgmt	For	For	For	No

Shimizu Bank, Ltd.

Meeting Date: 06/24/2025 Country: Japan Ticker: 8364
Record Date: 03/31/2025 Meeting Type: Annual
Primary Security ID: J72380108

Shares Voted: 1,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For	No
2.1	Elect Director Iwayama, Yasuhiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Mochizuki, Ayato	Mgmt	For	For	For	No
2.3	Elect Director Toyoshima, Katsuichiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.						

Shimizu Bank, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.4	Elect Director Hiraiwa, Masashi	Mgmt	For	For	For	No
2.5	Elect Director Fukazawa, Nobuhide	Mgmt	For	For	For	No
2.6	Elect Director Higashi, Keiko	Mgmt	For	For	For	No
2.7	Elect Director Kono, Makoto	Mgmt	For	For	For	No
2.8	Elect Director Sugiyama, Takahiro	Mgmt	For	For	For	No
2.9	Elect Director Yagi, Masaki	Mgmt	For	For	For	No
2.10	Elect Director Oki, Yasumasa	Mgmt	For	For	For	No
2.11	Elect Director Maeda, Kunihiko	Mgmt	For	For	For	No

Shin-Etsu Polymer Co., Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 7970

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J72853112

Shares Voted: 7,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 27	Mgmt	For	For	For	No
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For	No
3.1	Elect Director Ono, Yoshiaki	Mgmt	For	For	For	No
3.2	Elect Director Deto, Toshiaki	Mgmt	For	For	For	No
3.3	Elect Director Sugano, Satoru	Mgmt	For	For	For	No
3.4	Elect Director Miyashita, Osamu	Mgmt	For	For	For	No
3.5	Elect Director Murata, Tamami	Mgmt	For	For	For	No
4.1	Appoint Statutory Auditor Hirasawa, Hideaki	Mgmt	For	For	For	No
4.2	Appoint Statutory Auditor Yoshihara, Tatsuo	Mgmt	For	For	For	No
5	Approve Stock Option Plan	Mgmt	For	For	For	No

ShinMaywa Industries, Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 7224

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J73434102

Shares Voted: 17,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 27	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Remove All Provisions on Advisory Positions	Mgmt	For	For	For	No
3.1	Elect Director Isogawa, Tatsuyuki	Mgmt	For	For	For	No
3.2	Elect Director Kume, Toshiki	Mgmt	For	For	For	No
3.3	Elect Director Kuniyama, Takashi	Mgmt	For	For	For	No
3.4	Elect Director Nagai, Seiko	Mgmt	For	For	For	No
3.5	Elect Director Umehara, Toshiyuki	Mgmt	For	For	For	No
3.6	Elect Director Asami, Akiko	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Nishida, Koji	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Sugiyama, Eri	Mgmt	For	For	For	No
4.3	Elect Director and Audit Committee Member Kimura, Fumihiko	Mgmt	For	For	For	No
4.4	Elect Director and Audit Committee Member Suzuki, Atsuko	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
7	Approve Restricted Stock Plan	Mgmt	For	For	For	No
8	Approve Performance Share Plan	Mgmt	For	For	For	No

SIGMAXYZ Holdings, Inc.

Meeting Date: 06/24/2025

Country: Japan

Ticker: 6088

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J7550V100

Shares Voted: 50,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Ota, Hiroshi	Mgmt	For	For	For	No
1.2	Elect Director Shibamura, Shunichi	Mgmt	For	For	For	No
1.3	Elect Director Tabata, Shinya	Mgmt	For	For	For	No
1.4	Elect Director Uchiyama, Sono	Mgmt	For	For	For	No
1.5	Elect Director Eguchi, Mariko	Mgmt	For	For	For	No
1.6	Elect Director Yamaguchi, Komei	Mgmt	For	For	For	No
1.7	Elect Director Yoshida, Makiko	Mgmt	For	For	For	No
2	Elect Alternate Director and Audit Committee Member Osada, Jumpei	Mgmt	For	For	For	No
3	Approve Restricted Stock Plan	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
5	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Sisram Medical Ltd
Meeting Date: 06/24/2025

Country: Israel

Ticker: 1696

Record Date: 06/18/2025

Meeting Type: Annual

Primary Security ID: M8469U106

Shares Voted: 73,660

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Yi Liu as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3	Elect Rongli Feng as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4	Elect Jenny Chen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
5	Elect Jiahong Li as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						

Sisram Medical Ltd

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
9	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

SMK Corp.

Meeting Date: 06/24/2025 **Country:** Japan **Ticker:** 6798
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J75777110

Shares Voted: 1,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For	No
2.1	Elect Director Ishikawa, Kaoru	Mgmt	For	For	For	No
2.2	Elect Director Takahashi, Kotomi	Mgmt	For	For	For	No
3	Approve Director Retirement Bonus	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The bonus amount is not disclosed.</i>						

Sumitomo Bakelite Co., Ltd.

Meeting Date: 06/24/2025 **Country:** Japan **Ticker:** 4203
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J77024115

Sumitomo Bakelite Co., Ltd.

Shares Voted: 2,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For	No
2.1	Elect Director Fujiwara, Kazuhiko	Mgmt	For	For	For	No
2.2	Elect Director Kajiya, Shinichi	Mgmt	For	For	For	No
2.3	Elect Director Inagaki, Masayuki	Mgmt	For	For	For	No
2.4	Elect Director Kobayashi, Takashi	Mgmt	For	For	For	No
2.5	Elect Director Kurachi, Keisuke	Mgmt	For	For	For	No
2.6	Elect Director Hirai, Toshiya	Mgmt	For	For	For	No
2.7	Elect Director Matsuda, Kazuo	Mgmt	For	For	For	No
2.8	Elect Director Nagashima, Etsuko	Mgmt	For	For	For	No
2.9	Elect Director Wakabayashi, Hiroyuki	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Yufu, Setsuko	Mgmt	For	For	For	No

Sun Frontier Fudousan Co., Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 8934

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J7808L102

Shares Voted: 35,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Horiguchi, Tomoaki	Mgmt	For	For	For	No
1.2	Elect Director Saito, Seiichi	Mgmt	For	For	For	No
1.3	Elect Director Nakamura, Izumi	Mgmt	For	For	For	No
1.4	Elect Director Ninomiya, Mitsuhiro	Mgmt	For	For	For	No
1.5	Elect Director Kawanishi, Kentaro	Mgmt	For	For	For	No
1.6	Elect Director Asai, Keiichi	Mgmt	For	For	For	No
1.7	Elect Director Ishimizu, Koichi	Mgmt	For	For	For	No

T. RAD Co., Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 7236

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J9297E102

Shares Voted: 100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 150	Mgmt	For	For	For	No
2.1	Elect Director Miyazaki, Tomio	Mgmt	For	For	For	No
2.2	Elect Director Kikuyama, Tatsuya	Mgmt	For	For	For	No
2.3	Elect Director Takahashi, Yoshisada	Mgmt	For	For	For	No
2.4	Elect Director Murata, Ryuichi	Mgmt	For	For	For	No
2.5	Elect Director Jinning Tu	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Iwasaki, Satoshi	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Endo, Mikio	Mgmt	For	For	For	No

The Bank of Iwate Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 8345

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J25510108

Shares Voted: 2,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 65	Mgmt	For	For	For	No
2.1	Elect Director Iwayama, Toru	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Ishikawa, Kensei	Mgmt	For	For	For	No
2.3	Elect Director Kishi, Shinei	Mgmt	For	For	For	No
2.4	Elect Director Kikuchi, Fumihiko	Mgmt	For	For	For	No
2.5	Elect Director Sugawara, Kazuhiro	Mgmt	For	For	For	No
2.6	Elect Director Miyanoya, Atsushi	Mgmt	For	For	For	No
2.7	Elect Director Takahashi, Yutaka	Mgmt	For	For	For	No

The Bank of Iwate Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.8	Elect Director Abe, Toshinori	Mgmt	For	For	For	No

The Nisshin OilliO Group, Ltd.

Meeting Date: 06/24/2025	Country: Japan	Ticker: 2602
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J57719122		

Shares Voted: 1,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For	No
2.1	Elect Director Kuno, Takahisa	Mgmt	For	For	For	No
2.2	Elect Director Saegusa, Masato	Mgmt	For	For	For	No
2.3	Elect Director Sato, Masayuki	Mgmt	For	For	For	No
2.4	Elect Director Teraguchi, Taiji	Mgmt	For	For	For	No
2.5	Elect Director Koike, Kenji	Mgmt	For	For	For	No
2.6	Elect Director Takeshima, Chiharu	Mgmt	For	For	For	No
2.7	Elect Director Yamamoto, Isao	Mgmt	For	For	For	No
2.8	Elect Director Eto, Naomi	Mgmt	For	For	For	No
2.9	Elect Director Shisai, Satoko	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Matsumura, Tatsuhiko	Mgmt	For	For	For	No

The Ogaki Kyoritsu Bank Ltd.

Meeting Date: 06/24/2025	Country: Japan	Ticker: 8361
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J59697102		

Shares Voted: 34,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For	No
2.1	Elect Director Sakai, Toshiyuki	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.

The Ogaki Kyoritsu Bank Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director Hayashi, Takaharu	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.						
2.3	Elect Director Tsuchiya, Satoshi	Mgmt	For	For	For	No
2.4	Elect Director Goto, Yoshinori	Mgmt	For	For	For	No
2.5	Elect Director Kanamori, Yasushi	Mgmt	For	For	For	No
2.6	Elect Director Moriguchi, Yuko	Mgmt	For	For	For	No
2.7	Elect Director Shimizu, Chihiro	Mgmt	For	For	For	No
2.8	Elect Director Aikyo, Masanori	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Tanabe, Kohei	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Mori, Tetsuro	Mgmt	For	For	For	No

The Taiko Bank, Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 8537

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J79475109

Shares Voted: 2,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For	No
2.1	Elect Director Ishida, Yukio	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Kawai, Shoichi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.3	Elect Director Suzuki, Hiroyuki	Mgmt	For	For	For	No
2.4	Elect Director Kanai, Tetsuo	Mgmt	For	For	For	No
2.5	Elect Director Aiba, Minoru	Mgmt	For	For	For	No
2.6	Elect Director Takahashi, Yoshihiko	Mgmt	For	For	For	No
2.7	Elect Director Sekiguchi, Yutaka	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Yamaguchi, Tomoyasu	Mgmt	For	For	For	No

The Taiko Bank, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.2	Elect Director and Audit Committee Member Hosokai, Iwao	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.</i>						
3.3	Elect Director and Audit Committee Member Sakai, Keiji	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Takahashi, Masahide	Mgmt	For	For	For	No
3.5	Elect Director and Audit Committee Member Homma, Yumiko	Mgmt	For	For	For	No

Tigers Polymer Corp.

Meeting Date: 06/24/2025 **Country:** Japan **Ticker:** 4231
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J83431106

Shares Voted: 7,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 36	Mgmt	For	For	For	No
2.1	Elect Director Sawada, Koji	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors.</i>						
2.2	Elect Director Watanabe, Kentaro	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors.</i>						
2.3	Elect Director Ueda, Eiji	Mgmt	For	For	For	No
2.4	Elect Director Toyota, Hiroyuki	Mgmt	For	For	For	No
2.5	Elect Director Inoue, Hiroaki	Mgmt	For	For	For	No
2.6	Elect Director Tomita, Yasuhiko	Mgmt	For	For	For	No
2.7	Elect Director Goto, Hidehiko	Mgmt	For	For	For	No
2.8	Elect Director Konishi, Hanako	Mgmt	For	For	For	No
2.9	Elect Director Hosomi, Takuto	Mgmt	For	For	For	No
3	Approve Additional Dividend so that Final Dividend Equals to 6 Percent of Equity	SH	Against	For	For	Yes
<i>Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * Given the firm's position in cash and equivalents and long-term securities, and market valuation, the additional payment should be achievable without causing problems for the company's financial health.</i>						

TPR Co., Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 6463

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J82528100

Shares Voted: 6,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Suehiro, Hiroshi	Mgmt	For	For	For	No
1.2	Elect Director Yano, Kazumi	Mgmt	For	For	For	No
1.3	Elect Director Fujishiro, Goji	Mgmt	For	For	For	No
1.4	Elect Director Tsukahara, Minoru	Mgmt	For	For	For	No
1.5	Elect Director Tsukamoto, Hideki	Mgmt	For	For	For	No
1.6	Elect Director Ayuzawa, Noriaki	Mgmt	For	For	For	No
1.7	Elect Director Honke, Masataka	Mgmt	For	For	For	No
1.8	Elect Director Kato, Toshihisa	Mgmt	For	For	For	No
1.9	Elect Director Osawa, Kanako	Mgmt	For	For	For	No
1.10	Elect Director Muneto, Kenji	Mgmt	For	For	For	No

Tsukuba Bank, Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 8338

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J9349P105

Shares Voted: 19,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Ikuta, Masahiko	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
1.2	Elect Director Shinohara, Satoru	Mgmt	For	For	For	No
1.3	Elect Director Okano, Tsuyoshi	Mgmt	For	For	For	No
1.4	Elect Director Kohata, Hiroshi	Mgmt	For	For	For	No
1.5	Elect Director Okano, Nobuhiro	Mgmt	For	For	For	No
1.6	Elect Director Saito, Hitoshi	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Ozaki, Satoshi	Mgmt	For	For	For	No

Tsukuba Bank, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director and Audit Committee Member Yokoi, Norie	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Suzuki, Daisuke	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
2.4	Elect Director and Audit Committee Member Seo, Junichiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
2.5	Elect Director and Audit Committee Member Matsuda, Reiko	Mgmt	For	For	For	No

Univance Corp.

Meeting Date: 06/24/2025	Country: Japan	Ticker: 7254
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J1574N103		

Shares Voted: 5,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 7	Mgmt	For	For	For	No
2.1	Elect Director Suzuki, Iwao	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Tani, Noriyuki	Mgmt	For	For	For	No
2.3	Elect Director Takao, Norihiko	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.4	Elect Director Ishikawa, Shinichiro	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Miyoshi, Michio	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Yamamoto, Atsumi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
3.3	Elect Director and Audit Committee Member Matsumoto, Naoki	Mgmt	For	For	For	No

Univance Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Annual Bonus	Mgmt	For	For	For	No

USS Co., Ltd.

Meeting Date: 06/24/2025	Country: Japan	Ticker: 4732
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J9446Z105		

Shares Voted: 92,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 22.8	Mgmt	For	For	For	No
2.1	Elect Director Ando, Yukihiro	Mgmt	For	For	For	No
2.2	Elect Director Seta, Dai	Mgmt	For	For	For	No
2.3	Elect Director Yamanaka, Masafumi	Mgmt	For	For	For	No
2.4	Elect Director Ikeda, Hiromitsu	Mgmt	For	For	For	No
2.5	Elect Director Nishijima, Etsuko	Mgmt	For	For	For	No
2.6	Elect Director Takahashi, Hisao	Mgmt	For	For	For	No
2.7	Elect Director Sowa, Nobuko	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Goto, Kenichi	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Miyake, Keiji	Mgmt	For	For	For	No
3.3	Appoint Statutory Auditor Ogawa, Jun	Mgmt	For	For	For	No

WDB coco Co., Ltd.

Meeting Date: 06/24/2025	Country: Japan	Ticker: 7079
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J9504L105		

Shares Voted: 900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Taniguchi, Haruhiko	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors. * Top management should be held responsible for the board composition at the controlled company, which will not have at least two independent directors and board independence of at least one-third.

WDB coco Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Elect Director Hiramitsu, Hatsune	Mgmt	For	For	For	No
1.3	Elect Director Fujihara, Motoyuki	Mgmt	For	For	For	No
1.4	Elect Director Imamura, Atsushi	Mgmt	For	For	For	No
1.5	Elect Director Saito, Kazutaka	Mgmt	For	For	For	No
1.6	Elect Director Nakano, Toshimitsu	Mgmt	For	For	For	No
1.7	Elect Director Yokogawa, Kenta	Mgmt	For	For	For	No
1.8	Elect Director Oi, Masashi	Mgmt	For	For	For	No

Yamazen Corp.

Meeting Date: 06/24/2025Country: JapanTicker: 8051

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J96744115

Shares Voted: 41,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kishida, Koji	Mgmt	For	For	For	No
1.2	Elect Director Sasaki, Kimihisa	Mgmt	For	For	For	No
1.3	Elect Director Yamazoe, Masamichi	Mgmt	For	For	For	No
1.4	Elect Director Nakayama, Naonori	Mgmt	For	For	For	No
1.5	Elect Director Sumida, Hirohiko	Mgmt	For	For	For	No
1.6	Elect Director Eguchi, Atsumi	Mgmt	For	For	For	No
2	Elect Director and Audit Committee Member Kiyohara, Shinichi	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Hongyo, Katsuya	Mgmt	For	For	For	No

Yossix Holdings Co., Ltd.

Meeting Date: 06/24/2025Country: JapanTicker: 3221

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J98021108

Yossix Holdings Co., Ltd.

Shares Voted: 3,795

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 14	Mgmt	For	For	For	No
2.1	Elect Director Yoshioka, Masanari	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.</i>						
2.2	Elect Director Segawa, Masahito	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.</i>						
2.3	Elect Director Yoshioka, Yutaro	Mgmt	For	For	For	No
2.4	Elect Director Date, Tomio	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Torii, Tatsuya	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Uemura, Ryoji	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.</i>						
3.3	Elect Director and Audit Committee Member Hori, Yuji	Mgmt	For	For	For	No
4	Elect Alternate Director and Audit Committee Member Suzuki, Takaomi	Mgmt	For	For	For	No

A&D Holon Holdings Co., Ltd.

Meeting Date: 06/25/2025

Country: Japan

Ticker: 7745

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J0011P101

Shares Voted: 3,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For	No
2.1	Elect Director Morishima, Yasunobu	Mgmt	For	For	For	No
2.2	Elect Director Cho, Ko	Mgmt	For	For	For	No
2.3	Elect Director Takahashi, Koji	Mgmt	For	For	For	No
2.4	Elect Director Daisho, Yasuhiro	Mgmt	For	For	For	No
2.5	Elect Director Shigemitsu, Fumiaki	Mgmt	For	For	For	No

A&D Holon Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.6	Elect Director Kazuko Rudy	Mgmt	For	For	For	No
2.7	Elect Director Kamide, Kunio	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Kobayashi, Shigeo	Mgmt	For	Against	Against	Yes

*Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.*

ACES Electronics Co., Ltd.

Meeting Date: 06/25/2025Country: TaiwanTicker: 3605

Record Date: 04/25/2025Meeting Type: Annual

Primary Security ID: Y0008B118

Shares Voted: 192,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect Yuan Wan Ting, with SHAREHOLDER NO.00000001 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees</i>						
4.2	Elect Huang Wen Cheng, with SHAREHOLDER NO.P100261XXX as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees</i>						
4.3	Elect Hsieh Han Chang, with SHAREHOLDER NO.G101816XXX as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees</i>						
4.4	Elect Hsu Chang Fei, with SHAREHOLDER NO.000000013 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees</i>						

ACES Electronics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.5	Elect Hong Kuo Ching, with SHAREHOLDER NO.00071851 as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees						
4.6	Elect Wu Shiang Shiang, with SHAREHOLDER NO.A222036XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees						
4.7	Elect Lin Huei Zih, with SHAREHOLDER NO.E221076XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees						
5	Approve Release of Restrictions of Competitive Activities of Directors	Mgmt	For	For	For	No

Aida Engineering Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 6118

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J00546101

Shares Voted: 49,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 37	Mgmt	For	For	For	No
2.1	Elect Director Aida, Kimikazu	Mgmt	For	For	For	No
2.2	Elect Director Suzuki, Toshihiko	Mgmt	For	For	For	No
2.3	Elect Director Ugawa, Hiromitsu	Mgmt	For	For	For	No
2.4	Elect Director Yonaiyama, Junichi	Mgmt	For	For	For	No
2.5	Elect Director Gomi, Hirofumi	Mgmt	For	For	For	No
2.6	Elect Director Mochizuki, Mikio	Mgmt	For	For	For	No
2.7	Elect Director Iguchi, Isao	Mgmt	For	For	For	No
2.8	Elect Director Kado, Kiyoe	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Sasaki, Kiyotaka	Mgmt	For	For	For	No
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Akatsuki, Inc.

Meeting Date: 06/25/2025Country: JapanTicker: 3932

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J0105L107

Shares Voted: 3,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For	No
2.1	Elect Director Koda, Tetsuro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.						
2.2	Elect Director Ishikura, Kazuhiro	Mgmt	For	For	For	No
2.3	Elect Director Katsuya, Hisashi	Mgmt	For	For	For	No
2.4	Elect Director Mizuguchi, Tetsuya	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Okamoto, Kentaro	Mgmt	For	For	For	No

Alfresa Holdings Corp.

Meeting Date: 06/25/2025Country: JapanTicker: 2784

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J0109X107

Shares Voted: 133,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For	No
2.1	Elect Director Arakawa, Ryuji	Mgmt	For	For	For	No
2.2	Elect Director Fukujin, Yusuke	Mgmt	For	For	For	No
2.3	Elect Director Ohashi, Shigeki	Mgmt	For	For	For	No
2.4	Elect Director Tanaka, Toshiki	Mgmt	For	For	For	No
2.5	Elect Director Shimada, Koichi	Mgmt	For	For	For	No
2.6	Elect Director Kinoshita, Manabu	Mgmt	For	For	For	No
2.7	Elect Director Takeuchi, Toshie	Mgmt	For	For	For	No
2.8	Elect Director Kunimasa, Kimiko	Mgmt	For	For	For	No

Alfresa Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.1	Elect Director and Audit Committee Member Ueda, Yuji	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Ito, Takashi	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Kizaki, Hiroshi	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Iizuka, Sachiko	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
6	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Allianz Malaysia Berhad

Meeting Date: 06/25/2025

Record Date: 06/17/2025

Primary Security ID: Y59057102

Country: Malaysia

Meeting Type: Annual

Ticker: 1163

Shares Voted: 8,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Final Dividend	Mgmt	For	For	For	No
2	Approve Directors' Fees	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
3	Approve Directors' Benefits	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
4	Elect Zakri Bin Mohd Khir as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Elect Zainun Binti Ali as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
6	Elect Anusha A/P Thavarajah as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

Allianz Malaysia Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Elect Wong Kok Leong as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
8	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
9	Approve Shareholders' Mandate for Recurrent Related Party Transactions with Allianz SE Group	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
10	Approve Shareholders' Mandate for Recurrent Related Party Transactions with Rapidpro Consulting Sdn Bhd	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						

Alps Alpine Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 6770

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J01176114

Shares Voted: 39,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For	No
2.1	Elect Director Izumi, Hideo	Mgmt	For	For	For	No
2.2	Elect Director Kodaira, Satoshi	Mgmt	For	For	For	No
2.3	Elect Director Yamagami, Hiroshi	Mgmt	For	For	For	No
2.4	Elect Director Kobayashi, Junji	Mgmt	For	For	For	No
2.5	Elect Director Fujie, Naofumi	Mgmt	For	For	For	No
2.6	Elect Director Oki, Noriko	Mgmt	For	For	For	No
2.7	Elect Director Date, Hidefumi	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Gomi, Yuko	Mgmt	For	For	For	No

ANEST IWATA Corp.

Meeting Date: 06/25/2025Country: JapanTicker: 6381

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J01544105

Shares Voted: 26,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 23	Mgmt	For	For	For	No
2.1	Elect Director Miyoshi, Eisuke	Mgmt	For	For	For	No
2.2	Elect Director Osawa, Kenichi	Mgmt	For	For	For	No
2.3	Elect Director Iwata, Hitoshi	Mgmt	For	For	For	No
2.4	Elect Director Shimamoto, Makoto	Mgmt	For	For	For	No
2.5	Elect Director Kanayama, Takahiro	Mgmt	For	For	For	No

Anritsu Corp.

Meeting Date: 06/25/2025Country: JapanTicker: 6754

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J01554104

Shares Voted: 102,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For	No
2.1	Elect Director Hamada, Hirokazu	Mgmt	For	For	For	No
2.2	Elect Director Sugita, Shunichi	Mgmt	For	For	For	No
2.3	Elect Director Shima, Takeshi	Mgmt	For	For	For	No
2.4	Elect Director Masamura, Tatsuro	Mgmt	For	For	For	No
2.5	Elect Director Ueda, Nozomi	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Aoyagi, Junichi	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Saigo, Hidetoshi	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Kobayashi, Akio	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Amano, Yoshiyuki	Mgmt	For	For	For	No

Anritsu Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Annual Bonus	Mgmt	For	For	For	No

Azbil Corp.

Meeting Date: 06/25/2025	Country: Japan	Ticker: 6845
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J0370G106		

Shares Voted: 24,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 13	Mgmt	For	For	For	No
2.1	Elect Director Yamamoto, Kiyohiro	Mgmt	For	For	For	No
2.2	Elect Director Yokota, Takayuki	Mgmt	For	For	For	No
2.3	Elect Director Katsuta, Hisaya	Mgmt	For	For	For	No
2.4	Elect Director Nagahama, Mitsuhiro	Mgmt	For	For	For	No
2.5	Elect Director Anne Ka Tse Hung	Mgmt	For	For	For	No
2.6	Elect Director Yoshikawa, Shigeaki	Mgmt	For	For	For	No
2.7	Elect Director Miura, Tomoyasu	Mgmt	For	For	For	No
2.8	Elect Director Ichikawa, Sachiko	Mgmt	For	For	For	No
2.9	Elect Director Yoshida, Hiroshi	Mgmt	For	For	For	No
2.10	Elect Director Nakatani, Satoko	Mgmt	For	For	For	No

BIPROGY Inc.

Meeting Date: 06/25/2025	Country: Japan	Ticker: 8056
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J51097103		

Shares Voted: 37,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For	No
2.1	Elect Director Saito, Noboru	Mgmt	For	For	For	No
2.2	Elect Director Katsuya, Koji	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Sawakami, Taeko	Mgmt	For	For	For	No
2.4	Elect Director Kanazawa, Takahito	Mgmt	For	For	For	No
2.5	Elect Director Nalin Advani	Mgmt	For	For	For	No
2.6	Elect Director Ikeda, Yoshinori	Mgmt	For	For	For	No
2.7	Elect Director Osaki, Asako	Mgmt	For	For	For	No
2.8	Elect Director Katayama, Yuichi	Mgmt	For	For	For	No
2.9	Elect Director Teraura, Yasuko	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Matsunaga, Satoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
3.2	Appoint Statutory Auditor Fuchizaki, Masahiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
3.3	Appoint Statutory Auditor Inoue, Masako	Mgmt	For	For	For	No

BOE Varitronix Limited

Meeting Date: 06/25/2025	Country: Bermuda	Ticker: 710
Record Date: 06/18/2025	Meeting Type: Annual	
Primary Security ID: G1223L105		

Shares Voted: 63,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Elect Gao Wenbao as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3b	Elect Su Ning as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3c	Elect Fung, Yuk Kan Peter as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3d	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No

BOE Varitronix Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Buffalo, Inc.

Meeting Date: 06/25/2025Country: JapanTicker: 6676

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J4225X108

Shares Voted: 4,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Maki, Hiroyuki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management should be held responsible for the board composition at the controlled company, which will not have at least two independent directors and board independence of at least one-third.						
1.2	Elect Director Nakayama, Chisato	Mgmt	For	For	For	No
1.3	Elect Director Tsusaka, Iwao	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Nagase, Yoshimasa	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Kamiya, Jun	Mgmt	For	For	For	No
3	Approve Director Retirement Bonus	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The bonus amounts are not disclosed.						
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No

Buffalo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Central Automotive Products Ltd.

Meeting Date: 06/25/2025	Country: Japan	Ticker: 8117
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J05418108		

Shares Voted: 2,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 91	Mgmt	For	For	For	No
2.1	Elect Director Sakata, Shinichiro	Mgmt	For	For	For	No
2.2	Elect Director Torino, Yoshifumi	Mgmt	For	For	For	No
2.3	Elect Director Kondo, Masayuki	Mgmt	For	For	For	No
2.4	Elect Director Sumiyoshi, Tetsuya	Mgmt	For	For	For	No
2.5	Elect Director Kakino, Masafumi	Mgmt	For	For	For	No
2.6	Elect Director Hirochi, Manabu	Mgmt	For	For	For	No
2.7	Elect Director Kuboi, Toshiaki	Mgmt	For	For	For	No
2.8	Elect Director Masuda, Fumihiro	Mgmt	For	For	For	No
2.9	Elect Director Sakai, Norimitsu	Mgmt	For	For	For	No
2.10	Elect Director Ahmed Sajjad	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Gusoku, Shoji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
3.2	Elect Director and Audit Committee Member Horiuchi, Takefumi	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Osawa, Hidemi	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Konishi, Hanako	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
5	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Chin-Poon Industrial Co., Ltd.

Meeting Date: 06/25/2025Country: TaiwanTicker: 2355

Record Date: 04/25/2025Meeting Type: Annual

Primary Security ID: Y15427100

Shares Voted: 35,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Chiyoda Corp.

Meeting Date: 06/25/2025Country: JapanTicker: 6366

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J06237101

Shares Voted: 51,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Sakakida, Masakazu	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
1.2	Elect Director Ota, Koji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
1.3	Elect Director Shimizu, Hiroyuki	Mgmt	For	For	For	No
1.4	Elect Director Deguchi, Atsushi	Mgmt	For	For	For	No
1.5	Elect Director Kobayashi, Naoki	Mgmt	For	For	For	No
1.6	Elect Director Sato, Satoshi	Mgmt	For	For	For	No
1.7	Elect Director Matsukawa, Ryo	Mgmt	For	For	For	No
1.8	Elect Director Kunigo, Yutaka	Mgmt	For	For	For	No
1.9	Elect Director Kuroki, Shoko	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Watanabe, Shuhei	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Mukuno, Takashi	Mgmt	For	For	For	No

Chiyoda Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No

Chuetsu Pulp & Paper Co., Ltd.

Meeting Date: 06/25/2025	Country: Japan	Ticker: 3877
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J1363T105		

Shares Voted: 1,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For	No
2	Amend Articles to Allow Sales of Supplementary Shares to Odd-Lot Holders	Mgmt	For	For	For	No
3.1	Elect Director Uematsu, Hisashi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
3.2	Elect Director Fukumoto, Ryoji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
3.3	Elect Director Isobe, Tsutomu	Mgmt	For	For	For	No
3.4	Elect Director Shimokawa, Yasuhiro	Mgmt	For	For	For	No
3.5	Elect Director Higashi, Katsuji	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Chugoku Marine Paints, Ltd.

Meeting Date: 06/25/2025	Country: Japan	Ticker: 4617
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J07182116		

Shares Voted: 52,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 57	Mgmt	For	For	For	No
2.1	Elect Director Date, Kenshi	Mgmt	For	For	For	No
2.2	Elect Director Tanaka, Hideyuki	Mgmt	For	For	For	No

Chugoku Marine Paints, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Kobayashi, Katsunori	Mgmt	For	For	For	No
2.4	Elect Director Shimizu, Takao	Mgmt	For	For	For	No
2.5	Elect Director Inami, Toshifumi	Mgmt	For	For	For	No
2.6	Elect Director Monden, Akiko	Mgmt	For	For	For	No
2.7	Elect Director Kudo, Takumi	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Enomoto, Tatsuro	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Araikawa, Takanori	Mgmt	For	For	For	No
5	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Core Corp.

Meeting Date: 06/25/2025Country: JapanTicker: 2359

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J08285108

Shares Voted: 4,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Tanemura, Ryohei	Mgmt	For	For	For	No
1.2	Elect Director Yokoyama, Koji	Mgmt	For	For	For	No
1.3	Elect Director Koyama, Yuji	Mgmt	For	For	For	No
1.4	Elect Director Kameya, Ryo	Mgmt	For	For	For	No
1.5	Elect Director Ushijima, Tomomi	Mgmt	For	For	For	No

Credit Saison Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 8253

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J7007M109

Shares Voted: 2,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 120	Mgmt	For	For	For	No
2.1	Elect Director Rinno, Hiroshi	Mgmt	For	For	For	No

Credit Saison Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director Mizuno, Katsumi	Mgmt	For	For	For	No
2.3	Elect Director Takahashi, Naoki	Mgmt	For	For	For	No
2.4	Elect Director Ono, Kazutoshi	Mgmt	For	For	For	No
2.5	Elect Director Mori, Kosuke	Mgmt	For	For	For	No
2.6	Elect Director Nakayama, Naoki	Mgmt	For	For	For	No
2.7	Elect Director Ashikaga, Shunji	Mgmt	For	For	For	No
2.8	Elect Director Kato, Kosuke	Mgmt	For	For	For	No
2.9	Elect Director Yokokura, Hitoshi	Mgmt	For	For	For	No
2.10	Elect Director Sakaguchi, Eiji	Mgmt	For	For	For	No
2.11	Elect Director Hoshiba, Yumiko	Mgmt	For	For	For	No
2.12	Elect Director Makiyama, Kozo	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Ito, Komei	Mgmt	For	For	For	No
4	Amend Articles to Dissolve Capital and Business Alliance with Suruga Bank	SH	Against	Against	Against	No

Daishi Hokuetsu Financial Group, Inc.

Meeting Date: 06/25/2025Country: JapanTicker: 7327

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J10795102

Shares Voted: 4,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Namiki, Fujio	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
1.2	Elect Director Ueguri, Michiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
1.3	Elect Director Takahashi, Makoto	Mgmt	For	For	For	No
1.4	Elect Director Shibata, Ken	Mgmt	For	For	For	No
1.5	Elect Director Maki, Toshiyuki	Mgmt	For	For	For	No
1.6	Elect Director Tanaka, Takayoshi	Mgmt	For	For	For	No
1.7	Elect Director Ishizaka, Takashi	Mgmt	For	For	For	No
1.8	Elect Director Baba, Yoshiko	Mgmt	For	For	For	No

Daishi Hokuetsu Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director and Audit Committee Member Hosaka, Naruhito	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Kuwahara, Miki	Mgmt	For	For	For	No

DaShenLin Pharmaceutical Group Co., Ltd.

Meeting Date: 06/25/2025Country: ChinaTicker: 603233

Record Date: 06/18/2025Meeting Type: Special

Primary Security ID: Y19984106

Shares Voted: 85,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Ke Tuoji as Non-independent Director	SH	For	For	For	No

Elecom Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 6750

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J12884102

Shares Voted: 29,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 24	Mgmt	For	For	For	No
2.1	Elect Director Hada, Junji	Mgmt	For	For	For	No
2.2	Elect Director Iwami, Koichi	Mgmt	For	For	For	No
2.3	Elect Director Tanaka, Masaki	Mgmt	For	For	For	No
2.4	Elect Director Machi, Kazuhiro	Mgmt	For	For	For	No
2.5	Elect Director Ikeda, Hiroyuki	Mgmt	For	For	For	No
2.6	Elect Director Watanabe, Miki	Mgmt	For	For	For	No
2.7	Elect Director Nagaoka, Takashi	Mgmt	For	For	For	No
2.8	Elect Director Kageyama, Shuichi	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Horie, Koichiro	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.

Elecom Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.2	Appoint Statutory Auditor Oka, Shogo	Mgmt	For	For	For	No
3.3	Appoint Statutory Auditor Tomita, Hiroya	Mgmt	For	For	For	No
3.4	Appoint Alternate Statutory Auditor Miyamoto, Toshiyuki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						

Elecon Engineering Company Limited

Meeting Date: 06/25/2025Country: IndiaTicker: 505700

Record Date: 06/18/2025Meeting Type: Annual

Primary Security ID: Y2R72B116

Shares Voted: 41,029						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Reelect Aayush A. Shah as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Item 3 A vote AGAINST the nominee is warranted given the board independence norms are not met (after our reclassification) and the nominee is a non-independent director nominee. Item 4 A vote FOR nominee is warranted given the absence of any known issues concerning the nominee.						
4	Elect Natasha K. Treasurywala as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 3 A vote AGAINST the nominee is warranted given the board independence norms are not met (after our reclassification) and the nominee is a non-independent director nominee. Item 4 A vote FOR nominee is warranted given the absence of any known issues concerning the nominee.						
5	Approve Payment of Commission to Non-Executive Directors	Mgmt	For	For	For	No
6	Approve Samdani Shah & Kabra, Company Secretary as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Remuneration of Cost Auditors	Mgmt	For	For	For	No

Forum Engineering, Inc.

Meeting Date: 06/25/2025Country: JapanTicker: 7088

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J1499U109

Shares Voted: 9,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 32	Mgmt	For	For	For	No
2.1	Elect Director Sato, Tsutomu	Mgmt	For	For	For	No
2.2	Elect Director Motohata, Hiroto	Mgmt	For	For	For	No
2.3	Elect Director Varun Modgill	Mgmt	For	For	For	No
2.4	Elect Director Takenaka, Heizo	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The nominee cannot be expected to fulfill the role of overseeing management effectively in the interests of shareholders in light of the low attendance rate.						
3	Elect Director and Audit Committee Member Yoshitsune, Yuriko	Mgmt	For	For	For	No

Foster Electric Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 6794
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J13650106

Shares Voted: 23,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For	No
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For	No
3.1	Elect Director Kishi, Kazuhiro	Mgmt	For	For	For	No
3.2	Elect Director Mochizuki, Akihito	Mgmt	For	For	For	No
3.3	Elect Director Miura, Hiroki	Mgmt	For	For	For	No
3.4	Elect Director Takahara, Yasuhide	Mgmt	For	For	For	No
3.5	Elect Director Kanai, Naoki	Mgmt	For	For	For	No
3.6	Elect Director Matsumoto, Minoru	Mgmt	For	For	For	No
3.7	Elect Director Chujo, Kaoru	Mgmt	For	For	For	No
3.8	Elect Director Ezure, Yoshito	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Nomura, Yukiko	Mgmt	For	For	For	No
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Fujikura Kasei Co., Ltd.

Meeting Date: 06/25/2025

Country: Japan

Ticker: 4620

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J14742100

Shares Voted: 1,942

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 9	Mgmt	For	For	For	No
2.1	Elect Director Kato, Daisuke	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
2.2	Elect Director Kurihara, Susumu	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
2.3	Elect Director Kajiwara, Hisashi	Mgmt	For	For	For	No
2.4	Elect Director Kawaguchi, Hitoshi	Mgmt	For	For	For	No
2.5	Elect Director Tsuchiya, Toyohiro	Mgmt	For	For	For	No
2.6	Elect Director Ishii, Takahiro	Mgmt	For	For	For	No
2.7	Elect Director Suto, Kazuhiro	Mgmt	For	For	For	No
2.8	Elect Director Ishimoto, Takayuki	Mgmt	For	For	For	No
2.9	Elect Director Nagahama, Yoichi	Mgmt	For	For	For	No
2.10	Elect Director Kawai, Katsuyuki	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Watanabe, Hiroaki	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Seno, Tomoko	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Miyagawa, Hiroshi	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Mukaeda, Yuki	Mgmt	For	For	For	No

Fuso Pharmaceutical Industries Ltd.

Meeting Date: 06/25/2025

Country: Japan

Ticker: 4538

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J16716102

Fuso Pharmaceutical Industries Ltd.

Shares Voted: 800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 42	Mgmt	For	For	For	No
2.1	Elect Director Toda, Mikio	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Oka, Junichi	Mgmt	For	For	For	No
2.3	Elect Director Ito, Masanori	Mgmt	For	For	For	No
2.4	Elect Director Otani, Hideki	Mgmt	For	For	For	No
2.5	Elect Director Toda, Mikihiro	Mgmt	For	For	For	No
2.6	Elect Director Kashiwagi, Takashi	Mgmt	For	For	For	No
2.7	Elect Director Watanabe, Yasuhiko	Mgmt	For	For	For	No
2.8	Elect Director Ikeno, Yukari	Mgmt	For	For	For	No
3	Approve Director Retirement Bonus	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The bonus amount is not disclosed. * The payment of bonuses to outsiders is an inappropriate practice.						

Gunze Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 3002

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J17850124

Shares Voted: 13,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 390	Mgmt	For	For	For	No
2.1	Elect Director Saguchi, Toshiyasu	Mgmt	For	For	For	No
2.2	Elect Director Oka, Takahiro	Mgmt	For	For	For	No
2.3	Elect Director Nakai, Hiroe	Mgmt	For	For	For	No
2.4	Elect Director Kujiraoka, Osamu	Mgmt	For	For	For	No
2.5	Elect Director Kida, Rie	Mgmt	For	For	For	No
2.6	Elect Director Kawanishi, Ryoji	Mgmt	For	For	For	No
2.7	Elect Director Sawada, Hirokazu	Mgmt	For	For	For	No

Gunze Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.8	Elect Director Okuda, Tomohisa	Mgmt	For	For	For	No
2.9	Elect Director Matsuda, Shojiro	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Suzuki, Tomio	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Yoshika, Hiroko	Mgmt	For	For	For	No

Harvatek Corp.

Meeting Date: 06/25/2025Country: TaiwanTicker: 6168

Record Date: 04/25/2025Meeting Type: Annual

Primary Security ID: Y3113M102

Shares Voted: 179,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Amend Procedures for Endorsement and Guarantees	Mgmt	For	For	For	No

Hurxley Corp.

Meeting Date: 06/25/2025Country: JapanTicker: 7561

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J22878102

Shares Voted: 13,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 13	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No
3.1	Elect Director Mizuno, Haruhiko	Mgmt	For	For	For	No
3.2	Elect Director Abe, Toyoaki	Mgmt	For	For	For	No

Hurxley Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Appoint Statutory Auditor Yoneda, Norihiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
5	Appoint Alternate Statutory Auditor Nakano, Masaya	Mgmt	For	For	For	No

I-NET Corp.

Meeting Date: 06/25/2025Country: JapanTicker: 9600

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J23887102

Shares Voted: 3,070						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 28	Mgmt	For	For	For	No
2.1	Elect Director Saeki, Tomomichi	Mgmt	For	For	For	No
2.2	Elect Director Uchida, Naokatsu	Mgmt	For	For	For	No
2.3	Elect Director Imai, Katsuyuki	Mgmt	For	For	For	No
2.4	Elect Director Koyama, Shinichi	Mgmt	For	For	For	No
2.5	Elect Director Negishi, Hidenao	Mgmt	For	For	For	No
2.6	Elect Director Kitagawa, Hiromi	Mgmt	For	For	For	No
2.7	Elect Director Kurokawa, Masao	Mgmt	For	For	For	No
2.8	Elect Director Suzuki, Noriko	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Matsuo, Toshihiko	Mgmt	For	For	For	No

JCR Pharmaceuticals Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 4552

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J2810U109

Shares Voted: 54,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Ashida, Shin	Mgmt	For	For	For	No

JCR Pharmaceuticals Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Elect Director Ashida, Toru	Mgmt	For	For	For	No
1.3	Elect Director Sonoda, Hiroyuki	Mgmt	For	For	For	No
1.4	Elect Director Hiyama, Yoshio	Mgmt	For	For	For	No
1.5	Elect Director Andrea Spezzi	Mgmt	For	For	For	No
1.6	Elect Director Suetsuna, Takashi	Mgmt	For	For	For	No
1.7	Elect Director Yoda, Toshihide	Mgmt	For	For	For	No
1.8	Elect Director Hayashi, Yuko	Mgmt	For	For	For	No
1.9	Elect Director Atomii, Yutaka	Mgmt	For	For	For	No
1.10	Elect Director Philippe Fauchet	Mgmt	For	For	For	No
1.11	Elect Director Marc Dunoyer	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Mitsuka, Masayuki	Mgmt	For	For	For	No
2.2	Appoint Statutory Auditor Miyama, Miya	Mgmt	For	For	For	No

J-Oil Mills, Inc.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J2838H106

Country: Japan

Meeting Type: Annual

Ticker: 2613

Shares Voted: 3,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Sato, Tatsuya	Mgmt	For	For	For	No
1.2	Elect Director Haruyama, Yuichiro	Mgmt	For	For	For	No
1.3	Elect Director Kondo, Kazuya	Mgmt	For	For	For	No
1.4	Elect Director Sasaki, Tatsuya	Mgmt	For	For	For	No
1.5	Elect Director Yoshisato, Kaku	Mgmt	For	For	For	No
1.6	Elect Director Ishida, Yugo	Mgmt	For	For	For	No
1.7	Elect Director Ikeda, Akiko	Mgmt	For	For	For	No
1.8	Elect Director Maki, Mifuyu	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Sugawara, Mariko	Mgmt	For	For	For	No
2.2	Appoint Statutory Auditor Tanabu, Masafumi	Mgmt	For	For	For	No

Meeting Date: 06/25/2025

Country: Japan

Ticker: 6632

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J29697109

Shares Voted: 77,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Add/Amend Provisions on Corporate Philosophy - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For	No
2.1	Elect Director Hamasaki, Yuji	Mgmt	For	For	For	No
2.2	Elect Director Eguchi, Shoichiro	Mgmt	For	For	For	No
2.3	Elect Director Suzuki, Akira	Mgmt	For	For	For	No
2.4	Elect Director Miyamoto, Masatoshi	Mgmt	For	For	For	No
2.5	Elect Director Nomura, Masao	Mgmt	For	For	For	No
2.6	Elect Director Hayashi, Kazuyoshi	Mgmt	For	For	For	No
2.7	Elect Director Sonoda, Yoshio	Mgmt	For	For	For	No
2.8	Elect Director Onitsuka, Hiromi	Mgmt	For	For	For	No
2.9	Elect Director Hirako, Yuji	Mgmt	For	For	For	No
2.10	Elect Director Hirano, Satoshi	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Kurihara, Naokazu	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Fujioka, Tetsuya	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Ebinuma, Ryuichi	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Kobashikawa, Yasuko	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
6	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Kawai Musical Instrument Manufacturing Co., Ltd.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J31373103

Country: Japan

Meeting Type: Annual

Ticker: 7952

Shares Voted: 700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 95	Mgmt	For	For	For	No
2.1	Elect Director Kawai, Kentaro	Mgmt	For	For	For	No
2.2	Elect Director Ushio, Hiroshi	Mgmt	For	For	For	No
2.3	Elect Director Minowa, Masafumi	Mgmt	For	For	For	No
2.4	Elect Director Mori, Naoki	Mgmt	For	For	For	No
2.5	Elect Director Goto, Yasuo	Mgmt	For	For	For	No
2.6	Elect Director Muramatsu, Naomi	Mgmt	For	For	For	No

Koike Sanso Kogyo Co., Ltd.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J34813105

Country: Japan

Meeting Type: Annual

Ticker: 6137

Shares Voted: 900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 260	Mgmt	For	For	For	No
2.1	Elect Director Koike, Hideo	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included. * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Tomioka, Kyoza	Mgmt	For	For	For	No
2.3	Elect Director Yokono, Kenichi	Mgmt	For	For	For	No
2.4	Elect Director Yokota, Kenji	Mgmt	For	For	For	No
2.5	Elect Director Kemmochi, Yoshihide	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Suzuki, Kazumi	Mgmt	For	For	For	No

Koike Sanso Kogyo Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.2	Elect Director and Audit Committee Member Tomimoto, Otomaru	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
3.3	Elect Director and Audit Committee Member Iizuka, Manabu	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Hirono, Yasuo	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						

Komatsu Wall Industry Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 7949

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J35867100

Shares Voted: 2,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For	No
2.1	Elect Director Kano, Shinya	Mgmt	For	For	For	No
2.2	Elect Director Yamada, Shinichi	Mgmt	For	For	For	No
2.3	Elect Director Aya, Yukio	Mgmt	For	For	For	No
2.4	Elect Director Hachiya, Toshio	Mgmt	For	For	For	No
2.5	Elect Director Furuya, Mayumi	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Nakada, Koichi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						

Kyodo Printing Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 7914

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J37522109

Kyodo Printing Co., Ltd.

Shares Voted: 1,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 85	Mgmt	For	For	For	No
2.1	Elect Director Fujimori, Yoshiaki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Ohashi, Teruomi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.3	Elect Director Watanabe, Hidenori	Mgmt	For	For	For	No
2.4	Elect Director Takahashi, Takaharu	Mgmt	For	For	For	No
2.5	Elect Director Takaoka, Mika	Mgmt	For	For	For	No
2.6	Elect Director Mitsusada, Yosuke	Mgmt	For	For	For	No
2.7	Elect Director Ouchi, Chieko	Mgmt	For	For	For	No
3	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No
4	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this poison pill plan is warranted because: * The total duration exceeds three years. * The board lacks sufficient independent monitoring. * The plan lacks a credible special committee. * The company has other types of takeover defense.						

Lelon Electronics Corp.

Meeting Date: 06/25/2025Country: TaiwanTicker: 2472

Record Date: 04/25/2025Meeting Type: Annual

Primary Security ID: Y5257B107

Shares Voted: 45,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve Private Placements of Capital Injection	Mgmt	For	For	For	No

Meeting Date: 06/25/2025

Record Date: 06/09/2025

Primary Security ID: X5152C102

Country: Poland

Meeting Type: Annual

Ticker: LWB

Shares Voted: 21,649

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.					
2	Elect Meeting Chairman	Mgmt	For	For	For	No
	Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.					
3	Acknowledge Proper Convening of Meeting	Mgmt				
	Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.					
5	Receive Management Board Report on Company's and Group's Operations	Mgmt				
	Voting Policy Rationale: Items are non-voting.					
6	Receive Financial Statements	Mgmt				
	Voting Policy Rationale: Items are non-voting.					
7	Receive Consolidated Financial Statements	Mgmt				
	Voting Policy Rationale: Items are non-voting.					
8	Receive Management Board Proposal on Allocation of Income and Dividends	Mgmt				
	Voting Policy Rationale: Items are non-voting.					
9	Receive Supervisory Board Report	Mgmt				
	Voting Policy Rationale: Items are non-voting.					
10	Receive Management Board Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	Mgmt				
	Voting Policy Rationale: Items are non-voting.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11a	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 11a and 11e are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>					
11b	Approve Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>					
11c	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>					
11d1	Approve Discharge of Zbigniew Stopa (Management Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.</i>					
11d2	Approve Discharge of Artur Wasilewski (Management Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.</i>					
11d3	Approve Discharge of Bartosz Roznawski (Management Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.</i>					
11d4	Approve Discharge of Slawomir Krenczyk (Management Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.</i>					
11d5	Withhold Discharge of Kasjan Wyligala (Management Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11d6	Withhold Discharge of Adam Partyka (Management Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.						
11d7	Withhold Discharge of Dariusz Dumkiewicz (Management Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.						
11e	Approve Supervisory Board Report	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 11a and 11e are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.						
11f1	Approve Discharge of Bartosz Krysta (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.						
11f2	Approve Discharge of Szymon Jankowski (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.						
11f3	Approve Discharge of Magdalena Makiela (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.						
11f4	Approve Discharge of Daniel Frac (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.						
11f5	Approve Discharge of Pawel Cygan (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11f6	Approve Discharge of Robert Wietrzyk (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.						
11f7	Approve Discharge of Pawel Wojcik (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.						
11f8	Approve Discharge of Slawomir Krenczyk (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.						
11f9	Approve Discharge of Bartosz Roznawski (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.						
11f10	Approve Discharge of Dariusz Batyra (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.						
11f11	Approve Discharge of Grzegorz Wrobel (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.						
11f12	Approve Discharge of Anna Chudek (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11f13	Approve Discharge of Krzysztof Gigol (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.</i>						
11f14	Approve Discharge of Piotr Bres (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.</i>						
11f15	Approve Discharge of Kamil Szafranski (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.</i>						
11f16	Approve Discharge of Bartosz Piechota (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR withhold discharge of Kasjan Wyligala (Item 11d5), Adam Partyka (Item 11d6) and Dariusz Dumkiewicz (Item 11d7), are warranted based on the supervisory board recommendations. Votes FOR Items 11d1-11d4 and 11f1-11f16 are warranted because there are no known concerns with respect to the actions taken by either the rest of the management board members or the supervisory board in 2024.</i>						
11g	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The supervisory board has full discretion in determining specific performance conditions, their respective weights, the methodology for measuring achievement and distributing awards, and the scope and principles governing executive benefits; * The company has not disclosed the short-term incentive targets, including the minimum and maximum thresholds, the level of achievement for each target, and the corresponding payout. As a result, shareholders are unable to assess the alignment between executive compensation and company performance, as well as the appropriateness of the variable payout. However, performance metrics and relative weighting is disclosed. * Additionally, certain performance conditions are linked to the performance of the company's major shareholder, ENEA Group. This approach may not necessarily align with the interests of minority shareholders. * Three executives were dismissed (Dariusz Dumkiewicz, Adam Partyka, Kasjan Wyligala) during the year in connection with serious allegations of collusion and whether they acted in the interest of shareholders. In this context concerns are raised with respect to the appropriateness of non-compete and severance indemnities.</i>						
11h	Approve Treatment of Net Loss	Mgmt	For	For	For	No
11i1	Recall Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the name of director to be recalled has not been disclosed.</i>						
11i2	Elect Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the company has failed to disclose the nominee name.</i>						
12	Transact Other Business	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * It cannot be known at this time what issues will be raised under this item; * Considering that no details are available at this time, approval of this proposal may have a negative impact on shareholder rights and/or value.</i>						
13	Close Meeting	Mgmt				

Lufax Holding Ltd.

Meeting Date: 06/25/2025

Record Date: 05/09/2025

Primary Security ID: G5700Y209

Country: Cayman Islands

Meeting Type: Extraordinary Shareholders

Ticker: 6623

Shares Voted: 69,848						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Meeting for ADR Holders	Mgmt				
	Approve Removal of PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors	Mgmt	For	For	For	No
Voting Policy Rationale: Given the significant concerns raised by regulatory authorities regarding PwC Zhong Tian's conduct and its suitability to act as auditor of the company, and absent any concerns regarding the appointment of EY and EY Hua Ming, a vote FOR the proposed change of auditors under these resolutions is warranted.						
2	Approve Ernst & Young and Ernst & Young Hua Ming LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
	Voting Policy Rationale: Given the significant concerns raised by regulatory authorities regarding PwC Zhong Tian's conduct and its suitability to act as auditor of the company, and absent any concerns regarding the appointment of EY and EY Hua Ming, a vote FOR the proposed change of auditors under these resolutions is warranted.					

Maruha Nichiro Corp.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J40015109

Country: Japan

Meeting Type: Annual

Ticker: 1333

Shares Voted: 5,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For	No
2	Amend Articles to Change Company Name - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval - Indemnify Directors	Mgmt	For	For	For	No
3.1	Elect Director Ikemi, Masaru	Mgmt	For	For	For	No
3.2	Elect Director Yasuda, Daisuke	Mgmt	For	For	For	No
3.3	Elect Director Kokaji, Satoshi	Mgmt	For	For	For	No
3.4	Elect Director Hiroshima, Seiichi	Mgmt	For	For	For	No
3.5	Elect Director Okuda, Katsue	Mgmt	For	For	For	No

Maruha Nichiro Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.6	Elect Director Tonoike, Yoshiko	Mgmt	For	For	For	No
3.7	Elect Director Bradley Edmister	Mgmt	For	For	For	No
3.8	Elect Director Takamatsu, Nobuhiko	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Ono, Taiichi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
4.2	Elect Director and Audit Committee Member Kimura, Yoshio	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
4.3	Elect Director and Audit Committee Member Yamazaki, Mutsumi	Mgmt	For	For	For	No
5	Elect Alternate Director and Audit Committee Member Saotome, Yoshihiro	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
8	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Marui Group Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 8252

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J40089104

Shares Voted: 20,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 53	Mgmt	For	For	For	No
2	Approve Accounting Transfers	Mgmt	For	For	For	No
3.1	Elect Director Aoi, Hiroshi	Mgmt	For	For	For	No
3.2	Elect Director Okajima, Etsuko	Mgmt	For	For	For	No
3.3	Elect Director Nakagami, Yasunori	Mgmt	For	For	For	No
3.4	Elect Director Peter D. Pedersen	Mgmt	For	For	For	No

Marui Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.5	Elect Director Kato, Hirotugu	Mgmt	For	For	For	No
3.6	Elect Director Kojima, Reiko	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Nozaki, Akira	Mgmt	For	For	For	No
5	Approve Donation of Treasury Shares to Social Intrapreneur Development Foundation	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * Marui Group fails to provide a compelling rationale for the effective donation of treasury shares to the Social Intrapreneur Development Foundation.						

Matching Service Japan Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 6539

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J40832107

Shares Voted: 665						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 56	Mgmt	For	For	For	No
2.1	Elect Director Arimoto, Takahiro	Mgmt	For	For	For	No
2.2	Elect Director Fujie, Mayuki	Mgmt	For	For	For	No
2.3	Elect Director Yamamoto, Taku	Mgmt	For	For	For	No
2.4	Elect Director Nishida, Yutaka	Mgmt	For	For	For	No
3	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Mazda Motor Corp.

Meeting Date: 06/25/2025Country: JapanTicker: 7261

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J41551110

Shares Voted: 349,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For	No
2.1	Elect Director Shobuda, Kiyotaka	Mgmt	For	For	For	No
2.2	Elect Director Moro, Masahiro	Mgmt	For	For	For	No

Mazda Motor Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Jeffrey H. Guyton	Mgmt	For	For	For	No
2.4	Elect Director Aoyama, Yasuhiro	Mgmt	For	For	For	No
2.5	Elect Director Mukai, Takeshi	Mgmt	For	For	For	No
2.6	Elect Director Kojima, Takeji	Mgmt	For	For	For	No
2.7	Elect Director Umeshita, Ryuichi	Mgmt	For	For	For	No
2.8	Elect Director Sato, Kiyoshi	Mgmt	For	For	For	No
2.9	Elect Director Ogawa, Michiko	Mgmt	For	For	For	No
2.10	Elect Director Oikawa, Miki	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Tanaka, Hironori	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Kitamura, Akira	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
3.3	Elect Director and Audit Committee Member Shibasaki, Hiroko	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Sugimori, Masato	Mgmt	For	For	For	No
3.5	Elect Director and Audit Committee Member Inoue, Hiroshi	Mgmt	For	For	For	No

MCJ Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 6670

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J4168Y105

Shares Voted: 8,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 43	Mgmt	For	For	For	No
2.1	Elect Director Takashima, Yuji	Mgmt	For	For	For	No
2.2	Elect Director Yasui, Motoyasu	Mgmt	For	For	For	No
2.3	Elect Director Asagai, Takeshi	Mgmt	For	For	For	No
2.4	Elect Director Ishito, Kenji	Mgmt	For	For	For	No
2.5	Elect Director Ura, Katsunori	Mgmt	For	For	For	No

MCJ Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.6	Elect Director Gideon Franklin	Mgmt	For	For	For	No
2.7	Elect Director Miyatani, Shoichi	Mgmt	For	For	For	No
2.8	Elect Director Yamaguchi, Unemi	Mgmt	For	For	For	No
2.9	Elect Director Miyata, Yasushi	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Togo, Kazuyuki	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	No
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No
6	Approve Additional Dividend so that Total Shareholder Return per Share Equals to Earnings per Share	SH	Against	Against	Against	No

Medipal Holdings Corp.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J4189T101

Country: Japan

Meeting Type: Annual

Ticker: 7459

Shares Voted: 142,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Watanabe, Shuichi	Mgmt	For	For	For	No
1.2	Elect Director Chofuku, Yasuhiro	Mgmt	For	For	For	No
1.3	Elect Director Yoda, Toshihide	Mgmt	For	For	For	No
1.4	Elect Director Sakon, Yuji	Mgmt	For	For	For	No
1.5	Elect Director Watanabe, Shinjiro	Mgmt	For	For	For	No
1.6	Elect Director Imagawa, Kuniaki	Mgmt	For	For	For	No
1.7	Elect Director Yoshida, Takuya	Mgmt	For	For	For	No
1.8	Elect Director Wakita, Hidemitsu	Mgmt	For	For	For	No
1.9	Elect Director Kagami, Mitsuko	Mgmt	For	For	For	No
1.10	Elect Director Asano, Toshio	Mgmt	For	For	For	No
1.11	Elect Director Shoji, Kuniko	Mgmt	For	For	For	No
1.12	Elect Director Iwamoto, Hiroshi	Mgmt	For	For	For	No

Medipal Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Appoint Statutory Auditor Mitsuka, Masayuki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						

MEGMILK SNOW BRAND Co., Ltd.

Meeting Date: 06/25/2025	Country: Japan	Ticker: 2270
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J41966102		

Shares Voted: 5,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Sato, Masatoshi	Mgmt	For	For	For	No
1.2	Elect Director Tagawa, Tomihiko	Mgmt	For	For	For	No
1.3	Elect Director Todaka, Seiki	Mgmt	For	For	For	No
1.4	Elect Director Inoue, Takehiko	Mgmt	For	For	For	No
1.5	Elect Director Inaba, Satoshi	Mgmt	For	For	For	No
1.6	Elect Director Iwahashi, Teiji	Mgmt	For	For	For	No
1.7	Elect Director Bando, Kumiko	Mgmt	For	For	For	No
1.8	Elect Director Fukushi, Hiroshi	Mgmt	For	For	For	No
2.1	Elect Alternate Director and Audit Committee Member Yamashita, Kotaro	Mgmt	For	For	For	No
2.2	Elect Alternate Director and Audit Committee Member Akamatsu, Ikuko	Mgmt	For	For	For	No

Meidensha Corp.

Meeting Date: 06/25/2025	Country: Japan	Ticker: 6508
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J41594102		

Shares Voted: 39,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 88	Mgmt	For	For	For	No
2.1	Elect Director Miida, Takeshi	Mgmt	For	For	For	No
2.2	Elect Director Inoue, Akio	Mgmt	For	For	For	No

Meidensha Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Suzuki, Masahiko	Mgmt	For	For	For	No
2.4	Elect Director Adachi, Hiroji	Mgmt	For	For	For	No
2.5	Elect Director Kinoshita, Manabu	Mgmt	For	For	For	No
2.6	Elect Director Shirai, Kumiko	Mgmt	For	For	For	No

MIRAIT One Corp.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J4307G106

Country: Japan

Meeting Type: Annual

Ticker: 1417

Shares Voted: 5,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For	No
2	Amend Articles to Change Location of Head Office - Clarify Director Authority on Board Meetings	Mgmt	For	For	For	No
3.1	Elect Director Nakayama, Toshiki	Mgmt	For	For	For	No
3.2	Elect Director Sugahara, Hidemune	Mgmt	For	For	For	No
3.3	Elect Director Totake, Yasushi	Mgmt	For	For	For	No
3.4	Elect Director Takaya, Yoichiro	Mgmt	For	For	For	No
3.5	Elect Director Wakimoto, Hiroshi	Mgmt	For	For	For	No
3.6	Elect Director Mitsuya, Takaaki	Mgmt	For	For	For	No
3.7	Elect Director Takaoka, Hiromasa	Mgmt	For	For	For	No
3.8	Elect Director Yamamoto, Mayumi	Mgmt	For	For	For	No
3.9	Elect Director Kawaratani, Shinichi	Mgmt	For	For	For	No
3.10	Elect Director Tsukasaki, Yuko	Mgmt	For	For	For	No
4	Elect Director and Audit Committee Member Mizutani, Midori	Mgmt	For	For	For	No

Mirarth Holdings, Inc.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J80744105

Country: Japan

Meeting Type: Annual

Ticker: 8897

Shares Voted: 64,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 23	Mgmt	For	For	For	No
2.1	Elect Director Shimada, Kazuichi	Mgmt	For	For	For	No
2.2	Elect Director Nakamura, Daisuke	Mgmt	For	For	For	No
2.3	Elect Director Akisawa, Shoichi	Mgmt	For	For	For	No
2.4	Elect Director Yamagishi, Naohito	Mgmt	For	For	For	No
2.5	Elect Director Uchida, Kaname	Mgmt	For	For	For	No
2.6	Elect Director Kanamaru, Yuko	Mgmt	For	For	For	No
2.7	Elect Director Ono, Yasuko	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Homma, Asami	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						

Mito Securities Co., Ltd.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J4354N103

Country: Japan

Meeting Type: Annual

Ticker: 8622

Shares Voted: 35,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 15	Mgmt	For	For	For	No
2.1	Elect Director Kobayashi, Katsunori	Mgmt	For	For	For	No
2.2	Elect Director Suda, Yasuyuki	Mgmt	For	For	For	No
2.3	Elect Director Kezuka, Tetsuya	Mgmt	For	For	For	No
2.4	Elect Director Sugahara, Shoji	Mgmt	For	For	For	No
2.5	Elect Director Urabe, Noriyuki	Mgmt	For	For	For	No
2.6	Elect Director Koikai, Toshihiko	Mgmt	For	For	For	No
2.7	Elect Director Morimoto, Manabu	Mgmt	For	For	For	No

Meeting Date: 06/25/2025

Country: Germany

Ticker: MLP

Record Date: 06/03/2025

Meeting Type: Annual

Primary Security ID: D5388S105

Shares Voted: 16,729

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.36 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these proposals are warranted because the auditor is being changed without explanation.</i>						
5.2	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these proposals are warranted because the auditor is being changed without explanation.</i>						
6	Approve Remuneration Report	Mgmt	For	For	For	No
7	Fix Maximum Variable Compensation Ratio for Key Employees to 200 Percent of Fixed Remuneration	Mgmt	For	For	For	No
8	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The proposed policy lacks overall transparency, which makes an independent assessment of the company's remuneration structure difficult. * The proposed policy contains the possibility to make unquantified discretionary adjustments. * There are no details on the pension system and current pension costs/contributions are considered problematic (also see Item 6).</i>						
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For	No
11	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For	No

Morishita Jintan Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 4524

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J46539102

Shares Voted: 1,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For	No
2.1	Elect Director Morishita, Yuji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Yoshida, Hideaki	Mgmt	For	For	For	No
2.3	Elect Director Suekawa, Hisayuki	Mgmt	For	For	For	No
2.4	Elect Director Kawasaki, Yasunori	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Kato, Kiyokazu	Mgmt	For	For	For	No

Mory Industries Inc.

Meeting Date: 06/25/2025Country: JapanTicker: 5464

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J46711115

Shares Voted: 3,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 130	Mgmt	For	For	For	No
2.1	Elect Director Mori, Hiroaki	Mgmt	For	For	For	No
2.2	Elect Director Asano, Hiroaki	Mgmt	For	For	For	No
2.3	Elect Director Motoyama, Koichi	Mgmt	For	For	For	No
2.4	Elect Director Nitta, Ryuichi	Mgmt	For	For	For	No

NIHON CHOUZAI Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 3341

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J5019F104

NIHON CHOUZAI Co., Ltd.

Shares Voted: 3,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 12.5	Mgmt	For	For	For	No
2.1	Elect Director Mitsuhashi, Hiroshi	Mgmt	For	For	For	No
2.2	Elect Director Kasai, Naoto	Mgmt	For	For	For	No
2.3	Elect Director Koyanagi, Toshiyuki	Mgmt	For	For	For	No
2.4	Elect Director Ogi, Kazunori	Mgmt	For	For	For	No
2.5	Elect Director Fujimoto, Yoshihisa	Mgmt	For	For	For	No
2.6	Elect Director Inoue, Masahiro	Mgmt	For	For	For	No
2.7	Elect Director Onji, Yoshimitsu	Mgmt	For	For	For	No
2.8	Elect Director Noma, Mikiharu	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Matsubara, Kaori	Mgmt	For	For	For	No
4	Approve Annual Bonus	Mgmt	For	For	For	No

NISSHIN GROUP HOLDINGS Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 8881
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J57677106

Shares Voted: 19,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 23	Mgmt	For	For	For	No

Nissin Corp.

Meeting Date: 06/25/2025Country: JapanTicker: 9066
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J57977100

Shares Voted: 6,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Tsutsui, Masahiro	Mgmt	For	For	For	No
1.2	Elect Director Mine, Shigeki	Mgmt	For	For	For	No
1.3	Elect Director Kuwahara, Satoshi	Mgmt	For	For	For	No
1.4	Elect Director Sakurai, Tetsuo	Mgmt	For	For	For	No
1.5	Elect Director Tsutsui, Masataka	Mgmt	For	For	For	No
1.6	Elect Director Nakashima, Kiyoshi	Mgmt	For	For	For	No
1.7	Elect Director Fujimoto, Susumu	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Yamada, Shinya	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.</i>						
2.2	Elect Director and Audit Committee Member Kogayu, Junko	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Suzuki, Kazuhiro	Mgmt	For	For	For	No

NISSO HOLDINGS Co. Ltd.
Meeting Date: 06/25/2025

Country: Japan

Ticker: 9332

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J58109109

Shares Voted: 1,340

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No
3.1	Elect Director Shimizu, Ryuichi	Mgmt	For	For	For	No
3.2	Elect Director Fujino, Kenji	Mgmt	For	For	For	No
3.3	Elect Director Tanaka, Yoichiro	Mgmt	For	For	For	No
3.4	Elect Director Nomura, Kenichi	Mgmt	For	For	For	No
3.5	Elect Director Endo, Takashi	Mgmt	For	For	For	No

NISSO HOLDINGS Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.6	Elect Director Fukui, Junichi	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Hamada, Yukiteru	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.</i>						
4.2	Elect Director and Audit Committee Member Ono, Miki	Mgmt	For	For	For	No
4.3	Elect Director and Audit Committee Member Sakano, Hideo	Mgmt	For	For	For	No
5	Elect Alternate Director and Audit Committee Member Ishida, Akira	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.</i>						

Nitto Kohki Co., Ltd.

Meeting Date: 06/25/2025 **Country:** Japan **Ticker:** 6151
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J58676107

Shares Voted: 2,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 18	Mgmt	For	For	For	No
2.1	Elect Director Ogata, Akinobu	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
2.2	Elect Director Takata, Yoko	Mgmt	For	For	For	No
2.3	Elect Director Noguchi, Hiromi	Mgmt	For	For	For	No
2.4	Elect Director Nakagawa, Yasuo	Mgmt	For	For	For	No
2.5	Elect Director Komiyama, Mitsuru	Mgmt	For	For	For	No
2.6	Elect Director Santo, Masaji	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Yamada, Hideo	Mgmt	For	For	For	No
4	Approve Director Retirement Bonus	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The bonus amount is not disclosed.</i>						

NSD Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 9759

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J56107105

Shares Voted: 41,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Imajo, Yoshikazu	Mgmt	For	For	For	No
1.2	Elect Director Yamoto, Osamu	Mgmt	For	For	For	No
1.3	Elect Director Kikawada, Hidetaka	Mgmt	For	For	For	No
1.4	Elect Director Miike, Mayuko	Mgmt	For	For	For	No
1.5	Elect Director Kajiwara, Yuriko	Mgmt	For	For	For	No
1.6	Elect Director Kawamata, Atsuhiko	Mgmt	For	For	For	No
1.7	Elect Director Jinnochi, Kumiko	Mgmt	For	For	For	No
1.8	Elect Director Takeuchi, Toru	Mgmt	For	For	For	No
2	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	No

NSK Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 6471

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J55505101

Shares Voted: 50,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Ichii, Akitoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
1.2	Elect Director Suzuki, Keita	Mgmt	For	For	For	No
1.3	Elect Director Yamana, Kenichi	Mgmt	For	For	For	No
1.4	Elect Director Yoshida, Ruriko	Mgmt	For	For	For	No
1.5	Elect Director Tsuda, Junji	Mgmt	For	For	For	No
1.6	Elect Director Izumoto, Sayoko	Mgmt	For	For	For	No
1.7	Elect Director Fujitsuka, Mikio	Mgmt	For	For	For	No
1.8	Elect Director Hayashi, Nobuhide	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.						
1.9	Elect Director Kashima, Akira	Mgmt	For	For	For	No

NTN Corp.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J59353110

Country: Japan

Meeting Type: Annual

Ticker: 6472

Shares Voted: 84,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 5.5	Mgmt	For	For	For	No
2	Approve Accounting Transfers	Mgmt	For	For	For	No
3.1	Elect Director Ukai, Eiichi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
3.2	Elect Director Yamamoto, Masaaki	Mgmt	For	For	For	No
3.3	Elect Director Kinoshita, Shumpei	Mgmt	For	For	For	No
3.4	Elect Director Takahashi, Koji	Mgmt	For	For	For	No
3.5	Elect Director Egami, Masaki	Mgmt	For	For	For	No
3.6	Elect Director Harima, Etsu	Mgmt	For	For	For	No
3.7	Elect Director Kawakami, Ryo	Mgmt	For	For	For	No
3.8	Elect Director Komatsu, Yuriya	Mgmt	For	For	For	No
3.9	Elect Director Murakoshi, Akira	Mgmt	For	For	For	No
3.10	Elect Director Kitani, Yasuo	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.						
3.11	Elect Director Toshita, Tatsuhiko	Mgmt	For	For	For	No
3.12	Elect Director Wada, Hiromi	Mgmt	For	For	For	No

Okamura Corp.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J60514114

Country: Japan

Meeting Type: Annual

Ticker: 7994

Shares Voted: 53,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 49	Mgmt	For	For	For	No
2.1	Elect Director Nakamura, Masayuki	Mgmt	For	For	For	No

Okamura Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director Kono, Naoki	Mgmt	For	For	For	No
2.3	Elect Director Sato, Yoshikazu	Mgmt	For	For	For	No
2.4	Elect Director Arakawa, Kazumi	Mgmt	For	For	For	No
2.5	Elect Director Sakatoku, Shinji	Mgmt	For	For	For	No
2.6	Elect Director Fukuda, Sakae	Mgmt	For	For	For	No
2.7	Elect Director Ito, Hiroyoshi	Mgmt	For	For	For	No
2.8	Elect Director Kano, Mari	Mgmt	For	For	For	No
2.9	Elect Director Kamijo, Tsutomu	Mgmt	For	For	For	No
2.10	Elect Director Kikuchi, Misako	Mgmt	For	For	For	No
2.11	Elect Director Mizumoto, Nobuko	Mgmt	For	For	For	No
2.12	Elect Director Tambo, Hitoshige	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Nagai, Noriyuki	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Uchida, Harumichi	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	No
6	Approve Restricted Stock Plan	Mgmt	For	For	For	No
7	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For	No

Oki Electric Industry Co., Ltd.

Meeting Date: 06/25/2025	Country: Japan	Ticker: 6703
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J60772100		

Shares Voted: 45,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For	No
2.1	Elect Director Mori, Takahiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Teramoto, Teiji	Mgmt	For	For	For	No
2.3	Elect Director Katagiri, Yuichiro	Mgmt	For	For	For	No
2.4	Elect Director Kato, Yoichi	Mgmt	For	For	For	No
2.5	Elect Director Saito, Tamotsu	Mgmt	For	For	For	No

Oki Electric Industry Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.6	Elect Director Kawashima, Izumi	Mgmt	For	For	For	No
2.7	Elect Director Kigawa, Makoto	Mgmt	For	For	For	No
2.8	Elect Director Toyama, Ryoko	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Inoue, Hajime	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Tsuda, Yoshihiro	Mgmt	For	For	For	No

Okinawa Financial Group, Inc.

Meeting Date: 06/25/2025Country: JapanTicker: 7350

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J60816105

Shares Voted: 8,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For	No
2.1	Elect Director Yamashiro, Masayasu	Mgmt	For	For	For	No
2.2	Elect Director Iha, Kazuya	Mgmt	For	For	For	No
2.3	Elect Director Yamashiro, Takako	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Sakima, Yutaka	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Murakami, Naoko	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Sugimoto, Kenji	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Nozaki, Seiko	Mgmt	For	For	For	No
4	Approve Annual Bonus	Mgmt	For	For	For	No

PAPYLESS CO., LTD.

Meeting Date: 06/25/2025Country: JapanTicker: 3641

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J63516108

Shares Voted: 285

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For	For	No
2.1	Elect Director Matsui, Yasuko	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors.						
2.2	Elect Director Amaya, Mikio	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors.						
2.3	Elect Director Fukui, Tomoki	Mgmt	For	For	For	No
2.4	Elect Director Okada, Hideaki	Mgmt	For	For	For	No
2.5	Elect Director Sunaga, Yoshikazu	Mgmt	For	For	For	No
2.6	Elect Director Imada, Kimihisa	Mgmt	For	For	For	No
2.7	Elect Director Mitake, Kenji	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Saito, Masahiko	Mgmt	For	For	For	No

Parker Corp.

Meeting Date: 06/25/2025Country: JapanTicker: 9845

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J6358L108

Shares Voted: 18,819

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 12.5	Mgmt	For	For	For	No
2.1	Elect Director Satomi, Yoshishige	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.						
2.2	Elect Director Naito, Kazumi	Mgmt	For	For	For	No
2.3	Elect Director Nakamura, Mitsunobu	Mgmt	For	For	For	No
2.4	Elect Director Katakura, Hiroshi	Mgmt	For	For	For	No
2.5	Elect Director Muranaka, Masakazu	Mgmt	For	For	For	No
2.6	Elect Director Nakano, Hiroto	Mgmt	For	For	For	No

Parker Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Appoint Alternate Statutory Auditor Wada, Koji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						

Procrea Holdings, Inc.

Meeting Date: 06/25/2025	Country: Japan	Ticker: 7384
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J64065105		

Shares Voted: 2,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For	No
2.1	Elect Director Narita, Susumu	Mgmt	For	For	For	No
2.2	Elect Director Fujisawa, Takayuki	Mgmt	For	For	For	No
2.3	Elect Director Ishikawa, Keitaro	Mgmt	For	For	For	No
2.4	Elect Director Mori, Yo	Mgmt	For	For	For	No
2.5	Elect Director Shiratori, Motomi	Mgmt	For	For	For	No
2.6	Elect Director Suto, Shinji	Mgmt	For	For	For	No
2.7	Elect Director Okawa, Hideyuki	Mgmt	For	For	For	No
2.8	Elect Director Kidachi, Shin	Mgmt	For	For	For	No
2.9	Elect Director Mikuniya, Katsunori	Mgmt	For	For	For	No
2.10	Elect Director Higuchi, Kazunari	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Kawata, Yoshiteru	Mgmt	For	For	For	No
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Pronexus, Inc. (Japan)

Meeting Date: 06/25/2025	Country: Japan	Ticker: 7893
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J6415X103		

Pronexus, Inc. (Japan)

Shares Voted: 1,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Ueno, Takeshi	Mgmt	For	For	For	No
1.2	Elect Director Morisada, Hirofumi	Mgmt	For	For	For	No
1.3	Elect Director Shiotsu, Yuichi	Mgmt	For	For	For	No
1.4	Elect Director Ozawa, Norio	Mgmt	For	For	For	No
1.5	Elect Director Nagatsuma, Takatsugu	Mgmt	For	For	For	No
1.6	Elect Director Shimizu, Ken	Mgmt	For	For	For	No
1.7	Elect Director Sakai, Ichiro	Mgmt	For	For	For	No
1.8	Elect Director Onozuka, Emi	Mgmt	For	For	For	No

PT Gajah Tunggal Tbk

Meeting Date: 06/25/2025Country: IndonesiaTicker: GJTL
Record Date: 06/02/2025Meeting Type: Annual
Primary Security ID: Y7122F123

Shares Voted: 2,898,314

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements and Statutory Reports and Allocation of Income	Mgmt	For	For	For	No
2	Approve Auditors	Mgmt	For	For	For	No

PT Kawasan Industri Jababeka Tbk

Meeting Date: 06/25/2025Country: IndonesiaTicker: KIJA
Record Date: 06/02/2025Meeting Type: Annual
Primary Security ID: Y7128U157

Shares Voted: 66,991,884

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Agenda for the Adjourned Annual General Meeting Dated 07/19/24	Mgmt				

PT Kawasan Industri Jababeka Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Amend Article 4 Paragraph 1 of the Company's Articles of the Association	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						
6	Amend Articles of Association to the Provisions of the Applicable OJK Regulations and the Indonesian Standard Business Field Classification (KBLI)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of further information to make an informed voting decision.						

PT Kawasan Industri Jababeka Tbk

Meeting Date: 06/25/2025Country: IndonesiaTicker: KIJA

Record Date: 06/02/2025Meeting Type: Annual

Primary Security ID: Y7128U157

Shares Voted: 66,991,884						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No

Rasa Corp.

Meeting Date: 06/25/2025Country: JapanTicker: 3023

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J64964109

Shares Voted: 2,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 38	Mgmt	For	For	For	No
2.1	Elect Director Imura, Shuichi	Mgmt	For	For	For	No
2.2	Elect Director Aoi, Kunio	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Sakuragi, Kazuaki	Mgmt	For	For	For	No
2.4	Elect Director Kuramochi, Masami	Mgmt	For	For	For	No
2.5	Elect Director Ouchi, Yoko	Mgmt	For	For	For	No
2.6	Elect Director Kawauchi, Hiroyuki	Mgmt	For	For	For	No
2.7	Elect Director Hayakawa, Ichiro	Mgmt	For	For	For	No
2.8	Elect Director Yamaguchi, Hiroshi	Mgmt	For	For	For	No
2.9	Elect Director Kawajiri, Eriko	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Asakura, Tadashi	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Nagato, Masanori	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
3.3	Elect Director and Audit Committee Member Tatsuta, Toshiyuki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
4	Elect Alternate Director and Audit Committee Member Yasumura, Kazuhiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						

Relo Group, Inc.

Meeting Date: 06/25/2025Country: JapanTicker: 8876

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J6436W118

Shares Voted: 10,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Sasada, Masanori	Mgmt	For	For	For	No
1.2	Elect Director Nakamura, Kenichi	Mgmt	For	For	For	No
1.3	Elect Director Kadota, Yasushi	Mgmt	For	For	For	No
1.4	Elect Director Kawano, Takeshi	Mgmt	For	For	For	No
1.5	Elect Director Koyama, Katsuhiko	Mgmt	For	For	For	No

Relo Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.6	Elect Director Tamura, Yoshikatsu	Mgmt	For	For	For	No
1.7	Elect Director Sakurai, Masao	Mgmt	For	For	For	No
2	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Rheon Automatic Machinery Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 6272

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J64554108

Shares Voted: 6,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 23	Mgmt	For	For	For	No
2.1	Elect Director Kobayashi, Mikio	Mgmt	For	For	For	No
2.2	Elect Director Onuki, Kazushige	Mgmt	For	For	For	No
2.3	Elect Director Hosoya, Masaki	Mgmt	For	For	For	No
2.4	Elect Director Kikuchi, Yoshiyuki	Mgmt	For	For	For	No
2.5	Elect Director Hirahara, Ko	Mgmt	For	For	For	No
2.6	Elect Director Akatsuka, Takae	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Yokoyama, Fujio	Mgmt	For	For	For	No
4	Approve Annual Bonus	Mgmt	For	For	For	No

Rinnai Corp.

Meeting Date: 06/25/2025Country: JapanTicker: 5947

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J65199101

Shares Voted: 40,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For	No
2.1	Elect Director Hayashi, Kenji	Mgmt	For	For	For	No
2.2	Elect Director Naito, Hiroyasu	Mgmt	For	For	For	No
2.3	Elect Director Narita, Tsunenori	Mgmt	For	For	For	No

Rinnai Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.4	Elect Director Shiraki, Hideyuki	Mgmt	For	For	For	No
2.5	Elect Director Inoue, Kazuto	Mgmt	For	For	For	No
2.6	Elect Director Kamio, Takashi	Mgmt	For	For	For	No
2.7	Elect Director Ogura, Tadashi	Mgmt	For	For	For	No
2.8	Elect Director Dochi, Yoko	Mgmt	For	For	For	No
2.9	Elect Director Sato, Kumi	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Ishikawa, Yoshiro	Mgmt	For	For	For	No
4	Amend Articles to Add Provision Concerning Management with Cost of Capital and Share Price Considered	SH	Against	Against	Against	No
5	Initiate Share Repurchase Program	SH	Against	Against	Against	No
6	Approve Restricted Stock Plan	SH	Against	For	For	Yes
Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.						
7	Amend Articles to Require Majority Outsider Board	SH	Against	Against	Against	No

Rion Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 6823

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J65229106

Shares Voted: 3,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 42	Mgmt	For	For	For	No
2.1	Elect Director Kato, Koki	Mgmt	For	For	For	No
2.2	Elect Director Iwahashi, Kiyokatsu	Mgmt	For	For	For	No
2.3	Elect Director Shimizu, Kenichi	Mgmt	For	For	For	No
2.4	Elect Director Shinozaki, Toshiyuki	Mgmt	For	For	For	No
2.5	Elect Director Hamada, Kikuko	Mgmt	For	For	For	No
2.6	Elect Director Ueda, Mari	Mgmt	For	For	For	No
2.7	Elect Director Takahashi, Kazunobu	Mgmt	For	For	For	No
2.8	Elect Director Ejima, Shinya	Mgmt	For	For	For	No

Rion Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Appoint Statutory Auditor Sakuma, Yoshihiro	Mgmt	For	For	For	No
4.1	Appoint Alternate Statutory Auditor Yamatani, Hironori	Mgmt	For	For	For	No
4.2	Appoint Alternate Statutory Auditor Ogawa, Hiromasa	Mgmt	For	For	For	No

Riso Kagaku Corp.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J6522V107

Country: Japan

Meeting Type: Annual

Ticker: 6413

Shares Voted: 3,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For	No
2.1	Elect Director Hayama, Akira	Mgmt	For	For	For	No
2.2	Elect Director Kawatsu, Toshihiko	Mgmt	For	For	For	No
2.3	Elect Director Narumiya, Yoshiomi	Mgmt	For	For	For	No
2.4	Elect Director Gondo, Kaeko	Mgmt	For	For	For	No
2.5	Elect Director Watabe, Hidetoshi	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Takahashi, Yuichi	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Nara, Masaya	Mgmt	For	For	For	No
3.3	Appoint Statutory Auditor Taniguchi, Hirofumi	Mgmt	For	For	For	No
3.4	Appoint Statutory Auditor Kakimoto, Akihisa	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For	No
5	Approve Annual Bonus	Mgmt	For	For	For	No

San Holdings, Inc. (Japan)

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J6T952107

Country: Japan

Meeting Type: Annual

Ticker: 9628

San Holdings, Inc. (Japan)

Shares Voted: 4,734

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For	No
2	Amend Articles to Change Fiscal Year End	Mgmt	For	For	For	No
3.1	Elect Director Noro, Yuichi	Mgmt	For	For	For	No
3.2	Elect Director Harishima, Satoshi	Mgmt	For	For	For	No
3.3	Elect Director Miyajima, Yasuko	Mgmt	For	For	For	No
3.4	Elect Director Yokota, Yoshiyuki	Mgmt	For	For	For	No
3.5	Elect Director Yokomise, Kaoru	Mgmt	For	For	For	No
3.6	Elect Director Negishi, Chihiro	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * Total dilution from this plan and the company's other equity compensation plans reaches 31.7 percent, which appears excessive.</i>						
5	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this poison pill plan is warranted because: * The total duration exceeds three years. * The board lacks sufficient independent monitoring. * The plan lacks a credible special committee.</i>						

Sansha Electric Manufacturing Co., Ltd.

Meeting Date: 06/25/2025

Country: Japan

Ticker: 6882

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J68317106

Shares Voted: 18,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Yoshimura, Hajimu	Mgmt	For	For	For	No
1.2	Elect Director Zumoto, Hiroshi	Mgmt	For	For	For	No
1.3	Elect Director Yamauchi, Tokushi	Mgmt	For	For	For	No
1.4	Elect Director Katsushima, Hajime	Mgmt	For	For	For	No
1.5	Elect Director Uno, Akira	Mgmt	For	For	For	No
1.6	Elect Director Ina, Koichi	Mgmt	For	For	For	No
1.7	Elect Director Nashioka, Eriko	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The company's poor information disclosure prevents shareholders from calculating attendance rate.</i>						

Sanwa Holdings Corp.

Meeting Date: 06/25/2025Country: JapanTicker: 5929

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J6858G104

Shares Voted: 82,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 59	Mgmt	For	For	For	No
2.1	Elect Director Takayama, Yasushi	Mgmt	For	For	For	No
2.2	Elect Director Yamazaki, Hiroyuki	Mgmt	For	For	For	No
2.3	Elect Director Doba, Toshiaki	Mgmt	For	For	For	No
2.4	Elect Director Takayama, Meiji	Mgmt	For	For	For	No
2.5	Elect Director Yokota, Masanaka	Mgmt	For	For	For	No
2.6	Elect Director Ishimura, Hiroko	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Yamaoka, Naoto	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Michael Morizumi	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No

Sato Corp.

Meeting Date: 06/25/2025Country: JapanTicker: 6287

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J69682102

Shares Voted: 31,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 38	Mgmt	For	For	For	No
2.1	Elect Director Konuma, Hiroyuki	Mgmt	For	For	For	No
2.2	Elect Director Sasahara, Yoshinori	Mgmt	For	For	For	No
2.3	Elect Director Narumi, Tatsuo	Mgmt	For	For	For	No
2.4	Elect Director Ito, Ryoji	Mgmt	For	For	For	No
2.5	Elect Director Yamada, Hideo	Mgmt	For	For	For	No

Sato Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.6	Elect Director Fujishige, Sadayoshi	Mgmt	For	For	For	No
2.7	Elect Director Nonogaki, Yoshiko	Mgmt	For	For	For	No
2.8	Elect Director Nagumo, Hiroshi	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Kubo, Naoki	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						
4.1	Appoint Alternate Statutory Auditor Kiyohara, Yoshifumi	Mgmt	For	For	For	No
4.2	Appoint Alternate Statutory Auditor Toge, Yukie	Mgmt	For	For	For	No

SAWAI GROUP HOLDINGS Co., Ltd.

Meeting Date: 06/25/2025 **Country:** Japan **Ticker:** 4887
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J69801108

Shares Voted: 55,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 27	Mgmt	For	For	For	No
2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For	No
3.1	Elect Director Sawai, Mitsuo	Mgmt	For	For	For	No
3.2	Elect Director Yokota, Shoji	Mgmt	For	For	For	No
3.3	Elect Director Ohara, Masatoshi	Mgmt	For	For	For	No
3.4	Elect Director Mitsuka, Masayuki	Mgmt	For	For	For	No
3.5	Elect Director Aitoku, Yasuko	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Tsubokura, Tadao	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Taniguchi, Etsuko	Mgmt	For	Against	Against	Yes

*Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.*

SAWAI GROUP HOLDINGS Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.3	Elect Director and Audit Committee Member Yukiyo Nose	Mgmt	For	For	For	No
5	Elect Alternate Director and Audit Committee Member Nishimura, Yoshitsugu	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
8	Approve Restricted Stock Plan and Performance Share Plan	Mgmt	For	For	For	No

Sekisui Jushi Corp.

Meeting Date: 06/25/2025 **Country:** Japan **Ticker:** 4212
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J70789110

Shares Voted: 2,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Baba, Hiroshi	Mgmt	For	For	For	No
1.2	Elect Director Miyata, Toshitaka	Mgmt	For	For	For	No
1.3	Elect Director Takano, Hiroshi	Mgmt	For	For	For	No
1.4	Elect Director Ito, Satoko	Mgmt	For	For	For	No
1.5	Elect Director Akaho, Keiko	Mgmt	For	For	For	No
1.6	Elect Director Kikuchi, Tomoyuki	Mgmt	For	For	For	No
1.7	Elect Director Miyoshi, Nagaaki	Mgmt	For	For	For	No
1.8	Elect Director Takabayashi, Shuichiro	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Tada, Akihito	Mgmt	For	For	For	No
3	Initiate Share Repurchase Program	SH	Against	For	For	Yes
<i>Voting Policy Rationale: A vote FOR this shareholder proposal is warranted because: * The company operates in a net cash position and shares are traded below book value. * The vote on this item, which is rather symbolic, can be used as a tool to raise concerns over capital efficiency.</i>						
4	Amend Articles to Require Majority Outsider Board and Set Maximum Board Size at 10	SH	Against	Against	Against	No

Sekisui Jushi Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Restricted Stock Plan	SH	Against	For	For	Yes
Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The dissident's plan appears to better align the interests of the plan participants with those of shareholders than the current management's plan, as the performance hurdle is linked to total shareholder return (TSR) and ROE.						

SEMITEC Corp.

Meeting Date: 06/25/2025	Country: Japan	Ticker: 6626
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J71307102		

Shares Voted: 2,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Ishizuka, Daisuke	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the firm's board composition at the company with an audit committee structure which will not include at least one-third outsiders. * Top management bears responsibility for the board composition where no female directors are included.						
1.2	Elect Director Ishizuka, Junya	Mgmt	For	For	For	No
1.3	Elect Director Takahashi, Katsushi	Mgmt	For	For	For	No
1.4	Elect Director Lee Wook	Mgmt	For	For	For	No
1.5	Elect Director Jumonji, Yuji	Mgmt	For	For	For	No
1.6	Elect Director Yanagida, Takemitsu	Mgmt	For	For	For	No
1.7	Elect Director Enomoto, Hiroki	Mgmt	For	For	For	No
1.8	Elect Director Kojima, Kazuhiro	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Sase, Masatoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
2.2	Elect Director and Audit Committee Member Aota, Hiroyuki	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Hirata, Kosuke	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						

Senshu Ikeda Holdings, Inc.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J71435101

Country: Japan

Meeting Type: Annual

Ticker: 8714

Shares Voted: 147,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 8	Mgmt	For	For	For	No
2	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings - Indemnify Directors	Mgmt	For	For	For	No
3.1	Elect Director Ukawa, Atsushi	Mgmt	For	For	For	No
3.2	Elect Director Sakaguchi, Hirohito	Mgmt	For	For	For	No
3.3	Elect Director Tsukagoshi, Osamu	Mgmt	For	For	For	No
3.4	Elect Director Fujiwara, Takayoshi	Mgmt	For	For	For	No
3.5	Elect Director Ogasawara, Atsuko	Mgmt	For	For	For	No
3.6	Elect Director Kaneko, Keiko	Mgmt	For	For	For	No
3.7	Elect Director Hisakawa, Hidehito	Mgmt	For	For	For	No
3.8	Elect Director Sakata, Shinoi	Mgmt	For	For	For	No
3.9	Elect Director Fukuda, Kenji	Mgmt	For	For	For	No
3.10	Elect Director Yamamura, Teruji	Mgmt	For	For	For	No

Shandong International Trust Co., Ltd.

Meeting Date: 06/25/2025

Record Date: 06/19/2025

Primary Security ID: Y767AW105

Country: China

Meeting Type: Annual

Ticker: 1697

Shares Voted: 81,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Work Report of the Board of Directors	Mgmt	For	For	For	No

Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.

Shandong International Trust Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Work Report of the Independent Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>						
3	Approve Work Report of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>						
4	Approve Financial Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>						
5	Approve Profit Distribution Plan	Mgmt	For	For	For	No
6	Approve ShineWing Certified Public Accountants (Special General Partnership) as Domestic Auditor and Overseas Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	To Receive the Net Capital Report	Mgmt				
<i>Voting Policy Rationale: These are non-voting items.</i>						
8	To Receive the Report on Repayment Upon Maturity for Trust Business and Benefits Realized for Beneficiaries	Mgmt				
<i>Voting Policy Rationale: These are non-voting items.</i>						
9	To Receive the Report on Management of Related Party Transactions	Mgmt				
<i>Voting Policy Rationale: These are non-voting items.</i>						

Shanghai Chicmax Cosmetic Co., Ltd.

Meeting Date: 06/25/2025 **Country:** China **Ticker:** 2145
Record Date: 06/20/2025 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: Y768KV104

Shares Voted: 40,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles of Association and Authorize Board and Persons Authorized by the Board to Deal with All Related Matters	Mgmt	For	For	For	No

SHIMOJIMA Co., Ltd.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J72456106

Country: Japan

Meeting Type: Annual

Ticker: 7482

Shares Voted: 2,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 27	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Oki, Tomohiro	Mgmt	For	For	For	No

Shinsho Corp.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J73885105

Country: Japan

Meeting Type: Annual

Ticker: 8075

Shares Voted: 2,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Takashita, Hironobu	Mgmt	For	For	For	No
1.2	Elect Director Adachi, Masahito	Mgmt	For	For	For	No
1.3	Elect Director Nishimura, Satoshi	Mgmt	For	For	For	No
1.4	Elect Director Urade, Shinji	Mgmt	For	For	For	No
1.5	Elect Director Takahashi, Jun	Mgmt	For	For	For	No
1.6	Elect Director Tano, Yoshio	Mgmt	For	For	For	No
2	Elect Alternate Director and Audit Committee Member Shimomura, Hisayuki	Mgmt	For	For	For	No

Shofu, Inc.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J74616103

Country: Japan

Meeting Type: Annual

Ticker: 7979

Shares Voted: 4,708

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Remove Provisions on Takeover Defense	Mgmt	For	For	For	No

Shofu, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Negoro, Noriyuki	Mgmt	For	For	For	No
2.2	Elect Director Takami, Tetsuo	Mgmt	For	For	For	No
2.3	Elect Director Yamazaki, Fumitaka	Mgmt	For	For	For	No
2.4	Elect Director Umeda, Takahiro	Mgmt	For	For	For	No
2.5	Elect Director Sonoi, Shuji	Mgmt	For	For	For	No
2.6	Elect Director Suzuki, Kiichi	Mgmt	For	For	For	No
2.7	Elect Director Nishimura, Daizo	Mgmt	For	For	For	No
2.8	Elect Director Yaguchi, Junko	Mgmt	For	For	For	No
2.9	Elect Director Matsue, Kaori	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Kobayashi, Kyoko	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For	No
6	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Sinko Industries Ltd.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J73283111

Country: Japan

Meeting Type: Annual

Ticker: 6458

Shares Voted: 35,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 32	Mgmt	For	For	For	No
2.1	Elect Director Suenaga, Satoshi	Mgmt	For	For	For	No
2.2	Elect Director Aota, Tokuji	Mgmt	For	For	For	No
2.3	Elect Director Taniguchi, Takenori	Mgmt	For	For	For	No
2.4	Elect Director Fujii, Tomoaki	Mgmt	For	For	For	No
2.5	Elect Director Michibata, Noriaki	Mgmt	For	For	For	No
2.6	Elect Director Adachi, Minako	Mgmt	For	For	For	No
2.7	Elect Director Hirano, Shinichi	Mgmt	For	For	For	No
2.8	Elect Director Fukuda, Itsuko	Mgmt	For	For	For	No

Sinko Industries Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Elect Alternate Director and Audit Committee Member Okao, Ryohei	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						

SOHGO SECURITY SERVICES CO., LTD.

Meeting Date: 06/25/2025	Country: Japan	Ticker: 2331
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J7607Z104		

Shares Voted: 35,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 13.4	Mgmt	For	For	For	No
2	Amend Articles to Change Company Name - Amend Business Lines	Mgmt	For	For	For	No
3.1	Elect Director Murai, Tsuyoshi	Mgmt	For	For	For	No
3.2	Elect Director Kayaki, Ikuji	Mgmt	For	For	For	No
3.3	Elect Director Suzuki, Motohisa	Mgmt	For	For	For	No
3.4	Elect Director Hyakutake, Naoki	Mgmt	For	For	For	No
3.5	Elect Director Shigemi, Kazuhide	Mgmt	For	For	For	No
3.6	Elect Director Hayashi, Shinichiro	Mgmt	For	For	For	No
3.7	Elect Director Ikenaga, Toshie	Mgmt	For	For	For	No
3.8	Elect Director Mishima, Masahiko	Mgmt	For	For	For	No
3.9	Elect Director Iwasaki, Kenji	Mgmt	For	For	For	No
3.10	Elect Director Morita, Hiroyuki	Mgmt	For	For	For	No
3.11	Elect Director Tanaka, Risa	Mgmt	For	For	For	No
4.1	Appoint Statutory Auditor Tanaka, Jun	Mgmt	For	For	For	No
4.2	Appoint Statutory Auditor Tanaka, Toshie	Mgmt	For	For	For	No

Soken Chemical & Engineering Co., Ltd.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J76085109

Country: Japan

Meeting Type: Annual

Ticker: 4972

Shares Voted: 3,652

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 125	Mgmt	For	For	For	No
2.1	Elect Director Tomita, Koji	Mgmt	For	For	For	No
2.2	Elect Director Takizawa, Kiyotaka	Mgmt	For	For	For	No
2.3	Elect Director Okamoto, Shuji	Mgmt	For	For	For	No
2.4	Elect Director Hasui, Takafumi	Mgmt	For	For	For	No
2.5	Elect Director Fusegi, Takayoshi	Mgmt	For	For	For	No
2.6	Elect Director Izumi, Hiroki	Mgmt	For	For	For	No
2.7	Elect Director Asano, Keiko	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Yasuda, Megumi	Mgmt	For	For	For	No

Solasto Corp.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J76165109

Country: Japan

Meeting Type: Annual

Ticker: 6197

Shares Voted: 7,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Noda, Toru	Mgmt	For	For	For	No
1.2	Elect Director Mashihara, Kazuhiro	Mgmt	For	For	For	No
1.3	Elect Director Chishiki, Kenji	Mgmt	For	For	For	No
1.4	Elect Director Mitsunari, Miki	Mgmt	For	For	For	No
1.5	Elect Director Tanaka, Miho	Mgmt	For	For	For	No
2	Appoint Alternate Statutory Auditor Oshimi, Yukako	Mgmt	For	For	For	No

Solteam, Inc.

Meeting Date: 06/25/2025

Record Date: 04/25/2025

Primary Security ID: Y806AC113

Country: Taiwan

Meeting Type: Annual

Ticker: 3484

Shares Voted: 118,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Amend Procedures for Endorsement and Guarantees	Mgmt	For	Against	Against	Yes

SPK Corp.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J7659D100

Country: Japan

Meeting Type: Annual

Ticker: 7466

Shares Voted: 4,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Oki, Kyoichiro	Mgmt	For	For	For	No
1.2	Elect Director Kimura, Akira	Mgmt	For	For	For	No
1.3	Elect Director Ueda, Koji	Mgmt	For	For	For	No
1.4	Elect Director Ogawa, Masashi	Mgmt	For	For	For	No
1.5	Elect Director Nishijima, Koji	Mgmt	For	For	For	No
2	Elect Alternate Director and Audit Committee Member Yamamoto, Hajime	Mgmt	For	For	For	No

Square Enix Holdings Co., Ltd.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J7659R109

Country: Japan

Meeting Type: Annual

Ticker: 9684

Shares Voted: 20,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kiryu, Takashi	Mgmt	For	For	For	No

Square Enix Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Elect Director Kitase, Yoshinori	Mgmt	For	For	For	No
1.3	Elect Director Miyake, Yu	Mgmt	For	For	For	No
1.4	Elect Director Ogawa, Masato	Mgmt	For	For	For	No
1.5	Elect Director Okamoto, Mitsuko	Mgmt	For	For	For	No
1.6	Elect Director Abdullah Aldawood	Mgmt	For	For	For	No
1.7	Elect Director Takano, Naoto	Mgmt	For	For	For	No
1.8	Elect Director Agatsuma, Mika	Mgmt	For	For	For	No
1.9	Elect Director Tracy Fullerton	Mgmt	For	For	For	No
2	Initiate Share Repurchase Program	SH	Against	Against	Against	No

Suruga Bank Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 8358

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J78400108

Shares Voted: 7,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kato, Kosuke	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
1.2	Elect Director Toya, Tomoki	Mgmt	For	For	For	No
1.3	Elect Director Tsutsumi, Tomoaki	Mgmt	For	For	For	No
1.4	Elect Director Sato, Fujio	Mgmt	For	For	For	No
1.5	Elect Director Takahashi, Naoki	Mgmt	For	For	For	No
1.6	Elect Director Kusaki, Yoriyuki	Mgmt	For	For	For	No
1.7	Elect Director Yamamoto, Yukiteru	Mgmt	For	For	For	No
1.8	Elect Director Iwakigawa, Masashi	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Akita, Tatsuya	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Namekata, Yoichi	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Suzuki, Motoko	Mgmt	For	For	For	No

Suruga Bank Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.4	Elect Director and Audit Committee Member Sawa, Yukiko	Mgmt	For	For	For	No
3	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No
4	Amend Articles to Ensure Transparency	SH	Against	Against	Against	No
5	Amend Articles to Require Periodic Disclosure of Progress concerning Business Improvement Order	SH	Against	Against	Against	No
6	Amend Articles to Seek to Increase Corporate Value through Subjective Analysis Leveraging Generative AI	SH	Against	Against	Against	No
7	Amend Articles to Add Provision on Treatment of Profits Obtained Through Fraudulent Loans	SH	Against	Against	Against	No
8	Amend Articles to Establish Third-Party Governance Committee	SH	Against	Against	Against	No

Suzuken Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 9987

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J78454105

Shares Voted: 73,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Asano, Shigeru	Mgmt	For	For	For	No
1.2	Elect Director Miyata, Hiromi	Mgmt	For	For	For	No
1.3	Elect Director Tanaka, Hirofumi	Mgmt	For	For	For	No
1.4	Elect Director Takahashi, Chie	Mgmt	For	For	For	No
1.5	Elect Director Samura, Shunichi	Mgmt	For	For	For	No
1.6	Elect Director Nakagaki, Hideaki	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Ogasawara, Takeshi	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Kondo, Toshimichi	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Shimizu, Ayako	Mgmt	For	For	For	No

Suzuken Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.4	Elect Director and Audit Committee Member Tomita, Asako	Mgmt	For	For	For	No

System Research Co., Ltd.

Meeting Date: 06/25/2025	Country: Japan	Ticker: 3771
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J78768108		

Shares Voted: 2,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Hirayama, Hiroshi	Mgmt	For	For	For	No
1.2	Elect Director Umemoto, Mie	Mgmt	For	For	For	No
1.3	Elect Director Watanabe, Takafumi	Mgmt	For	For	For	No
1.4	Elect Director Isozumi, Kazutomo	Mgmt	For	For	For	No
1.5	Elect Director Ota, Yoshinobu	Mgmt	For	For	For	No
1.6	Elect Director Nakagawa, Satoshi	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Yasui, Satoru	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
2.2	Elect Director and Audit Committee Member Koshikawa, Yasuyuki	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Suzuki, Hitoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
2.4	Elect Director and Audit Committee Member Suzuki, Harumi	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Ueda, Miyoko	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Taisei Lamick Group Head Quarter & Innovation Co., Ltd.

Meeting Date: 06/25/2025

Country: Japan

Ticker: 4994

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J79615100

Shares Voted: 1,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 47	Mgmt	For	For	For	No
2.1	Elect Director Kimura, Yoshinari	Mgmt	For	For	For	No
2.2	Elect Director Hasebe, Tadashi	Mgmt	For	For	For	No
2.3	Elect Director Hojo, Hirofumi	Mgmt	For	For	For	No
2.4	Elect Director Tomono, Naoko	Mgmt	For	For	For	No
2.5	Elect Director Suzuki, Michitaka	Mgmt	For	For	For	No
2.6	Elect Director Murata, Yasuhiko	Mgmt	For	For	For	No

Takara Standard Co., Ltd.

Meeting Date: 06/25/2025

Country: Japan

Ticker: 7981

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J80851116

Shares Voted: 13,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For	No
2	Amend Articles to Amend Provisions on Number of Directors - Indemnify Directors - Clarify Provisions on Alternate Statutory Auditors - Indemnify Statutory Auditors	Mgmt	For	For	For	No
3.1	Elect Director Watanabe, Takeo	Mgmt	For	For	For	No
3.2	Elect Director Komori, Masaru	Mgmt	For	For	For	No
3.3	Elect Director Ito, Yoji	Mgmt	For	For	For	No
3.4	Elect Director Maeda, Kazumi	Mgmt	For	For	For	No
3.5	Elect Director Iimura, Yukio	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Fujita, Saeko	Mgmt	For	For	For	No
5	Appoint Alternate Statutory Auditor Kawaguchi, Akio	Mgmt	For	For	For	No

Takasago International Corp.

Meeting Date: 06/25/2025Country: JapanTicker: 4914

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J80937113

Shares Voted: 6,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 160	Mgmt	For	For	For	No
2.1	Elect Director Masumura, Satoshi	Mgmt	For	For	For	No
2.2	Elect Director Noyori, Ryoji	Mgmt	For	For	For	No
2.3	Elect Director Yamagata, Tatsuya	Mgmt	For	For	For	No
2.4	Elect Director Somekawa, Kenichi	Mgmt	For	For	For	No
2.5	Elect Director Yanaka, Fumihiko	Mgmt	For	For	For	No
2.6	Elect Director Matsuda, Komei	Mgmt	For	For	For	No
2.7	Elect Director Mizuno, Naoki	Mgmt	For	For	For	No
2.8	Elect Director Kawabata, Shigeki	Mgmt	For	For	For	No
2.9	Elect Director Tsukamoto, Megumi	Mgmt	For	For	For	No
2.10	Elect Director Tsuji, Atsuko	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Isono, Hirokazu	Mgmt	For	For	For	No

Tanabe Consulting Group Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 9644

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J8173R104

Shares Voted: 3,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 28	Mgmt	For	For	For	No
2.1	Elect Director Wakamatsu, Takahiko	Mgmt	For	For	For	No
2.2	Elect Director Nagao, Yoshikuni	Mgmt	For	For	For	No
2.3	Elect Director Minamikawa, Norihito	Mgmt	For	For	For	No
2.4	Elect Director Warata, Masaru	Mgmt	For	For	For	No

Tanabe Consulting Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.5	Elect Director Okumura, Itaru	Mgmt	For	For	For	No
2.6	Elect Director Kawamoto, Yoshihiro	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Kambara, Hiroshi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.</i>						
3.2	Elect Director and Audit Committee Member Imura, Maki	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Matsumoto, Kaname	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.</i>						
3.4	Elect Director and Audit Committee Member Shinoki, Yoshie	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.</i>						

TAURON Polska Energia SA

Meeting Date: 06/25/2025 **Country:** Poland **Ticker:** TPE
Record Date: 06/09/2025 **Meeting Type:** Annual
Primary Security ID: X893AL104

Shares Voted: 462,753

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Management Proposals	Mgmt				
	Open Meeting	Mgmt				
<i>Voting Policy Rationale: Votes FOR Items 2, 4, 5, and 6 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>						
2	Elect Meeting Chairman	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 2, 4, 5, and 6 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>						
3	Acknowledge Proper Convening of Meeting	Mgmt				
<i>Voting Policy Rationale: Votes FOR Items 2, 4, 5, and 6 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 2, 4, 5, and 6 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Waive Secrecy for Elections of Members of Vote Counting Commission	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 2, 4, 5, and 6 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>						
6	Elect Members of Vote Counting Commission	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 2, 4, 5, and 6 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>						
7	Receive Reports on Company's and Group's Standing	Mgmt				
8	Approve Supervisory Board Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 8 and 11 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
9	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
10	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
11	Approve Management Board Report on Company' and Group's Operations	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 8 and 11 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
12	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
13	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The former executives including the former CEO, Pawel Szczeszek, received termination payouts, whereas discharge was not granted by 2024 AGM and the supervisory board dismissed the concerned executives from the management board. The report does not provide further background on the considerations to pay severance and non-compete compensation instead of triggering a bad leaver provision. * The company does not disclose targets, thresholds, and levels of achievement for each of the performance indicators for fiscal 2024. * The nomination and remuneration committee is not sufficiently independent as independence level equals 33 percent. * The company does not maintain any long-term variable remuneration, while the variable remuneration with the performance criteria established over a few years may benefit the company by creating long-term incentives for executives.</i>						
14.1	Approve Discharge of Grzegorz Lot (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
14.2	Approve Discharge of Piotr Golebiowski (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14.3	Approve Discharge of Michal Orlowski (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
14.4	Approve Discharge of Krzysztof Surma (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
14.5	Approve Discharge of Karolina Mucha-Kus (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
14.6	Withhold Discharge of Pawel Szczeszek (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
14.7	Approve Discharge of Patryk Demski (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
14.8	Approve Discharge of Bogusław Rybacki (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
14.9	Approve Discharge of Tomasz Szczegliński (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14.10	Withhold Discharge of Artur Warzocha (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
15.1	Approve Discharge of Krzysztof Surma (Deputy CEO) for Fiscal Year 2023	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
15.2	Withhold Discharge of Pawel Szczeszek (CEO) for Fiscal Year 2023	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
15.3	Approve Discharge Patryk Demski (Deputy CEO) for Fiscal Year 2023	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
15.4	Approve Discharge of Boguslaw Rybacki (Deputy CEO) for Fiscal Year 2023	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
15.5	Approve Discharge of Tomasz Szczegielniak (Deputy CEO) for Fiscal Year 2023	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
15.6	Withhold Discharge of Artur Warzocha (Deputy CEO) for Fiscal Year 2023	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16.1	Approve Discharge of Sławomir Smyczek (Supervisory Board Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Paweł Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
16.2	Approve Discharge of Natalia Klima-Piotrowska (Supervisory Board Deputy Chairwoman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Paweł Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
16.3	Approve Discharge of Piotr Kołodziej (Supervisory Board Secretary)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Paweł Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
16.4	Approve Discharge of Mariusz Babol (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Paweł Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
16.5	Approve Discharge of Michał Hulboj (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Paweł Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
16.6	Approve Discharge of Beata Kisielewska (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Paweł Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
16.7	Approve Discharge of Leszek Koziorowski (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Paweł Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16.8	Approve Discharge of Krzysztof Tkaczuk (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
16.9	Approve Discharge of Katarzyna Maslowska (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
16.10	Approve Discharge of Karolina Mucha-Kus (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
16.11	Approve Discharge of Grzegorz Peczkis (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
16.12	Approve Discharge of Teresa Famulska (Supervisory Board Deputy Chairwoman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
16.13	Approve Discharge of Piotr Tutak (Supervisory Board Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						
16.14	Approve Discharge of Marcin Wawrzyniak (Supervisory Board Secretary)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.</i>						

TAURON Polska Energia SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16.15	Approve Discharge of Dariusz Hryniow (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.						
16.16	Approve Discharge of Ryszard Madziar (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 14.1-14.5, 14.7-14.9, 15.1, 15.3-15.5, and 16.1-16.16 are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024 and in respect of the proposed directors during 2023. Vote FOR withhold discharge of Pawel Szczeszek (Items 14.6 and 15.2) and Artur Warzocha (14.10 and 15.6) are warranted on a precautionary basis in light of multiple controversies reported by Polish media and the supervisory board recommendations.						
17	Amend Statute	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is this proposal is warranted because the proposed amendments to move the appointment rights from the general meeting to the supervisory board is in deviation of established broader European practice and alters the check and balances in the overall governance.						
	Shareholder Proposals Submitted by the State Treasury	Mgmt				
18	Approve Terms of Remuneration of Management Board Members	SH	None	Against	Against	No
Voting Policy Rationale: Votes AGAINST are warranted due to the lack of disclosure.						
19	Amend Remuneration Policy	SH	None	Against	Against	No
Voting Policy Rationale: Votes AGAINST are warranted due to the lack of disclosure.						
20	Approve Terms of Remuneration of Supervisory Board Members	SH	None	Against	Against	No
Voting Policy Rationale: Votes AGAINST are warranted due to the lack of disclosure.						
	Management Proposals	Mgmt				
21	Close Meeting	Mgmt				

The Akita Bank Ltd.

Meeting Date: 06/25/2025	Country: Japan	Ticker: 8343
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J01092105		

Shares Voted: 11,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For	No

The Akita Bank Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Amend Articles to Clarify Director Authority on Board Meetings	Mgmt	For	For	For	No
3.1	Elect Director Ashida, Kosuke	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
3.2	Elect Director Minakawa, Tsuyoshi	Mgmt	For	For	For	No
3.3	Elect Director Miura, Chikara	Mgmt	For	For	For	No
3.4	Elect Director Hosaka, Hideaki	Mgmt	For	For	For	No
3.5	Elect Director Sakaki, Junichi	Mgmt	For	For	For	No
3.6	Elect Director Kakizaki, Tamaki	Mgmt	For	For	For	No
3.7	Elect Director Ito, Yutaka	Mgmt	For	For	For	No
3.8	Elect Director Ebata, Yoshiaki	Mgmt	For	For	For	No
3.9	Elect Director Tanaka, Risa	Mgmt	For	For	For	No
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

The Keiyo Bank, Ltd.

Meeting Date: 06/25/2025	Country: Japan	Ticker: 8544
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J05754106		

Shares Voted: 19,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 16	Mgmt	For	For	For	No
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For	No
3.1	Elect Director Kumagai, Toshiyuki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
3.2	Elect Director Ichikawa, Tatsushi	Mgmt	For	For	For	No

The United Laboratories International Holdings Limited

Meeting Date: 06/25/2025	Country: Cayman Islands	Ticker: 3933
Record Date: 06/23/2025	Meeting Type: Annual	
Primary Security ID: G8813K108		

The United Laboratories International Holdings Limited

Shares Voted: 1,672,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because these are routine dividend proposals.</i>						
3	Approve Special Dividend	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because these are routine dividend proposals.</i>						
4a	Elect Choy Siu Chit as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
4b	Elect Zhu Su Yan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
4c	Elect Song Ming as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
4d	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
5	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

The Yamagata Bank, Ltd.

Meeting Date: 06/25/2025

Country: Japan

Ticker: 8344

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J95644100

The Yamagata Bank, Ltd.

Shares Voted: 3,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Sato, Eiji	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
1.2	Elect Director Miura, Shinichiro	Mgmt	For	For	For	No
1.3	Elect Director Toyama, Yutaka	Mgmt	For	For	For	No
1.4	Elect Director Sasa, Hiroyuki	Mgmt	For	For	For	No
1.5	Elect Director Inoue, Yumiko	Mgmt	For	For	For	No
1.6	Elect Director Harada, Keitaro	Mgmt	For	For	For	No
2	Elect Director and Audit Committee Member Hirota, Naoto	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.</i>						

The Yamanashi Chuo Bank, Ltd.

Meeting Date: 06/25/2025

Country: Japan

Ticker: 8360

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J96128103

Shares Voted: 4,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 44	Mgmt	For	For	For	No
2.1	Elect Director Seki, Mitsuyoshi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.</i>						
2.2	Elect Director Furuya, Yoshiaki	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.</i>						
2.3	Elect Director Yamadera, Masahiko	Mgmt	For	For	For	No
2.4	Elect Director Sato, Hideki	Mgmt	For	For	For	No
2.5	Elect Director Naito, Tetsuya	Mgmt	For	For	For	No
2.6	Elect Director Kato, Koichiro	Mgmt	For	For	For	No
2.7	Elect Director Masukawa, Michio	Mgmt	For	For	For	No
2.8	Elect Director Kano, Riyo	Mgmt	For	For	For	No
2.9	Elect Director Ichikawa, Miki	Mgmt	For	For	For	No

Tokyo Kiraboshi Financial Group, Inc.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J9370A100

Country: Japan

Meeting Type: Annual

Ticker: 7173

Shares Voted: 12,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Watanabe, Hisanobu	Mgmt	For	For	For	No
1.2	Elect Director Tsunehisa, Hidenori	Mgmt	For	For	For	No
1.3	Elect Director Nobeta, Satoru	Mgmt	For	For	For	No
1.4	Elect Director Miura, Takeshi	Mgmt	For	For	For	No
1.5	Elect Director Yoshino, Takeshi	Mgmt	For	For	For	No
1.6	Elect Director Kagami, Akiyuki	Mgmt	For	For	For	No
1.7	Elect Director Takahashi, Yuki	Mgmt	For	For	For	No
1.8	Elect Director Nomura, Shuya	Mgmt	For	For	For	No
1.9	Elect Director Kobayashi, Haruhiko	Mgmt	For	For	For	No
2	Appoint Alternate Statutory Auditor Endo, Kenji	Mgmt	For	For	For	No

TOMONY Holdings, Inc.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J8912M101

Country: Japan

Meeting Type: Annual

Ticker: 8600

Shares Voted: 107,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 9.5	Mgmt	For	For	For	No
2.1	Elect Director Nakamura, Takeshi	Mgmt	For	For	For	No
2.2	Elect Director Bando, Toyohiko	Mgmt	For	For	For	No
2.3	Elect Director Ariki, Hiroshi	Mgmt	For	For	For	No
2.4	Elect Director Fujii, Hitomi	Mgmt	For	For	For	No
2.5	Elect Director Kioka, Hitoshi	Mgmt	For	For	For	No
2.6	Elect Director Kanaoka, Noriyoshi	Mgmt	For	For	For	No
2.7	Elect Director Nagao, Jun	Mgmt	For	For	For	No

TOMONY Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.8	Elect Director Inoue, Yoshiaki	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Tada, Hitoshi	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Tomie, Sayaka	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Takeda, Mayumi	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Yoshizawa, Yasuyo	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Towa Pharmaceutical Co., Ltd.

Meeting Date: 06/25/2025	Country: Japan	Ticker: 4553
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J90505108		

Shares Voted: 32,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For	No
2.1	Elect Director Yoshida, Itsuro	Mgmt	For	For	For	No
2.2	Elect Director Uchikawa, Osamu	Mgmt	For	For	For	No
2.3	Elect Director Kokubun, Toshikazu	Mgmt	For	For	For	No
2.4	Elect Director Takeyasu, Masaaki	Mgmt	For	For	For	No
2.5	Elect Director Eiki, Norikazu	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Goto, Kenryo	Mgmt	For	For	For	No

transcosmos, Inc.

Meeting Date: 06/25/2025	Country: Japan	Ticker: 9715
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J9297T109		

Shares Voted: 21,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 106	Mgmt	For	For	For	No
2.1	Elect Director Okuda, Masataka	Mgmt	For	For	For	No
2.2	Elect Director Muta, Masaaki	Mgmt	For	For	For	No
2.3	Elect Director Kamiya, Takeshi	Mgmt	For	For	For	No
2.4	Elect Director Kono, Masatoshi	Mgmt	For	For	For	No
2.5	Elect Director Matsubara, Kenshi	Mgmt	For	For	For	No
2.6	Elect Director Kaizuka, Hiroshi	Mgmt	For	For	For	No
2.7	Elect Director Yamashita, Eijiro	Mgmt	For	For	For	No
2.8	Elect Director Kadomatsu, Yoshie	Mgmt	For	For	For	No
2.9	Elect Director Funatsu, Koji	Mgmt	For	For	For	No
2.10	Elect Director Hatoyama, Rehito	Mgmt	For	For	For	No
2.11	Elect Director Tamatsuka, Genichi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The nominee cannot be expected to fulfill the role of overseeing management effectively in the interests of shareholders in light of the low attendance rate.</i>						
2.12	Elect Director Suzuki, Noriyoshi	Mgmt	For	For	For	No
2.13	Elect Director Tsurumori, Miwa	Mgmt	For	For	For	No
2.14	Elect Director Kuretani, Norihiro	Mgmt	For	For	For	No
2.15	Elect Director Yamamoto, Masami	Mgmt	For	For	For	No
3	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No

ULS Group, Inc.

Meeting Date: 06/25/2025

Country: Japan

Ticker: 3798

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J94062106

Shares Voted: 400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For	No

U
LS
Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Amend Articles to Amend Business Lines - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles	Mgmt	For	For	For	No
3.1	Elect Director Urushibara, Shigeru	Mgmt	For	For	For	No
3.2	Elect Director Takahashi, Keiichi	Mgmt	For	For	For	No
3.3	Elect Director Yokoyama, Yoshinari	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Karatsu, Mami	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Masunari, Yuka	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No

Userjoy Technology Co., Ltd.

Meeting Date: 06/25/2025
Country: Taiwan
Ticker: 3546

Record Date: 04/25/2025
Meeting Type: Annual

Primary Security ID: Y9299J128

Shares Voted: 78,689

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.						
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
4	Approve the Issuance of New Shares by Capitalization of Profit	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.						
ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt				
5.1	Elect Hsin Liu with SHAREHOLDER NO.71 as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						

Userjoy Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.2	Elect Tse-wen Chu with SHAREHOLDER NO.69 as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5.3	Elect Yu-shan Li with SHAREHOLDER NO.1 as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5.4	Elect Chi-hsin Chang with SHAREHOLDER NO.70 as Non-independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5.5	Elect Wei-ta Chen with SHAREHOLDER NO.U120262XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5.6	Elect I-kuang Li with SHAREHOLDER NO.E121781XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5.7	Elect Yi-Jen Su with SHAREHOLDER NO.R121547XXX as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5.8	Elect Ya-Hui Wu with SHAREHOLDER NO.325 as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

Value Valves Co. Ltd.

Meeting Date: 06/25/2025	Country: Taiwan	Ticker: 4580
Record Date: 04/25/2025	Meeting Type: Annual	
Primary Security ID: Y9318D102		

Value Valves Co. Ltd.

Shares Voted: 18,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Wealth Management, Inc. (Japan)

Meeting Date: 06/25/2025Country: JapanTicker: 3772
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J12670105

Shares Voted: 5,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For	No
2.1	Elect Director Senno, Kazutoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the firm's board composition at the company with an audit committee structure which will not include at least one-third outsiders. * Top management bears responsibility for the board composition where no female directors are included.						
2.2	Elect Director Yaji, Kenichiro	Mgmt	For	For	For	No
2.3	Elect Director Mihara, Daisuke	Mgmt	For	For	For	No
2.4	Elect Director Kadota, Morito	Mgmt	For	For	For	No

Wittchen SA

Meeting Date: 06/25/2025Country: PolandTicker: WTN
Record Date: 06/09/2025Meeting Type: Annual
Primary Security ID: X980AZ132

Shares Voted: 3,335

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
2	Elect Meeting Chairman	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Acknowledge Proper Convening of Meeting	Mgmt				
<i>Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>						
5	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
6	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
7	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 7 and 9 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
8	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
9	Approve Supervisory Board Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 7 and 9 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
10	Approve Discharge of Jędrzej Wittchen (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the CEO or the supervisory board in the fiscal year 2024.</i>						
11.1	Approve Discharge of Adam Sobieszek (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the CEO or the supervisory board in the fiscal year 2024.</i>						
11.2	Approve Discharge of Józef Mirecki (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the CEO or the supervisory board in the fiscal year 2024.</i>						
11.3	Approve Discharge of Barbara Mirecka (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the CEO or the supervisory board in the fiscal year 2024.</i>						
11.4	Approve Discharge of Paweł Marcinkiewicz (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the CEO or the supervisory board in the fiscal year 2024.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.5	Approve Discharge of Monika Dziedzic (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the CEO or the supervisory board in the fiscal year 2024.						
12	Approve Remuneration Report	Mgmt	For	For	For	No
13	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * Some contractual terms of the CEO are not clearly disclosed, namely the severance payment, notice period and non-compete clause. * The proposed policy does not disclose fixed salary of executives nor supervisory board members, it also does not provide sufficient details regarding setting its level. * The policy fails to disclose the performance conditions for the LTI and their parameters. * The company's remuneration policy includes a derogation clause which is of rather general nature. The derogation clauses should clearly define and limit any elements of compensation framework and extent to which derogations may apply. * Arrangements regarding the post-mandate exercise of equity-based awards are not disclosed by the company. * Retirement benefits for the supervisory board members. The members of the supervisory board are entitled to receive retirement benefits. However, we note that non-executive participation in retirement benefits schemes is a common market practice.						
14	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For	No
15	Elect Supervisory Board Member and Approve His/Her Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because the company has failed to disclose the nominee's name.						
16	Amend Statute	Mgmt	For	For	For	No
17	Close Meeting	Mgmt				

Yonex Co., Ltd.

Meeting Date: 06/25/2025Country: JapanTicker: 7906

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J9776D104

Shares Voted: 7,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 11	Mgmt	For	For	For	No
2.1	Elect Director Alyssa Yoneyama	Mgmt	For	For	For	No
2.2	Elect Director Yoneyama, Shuichi	Mgmt	For	For	For	No
2.3	Elect Director Iwano, Miyuki	Mgmt	For	For	For	No
2.4	Elect Director Casey Yoneyama	Mgmt	For	For	For	No
2.5	Elect Director Michael N. Morizumi	Mgmt	For	For	For	No
2.6	Elect Director Otsubo, Fukiko	Mgmt	For	For	For	No
2.7	Elect Director Duncan Ryuken Williams	Mgmt	For	For	For	No

Yushin Co.

Meeting Date: 06/25/2025

Record Date: 03/31/2025

Primary Security ID: J98526106

Country: Japan

Meeting Type: Annual

Ticker: 6482

Shares Voted: 8,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kotani, Takayo	Mgmt	For	For	For	No
1.2	Elect Director Oda, Kota	Mgmt	For	For	For	No
1.3	Elect Director Kitagawa, Yasushi	Mgmt	For	For	For	No
1.4	Elect Director Inano, Tomohiro	Mgmt	For	For	For	No
1.5	Elect Director Nishiguchi, Yasuo	Mgmt	For	For	For	No
1.6	Elect Director Matsuhisa, Hiroshi	Mgmt	For	For	For	No
1.7	Elect Director Nakayama, Reiko	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Nonaka, Tetsuya	Mgmt	For	For	For	No

Zhihu Inc.

Meeting Date: 06/25/2025

Record Date: 05/23/2025

Primary Security ID: G989MJ101

Country: Cayman Islands

Meeting Type: Annual

Ticker: 2390

Shares Voted: 169,059

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Meeting for ADR Holders	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a.1	Elect Director Dahai Li	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
2a.2	Elect Director Derek Chen	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
2a.3	Elect Director Li-Lan Cheng	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
2b	Approve Remuneration of Directors	Mgmt	For	For	For	No

Zhihu Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
4	Authorize Share Repurchase Program	Mgmt	For	For	For	No
5	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
6	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

ZIGExN Co., Ltd.

Meeting Date: 06/25/2025	Country: Japan	Ticker: 3679
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J98878101		

Shares Voted: 61,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Hirao, Jo	Mgmt	For	For	For	No
1.2	Elect Director Imai, Ryosuke	Mgmt	For	For	For	No
1.3	Elect Director Hatano, Sachiko	Mgmt	For	For	For	No
1.4	Elect Director Usuba, Yasuo	Mgmt	For	For	For	No
1.5	Elect Director Sakaki, Jun	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Yajima, Mari	Mgmt	For	For	For	No
2.2	Appoint Statutory Auditor Miyazaki, Takashi	Mgmt	For	For	For	No
2.3	Appoint Statutory Auditor Wada, Kengo	Mgmt	For	For	For	No

Ad-Sol Nissin Corp.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 3837
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J00148106		

Shares Voted: 4,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For	No
2	Amend Articles to Clarify Director Authority on Board Meetings	Mgmt	For	For	For	No
3.1	Elect Director Ueda, Tomizo	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.</i>						
3.2	Elect Director Shinozaki, Toshiaki	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.</i>						
3.3	Elect Director Onishi, Hajime	Mgmt	For	For	For	No
3.4	Elect Director Teramura, Norikazu	Mgmt	For	For	For	No
3.5	Elect Director Mineno, Hiroshi	Mgmt	For	For	For	No
3.6	Elect Director Hirota, Koichi	Mgmt	For	For	For	No
3.7	Elect Director Takamizawa, Nobushige	Mgmt	For	For	For	No
3.8	Elect Director Fukui, Motoko	Mgmt	For	For	For	No
4.1	Appoint Alternate Statutory Auditor Kawamura, Yasuo	Mgmt	For	For	For	No
4.2	Appoint Alternate Statutory Auditor Kida, Minoru	Mgmt	For	For	For	No

Airport Facilities Co., Ltd.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 8864

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J00641100

Shares Voted: 6,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 12	Mgmt	For	For	For	No
2.1	Elect Director Tamura, Shigeo	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
2.2	Elect Director Miyake, Hideo	Mgmt	For	For	For	No
2.3	Elect Director Nishio, Tadao	Mgmt	For	For	For	No

Airport Facilities Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.4	Elect Director Sasaoka, Osamu	Mgmt	For	For	For	No
2.5	Elect Director Watanabe, Satoru	Mgmt	For	For	For	No
2.6	Elect Director Aoyama, Kayo	Mgmt	For	For	For	No
2.7	Elect Director Miki, Yasuo	Mgmt	For	For	For	No
2.8	Elect Director Ohashi, Yoshika	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Suzuki, Hirotomo	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Matsuzawa, Susumu	Mgmt	For	For	For	No
5	Amend Articles to Add Provision concerning Disclosure of Involvement by Japan Airlines or ANA HOLDINGS in Decision Making Process of the Company	SH	Against	Against	Against	No
6	Amend Articles to Add Provision concerning Disclosure of Agreement between Japan Airlines and ANA HOLDINGS concerning Management of the Company	SH	Against	Against	Against	No

AMADA Co., Ltd.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 6113

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J01218106

Shares Voted: 116,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 31	Mgmt	For	For	For	No
2.1	Elect Director Isobe, Tsutomu	Mgmt	For	For	For	No
2.2	Elect Director Yamanashi, Takaaki	Mgmt	For	For	For	No
2.3	Elect Director Tadokoro, Masahiko	Mgmt	For	For	For	No
2.4	Elect Director Yamamoto, Koji	Mgmt	For	For	For	No
2.5	Elect Director Miwa, Kazuhiko	Mgmt	For	For	For	No
2.6	Elect Director Aoki, Masakazu	Mgmt	For	For	For	No
2.7	Elect Director Kobe, Harumi	Mgmt	For	For	For	No
2.8	Elect Director Sasa, Hiroyuki	Mgmt	For	For	For	No
2.9	Elect Director Chino, Toshitake	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Appoint Statutory Auditor Nishiura, Seiji	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Murata, Makoto	Mgmt	For	For	For	No

ams-OSRAM AG

Meeting Date: 06/26/2025 Country: Austria Ticker: AMS
Record Date: 06/16/2025 Meeting Type: Annual
Primary Security ID: A0400Q156

Shares Voted: 100,515

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
4	Ratify Ernst & Young as Auditors for Fiscal Year 2025	Mgmt	For	For	For	No
5	Approve Remuneration Report	Mgmt	For	For	For	No
6	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the remuneration schedule and remuneration policy for supervisory board members are warranted because they are in line with market practice and no significant concerns are noted.						
7	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the remuneration schedule and remuneration policy for supervisory board members are warranted because they are in line with market practice and no significant concerns are noted.						
8.1	Elect Loh Kin Wah as Supervisory Board Member	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed nominees, Monika Henzinger and Kin Wah Loh, are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.						
8.2	Elect Monika Henzinger as Supervisory Board Member	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the proposed nominees, Monika Henzinger and Kin Wah Loh, are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Approve Creation of EUR 99.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For	No
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No

AOYAMA TRADING Co., Ltd.

Meeting Date: 06/26/2025

Record Date: 03/31/2025

Primary Security ID: J01722107

Country: Japan

Meeting Type: Annual

Ticker: 8219

Shares Voted: 20,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 104	Mgmt	For	For	For	No
2.1	Elect Director Aoyama, Osamu	Mgmt	For	For	For	No
2.2	Elect Director Endo, Taizo	Mgmt	For	For	For	No
2.3	Elect Director Ogawa, Makoto	Mgmt	For	For	For	No
2.4	Elect Director Kobayashi, Hiroaki	Mgmt	For	For	For	No
2.5	Elect Director Kagami, Yukari	Mgmt	For	For	For	No
2.6	Elect Director Nogami, Masaki	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Nakajima, Takanori	Mgmt	For	For	For	No

Ashoka Buildcon Limited

Meeting Date: 06/26/2025

Record Date: 05/23/2025

Primary Security ID: Y0R69J126

Country: India

Meeting Type: Special

Ticker: 533271

Shares Voted: 116,170

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				

Ashoka Buildcon Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Reappointment and Remuneration of Satish Parakh as Managing Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although it is not without concerns: * The company has not disclosed the weightage, threshold and target performance that he needs to achieve to determine the outcome under variable pay. * The resolution provides discretion to the board to increase the executive's remuneration by up to 20 percent. Increments in fixed pay should be accompanied with adequate rationale justifying the increase. * The company has failed to provide the split between fixed pay components in the proposed remuneration. The main reason for support is: * The overall remuneration is capped, deemed reasonable and commensurate given the size and scale of the company's operation and is in line with market peers.</i>						
2	Approve Reappointment and Remuneration of Sanjay Londhe as Whole-Time Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although it is not without concerns: * The company has not disclosed the weightage, threshold and target performance that he needs to achieve to determine the outcome under variable pay. * The resolution provides discretion to the board to increase the executive's remuneration by up to 20 percent. Increments in fixed pay should be accompanied with adequate rationale justifying the increase. * The company has failed to provide the split between fixed pay components in the proposed remuneration. The main reason for support is: * The overall remuneration is capped, deemed reasonable and commensurate given the size and scale of the company's operation and is in line with market peers.</i>						

ASIA PILE HOLDINGS Corp.

Meeting Date: 06/26/2025 **Country:** Japan **Ticker:** 5288
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J28007102

Shares Voted: 11,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kurose, Akira	Mgmt	For	For	For	No
1.2	Elect Director Kurose, Shusuke	Mgmt	For	For	For	No
1.3	Elect Director Okoshi, Masahiko	Mgmt	For	For	For	No
1.4	Elect Director Okuyama, Kazunori	Mgmt	For	For	For	No
1.5	Elect Director Muto, Hiroyuki	Mgmt	For	For	For	No
1.6	Elect Director Phan Khac Long	Mgmt	For	For	For	No
1.7	Elect Director Watanabe, Akira	Mgmt	For	For	For	No
1.8	Elect Director Kabasawa, Toshihiro	Mgmt	For	For	For	No
1.9	Elect Director Ueda, Kohei	Mgmt	For	For	For	No
1.10	Elect Director Otani, Kazuko	Mgmt	For	For	For	No
1.11	Elect Director Igarashi, Hisae	Mgmt	For	For	For	No

Meeting Date: 06/26/2025	Country: Chile	Ticker: BICECORP
Record Date: 06/19/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P1667P117		

Shares Voted: 88,329						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
a	Approve Reduction in Share Capital via Cancellation of 124 Shares Remaining after Share Exchange that Took Place in Connection with Split Approved by EGM on Nov. 25, 2024; Amend Article 4	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because the proposed cancellations of shares represent routine requests.						
b	Approve Reduction of Share Capital via Cancellation of 354.83 Million Unsubscribed and Unpaid Shares Issued from Capital Increase Approved by EGM on Nov. 25, 2024; Amend Article 4	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because the proposed cancellations of shares represent routine requests.						
c	Approve Related-Party Transaction Re: Merger by Absorption of Grupo Security S.A.	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the key terms and a reasonable rationale for the proposed related-party transaction; and * There are no known concerns regarding the proposed terms.						
d	Approve Merger by Absorption of Grupo Security S.A.	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the key terms and a reasonable rationale for the proposed related-party transaction; and * There are no known concerns regarding the proposed terms.						
e	Authorize Capital Increase to Fulfill Merger by Absorption; Amend Article 4 and Transitory Article 1	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the key terms and a reasonable rationale for the proposed related-party transaction; and * There are no known concerns regarding the proposed terms.						
f	Amend Articles; Consolidate Bylaws	Mgmt	For	For	For	No
g	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Care Property Invest

Meeting Date: 06/26/2025

Record Date: 06/12/2025

Primary Security ID: B1464S103

Country: Belgium

Meeting Type: Extraordinary Shareholders

Ticker: CPINV

Shares Voted: 12,037

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Extraordinary Shareholders' Meeting Agenda	Mgmt				
2	Receive Special Board Report Re: Authorized Capital	Mgmt				
3	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For	No
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
5	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For	No

Cellcom Israel Ltd.

Meeting Date: 06/26/2025

Record Date: 05/28/2025

Primary Security ID: M2196U109

Country: Israel

Meeting Type: Special

Ticker: CEL

Shares Voted: 45,563

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Compensation Policy for the Directors and Officers of the Company	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because the company has reduced the transparency and stringency of the annual bonus plan by eliminating disclosed detailed minimum performance thresholds while the rigor of the performance conditions is questionable.						
2	Approve Updated Employment Terms of Eli Adadi, CEO	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because the company has reduced the transparency and stringency of the annual bonus plan by eliminating disclosed detailed minimum performance thresholds while the rigor of the performance conditions is questionable.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt	None	Refer	Against	No
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against. <i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>	Mgmt	None	Refer	Against	No
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against. <i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>	Mgmt	None	Refer	Against	No
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against. <i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>	Mgmt	None	Refer	For	No
B4	Vote FOR if the Holding of Ordinary Shares of the Company, Directly or Indirectly, Do Not Contravene any Holding or Transfer Restrictions set forth in the Company's Telecommunications Licenses	Mgmt	None	Refer	For	No

Chugin Financial Group, Inc.

Meeting Date: 06/26/2025Country: JapanTicker: 5832

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J06973101

Shares Voted: 26,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 35.5	Mgmt	For	For	For	No
2.1	Elect Director Kato, Sadanori	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Harada, Ikuhide	Mgmt	For	For	For	No
2.3	Elect Director Yamamoto, Soichi	Mgmt	For	For	For	No
2.4	Elect Director Fukuhara, Kenichi	Mgmt	For	For	For	No
2.5	Elect Director Yatsurugi, Yoichiro	Mgmt	For	For	For	No

Cleanup Corp.

Meeting Date: 06/26/2025Country: JapanTicker: 7955

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J08106106

Shares Voted: 11,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 18	Mgmt	For	For	For	No

Daihen Corp.

Meeting Date: 06/26/2025Country: JapanTicker: 6622

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J09114109

Shares Voted: 900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 82.5	Mgmt	For	For	For	No
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For	No

Daihen Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.1	Elect Director Tajiri, Tetsuya	Mgmt	For	For	For	No
3.2	Elect Director Minomo, Shoichiro	Mgmt	For	For	For	No
3.3	Elect Director Kamo, Kazuo	Mgmt	For	For	For	No
3.4	Elect Director Kimura, Haruhisa	Mgmt	For	For	For	No
3.5	Elect Director Kaneko, Kentaro	Mgmt	For	For	For	No
3.6	Elect Director Kuriyama, Tadashi	Mgmt	For	For	For	No
3.7	Elect Director Magoshi, Emiko	Mgmt	For	For	For	No
3.8	Elect Director Fujiwara, Yasufumi	Mgmt	For	For	For	No
3.9	Elect Director Kawasaki, Kiyotaka	Mgmt	For	For	For	No
4.1	Appoint Statutory Auditor Morimoto, Keiki	Mgmt	For	For	For	No
4.2	Appoint Statutory Auditor Kageyama, Shuichi	Mgmt	For	Against	Against	Yes

*Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.*

DAISUE CONSTRUCTION CO., LTD.

Meeting Date: 06/26/2025Country: JapanTicker: 1814

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J10920106

Shares Voted: 4,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Murao, Kazunori	Mgmt	For	For	For	No
1.2	Elect Director Kataoka, Motohiro	Mgmt	For	For	For	No
1.3	Elect Director Tsuru, Koichiro	Mgmt	For	For	For	No
1.4	Elect Director Matsuda, Kenjo	Mgmt	For	For	For	No
1.5	Elect Director Nakashotani, Hiroki	Mgmt	For	For	For	No
1.6	Elect Director Isowa, Harumi	Mgmt	For	For	For	No
1.7	Elect Director Kajiwara, Yuriko	Mgmt	For	For	For	No
2	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Delek Group Ltd.

Meeting Date: 06/26/2025

Record Date: 05/26/2025

Primary Security ID: M27635107

Country: Israel

Meeting Type: Annual

Ticker: DLEKG

Shares Voted: 1,789

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Discuss Financial Statements and the Report of the Board	Mgmt				
2	Reappoint Brightman Almagor Zohar & Co. as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted given that audit fees are not itemized. As such, it cannot be determined if the non-audit fees are excessive.						
3	Reelect Heelee Kriesler as Director	Mgmt	For	For	For	No

Delta Israel Brands Ltd.

Meeting Date: 06/26/2025

Record Date: 05/28/2025

Primary Security ID: M2778D103

Country: Israel

Meeting Type: Annual/Special

Ticker: DLTI

Shares Voted: 2,439

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Discuss Financial Statements and the Report of the Board	Mgmt				
2	Reappoint PwC Israel Kesselman & Kesselman as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3.1	Reelect Isaac Dabah as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Isaac Dabah, Anat Bogner and Dasa Genet is warranted, as there are no issues with the nominees. A vote AGAINST Noam Lautman is warranted as the director is a non-independent director and a member of the audit committee.						
3.2	Reelect Noam Lautman as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR Isaac Dabah, Anat Bogner and Dasa Genet is warranted, as there are no issues with the nominees. A vote AGAINST Noam Lautman is warranted as the director is a non-independent director and a member of the audit committee.						
3.3	Reelect Anat Bogner as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Isaac Dabah, Anat Bogner and Dasa Genet is warranted, as there are no issues with the nominees. A vote AGAINST Noam Lautman is warranted as the director is a non-independent director and a member of the audit committee.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.4	Reelect Genet Dasa as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR Isaac Dabah, Anat Bogner and Dasa Genet is warranted, as there are no issues with the nominees. A vote AGAINST Noam Lautman is warranted as the director is a non-independent director and a member of the audit committee.</i>					
4	Issue Renewal of Indemnification Agreement to Isaac Dabah, Chairman and Controller	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted, as the company discloses sufficient information and as there are no apparent concerns with the proposed terms.</i>					
5	Issue Renewal of Exemption Agreement to Isaac Dabah, Chairman and Controller	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted, as the company discloses sufficient information and as there are no apparent concerns with the proposed terms.</i>					
6	Approve 2025 Measured Goals Plan for Annual Grant to Anat Bogner, CEO and Director	Mgmt	For	For	For	No
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against	No
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt				
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
	<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>					
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
	<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>					

Delta Israel Brands Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	For	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						

DIGITAL HEARTS HOLDINGS Co., Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 3676
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J1915K107		

Shares Voted: 21,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Tsukushi, Toshiya	Mgmt	For	For	For	No
1.2	Elect Director Miyazawa, Eiichi	Mgmt	For	For	For	No
1.3	Elect Director Yanagiya, Takashi	Mgmt	For	For	For	No
1.4	Elect Director Murei, Emiko	Mgmt	For	For	For	No
1.5	Elect Director Chikasawa, Ryo	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Date, Masahide	Mgmt	For	For	For	No
2.2	Appoint Statutory Auditor Kazama, Keiya	Mgmt	For	For	For	No
2.3	Appoint Statutory Auditor Okano, Yoko	Mgmt	For	For	For	No
2.4	Appoint Statutory Auditor Akatsu, Emiko	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Koga, Satoru	Mgmt	For	For	For	No

Digital Value SpA

Meeting Date: 06/26/2025	Country: Italy	Ticker: DGV
Record Date: 06/17/2025	Meeting Type: Annual/Special	
Primary Security ID: T3R2CE106		

Shares Voted: 1,147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
1.2	Approve Allocation of Income and Dividend Distribution	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>						
2.1	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This item warrants a vote AGAINST because: * The company provides insufficient information on the performance criteria of its short-term variable remuneration. * The policy on termination payments is unclear. * The board retains broad derogation powers.</i>						
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This item warrants a vote AGAINST because the company seems to disclose payouts related to the variable remuneration with a one-year delay.</i>						
3	Elect Laura Cappiello, Mario Anaclerio, and Francesco Tuccari as Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This resolution warrants a vote AGAINST because the resulting board would lack gender diversity requirements.</i>						
4.1	Shareholder Proposals Submitted by DVH SpA	Mgmt				
	Appoint Ludovica Barraco as Internal Statutory Auditor	SH	None	For	For	No
	Appoint Francesca Sarcone as Alternate Internal Statutory Auditor	SH	None	For	For	No
5	Management Proposals	Mgmt				
	Approve 2025-2027 Incentive Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: These items merit an AGAINST support because: * The company does not disclose the performance targets attached to the plan. * The volume is slightly in excess of recommended guidelines. * No details are provided on equity treatment in case of good/bad leavers.</i>						
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Authorize Board to Increase Capital to Service 2025-2027 Incentive Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: These items merit an AGAINST support because: * The company does not disclose the performance targets attached to the plan. * The volume is slightly in excess of recommended guidelines. * No details are provided on equity treatment in case of good/bad leavers.						
2	Amend Company Bylaws Re: Articles 11, 12, 15, and 21	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because the proposed amendment allowing meetings exclusively through proxyholder may harm shareholder rights.						

ENEA SA

Meeting Date: 06/26/2025Country: PolandTicker: ENA

Record Date: 06/10/2025Meeting Type: Annual

Primary Security ID: X2232G104

Shares Voted: 540,276						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Management Proposals	Mgmt				
	Open Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
2	Elect Meeting Chairman	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
3	Acknowledge Proper Convening of Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
5	Approve Supervisory Board Report	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 5 and 9 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.						
6	Receive Auditor's Report on Standalone and Consolidated Financial Statements, and Management Board Report on Company's and Groups Operations	Mgmt				
7	Approve Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>						
9	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 5 and 9 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>						
10	Approve Treatment of Net Loss for Fiscal 2023; Approve Allocation of Income and Dividends for Fiscal 2024	Mgmt	For	For	For	No
11.1	Approve Discharge of Grzegorz Kinelski (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
11.2	Approve Discharge of Dalida Gepfert (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
11.3	Approve Discharge of Bartosz Krysta (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
11.4	Approve Discharge of Marek Lelatko (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
11.5	Approve Discharge of Monika Starecka (CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
11.6	Approve Discharge of Monika Starecka (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.7	Approve Discharge of Pawel Majewski (CEO)	Mgmt	Against	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
11.8	Approve Discharge of Jakub Kowaleczko (Management Board Member)	Mgmt	Against	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
11.9	Approve Discharge of Marcin Pawlicki (Management Board Member)	Mgmt	Against	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
11.10	Approve Discharge of Dariusz Szymczak (Management Board Member)	Mgmt	Against	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
11.11	Approve Discharge of Lech Zak (Management Board Member)	Mgmt	Against	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
12.1	Approve Discharge of Lukasz Ciolko (Supervisory Board Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
12.2	Approve Discharge of Ewa Baginska (Supervisory Board Chairwoman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
12.3	Approve Discharge of Roman Stryjski (Supervisory Board Deputy Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12.4	Approve Discharge of Monika Starecka (Supervisory Board Chairwoman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
12.5	Approve Discharge of Mariusz Pliszka (Supervisory Board Secretary)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
12.6	Approve Discharge of Mariusz Damasiewicz (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
12.7	Approve Discharge of Michal Gniatkowski (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
12.8	Approve Discharge of Aneta Kordowska (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
12.9	Approve Discharge of Tomasz Lis (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
12.10	Approve Discharge of Pawel Lacki (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12.11	Approve Discharge of Agata Michalska-Olek (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
12.12	Approve Discharge of Mariusz Romanczuk (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
12.13	Approve Discharge of Piotr Szymanek (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
12.14	Approve Discharge of Zbigniew Szymczak (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 11.7-11.11 are warranted because shareholders are better served by postponing the decision on discharge of those management board members for the fiscal year 2024. Votes FOR Items 11.1-11.6 and 12.1-12.14 are warranted because there are no known concerns with respect to the actions taken by the other members of the management board or the supervisory board in 2024.</i>						
13	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The former executives, including former CEO Pawel Majewski, received termination payouts, whereas discharge was not granted by 2024 AGM and the supervisory board dismissed the concerned executives from the management board. The report does not provide further background on the considerations to pay severance and non-compete compensation instead of triggering a bad leaver provision; * The company provides lagging disclosure on variable incentives, i.e. it disclosed the variable remuneration paid in 2024 regarding achieved performance in 2023; and * The company does not disclose some of the KPIs in a definitive form, the associated targets and their achieved values. Further, at the time of this analysis, level of achievement of KPIs for 2024 was not yet determined by the supervisory board. As such, the shareholders are not in position to fully assess the performance outcomes for the year under review, and the functionality of remuneration policy.</i>						
14.1	Amend Statute Re: Corporate Purpose	Mgmt	For	For	For	No
14.2	Amend Statute Re: Supervisory Board	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the proposed amendment on the selection of the audit firm by the supervisory board to conduct attestation of sustainability reporting may diminish the rights of shareholders.</i>						
14.3	Amend Statute Re: Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed amendments under Items 14.3 and 14.4 are warranted because the changes are unlikely to have any appreciable impact on shareholder rights. A vote AGAINST the amendment under Item 14.5 is warranted as the proposed amendment will negatively impact shareholders' rights.</i>						
14.4	Amend Statute Re: Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed amendments under Items 14.3 and 14.4 are warranted because the changes are unlikely to have any appreciable impact on shareholder rights. A vote AGAINST the amendment under Item 14.5 is warranted as the proposed amendment will negatively impact shareholders' rights.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14.5	Amend Statute Re: General Meeting	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes FOR the proposed amendments under Items 14.3 and 14.4 are warranted because the changes are unlikely to have any appreciable impact on shareholder rights. A vote AGAINST the amendment under Item 14.5 is warranted as the proposed amendment will negatively impact shareholders' rights.</i>						
	Shareholder Proposals	Mgmt				
15	Approve Terms of Remuneration of Management Board Members	SH	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST these items are warranted due to the lack of disclosure of the relevant documents and the draft resolutions for these proposals.</i>						
16	Amend Remuneration Policy	SH	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST these items are warranted due to the lack of disclosure of the relevant documents and the draft resolutions for these proposals.</i>						
	Management Proposals	Mgmt				
17	Close Meeting	Mgmt				

Fortuna Mining Corp.

Meeting Date: 06/26/2025
Country: Canada
Ticker: FVI

Record Date: 05/02/2025
Meeting Type: Annual

Primary Security ID: 349942102

Shares Voted: 264,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Directors at Eight	Mgmt	For	For	For	No
2.1	Elect Director Jorge Ganoza Durant	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.2	Elect Director David Laing	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.3	Elect Director Mario Szotlender	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.4	Elect Director David Farrell	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.5	Elect Director Alfredo Sillau	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2.6	Elect Director Kylie Dickson	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						

Fortuna Mining Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.7	Elect Director Kate Harcourt	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2.8	Elect Director Salma Seetaroo	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Fujii Sangyo Corp.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 9906
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J1446M101		

Shares Voted: 1,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 105	Mgmt	For	For	For	No
2.1	Elect Director Fujii, Shoichi	Mgmt	For	For	For	No
2.2	Elect Director Takita, Atsushi	Mgmt	For	For	For	No
2.3	Elect Director Seki, Katsutoshi	Mgmt	For	For	For	No
2.4	Elect Director Watanabe, Junichi	Mgmt	For	For	For	No
2.5	Elect Director Okubo, Tomohiro	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Ono, Kunihiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
4	Approve Annual Bonus	Mgmt	For	For	For	No

GALILEI Co., Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 6420
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J16034100		

GALILEI Co., Ltd.

Shares Voted: 13,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 74	Mgmt	For	For	For	No
2.1	Elect Director Fukushima, Yutaka	Mgmt	For	For	For	No
2.2	Elect Director Fukushima, Go	Mgmt	For	For	For	No
2.3	Elect Director Fukushima, Akira	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Horinouchi, Takeshi	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Hayashi, Kinuko	Mgmt	For	For	For	No
4	Approve Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No

Gamania Digital Entertainment Co. Ltd.

Meeting Date: 06/26/2025Country: TaiwanTicker: 6180
Record Date: 04/25/2025Meeting Type: Annual
Primary Security ID: Y2679W108

Shares Voted: 206,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

GEO Holdings Corp.

Meeting Date: 06/26/2025Country: JapanTicker: 2681
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J17768102

GEO Holdings Corp.

Shares Voted: 25,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 17	Mgmt	For	For	For	No
2.1	Elect Director Endo, Yuzo	Mgmt	For	For	For	No
2.2	Elect Director Kubo, Koji	Mgmt	For	For	For	No
2.3	Elect Director Murakami, Yukimasa	Mgmt	For	For	For	No
2.4	Elect Director Imai, Noriyuki	Mgmt	For	For	For	No
2.5	Elect Director Morita, Hirofumi	Mgmt	For	For	For	No
2.6	Elect Director Ogino, Tsunehisa	Mgmt	For	For	For	No
2.7	Elect Director Yasuda, Kana	Mgmt	For	For	For	No
2.8	Elect Director Horie, Yoko	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Yoshikawa, Yasushi	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Hattori, Shinya	Mgmt	For	For	For	No

Hanwa Co., Ltd.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 8078

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J18774166

Shares Voted: 18,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 120	Mgmt	For	For	For	No
2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For	No
3.1	Elect Director Nakagawa, Yoichi	Mgmt	For	For	For	No
3.2	Elect Director Yamamoto, Hiromasa	Mgmt	For	For	For	No
3.3	Elect Director Hatanaka, Yasushi	Mgmt	For	For	For	No

Hanwa Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.4	Elect Director Sasayama, Yoichi	Mgmt	For	For	For	No
3.5	Elect Director Matsubara, Keiji	Mgmt	For	For	For	No
3.6	Elect Director Honda, Hisashi	Mgmt	For	For	For	No
3.7	Elect Director Hori, Ryuji	Mgmt	For	For	For	No
3.8	Elect Director Nakai, Kamezo	Mgmt	For	For	For	No
3.9	Elect Director Furukawa, Reiko	Mgmt	For	For	For	No
3.10	Elect Director Sato, Chika	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Kawanishi, Hideo	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Takahashi, Hideyuki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
4.3	Elect Director and Audit Committee Member Sakurai, Naoya	Mgmt	For	For	For	No
4.4	Elect Director and Audit Committee Member Kokuga, Hisanori	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
7	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Hirano Tecseed Co., Ltd.

Meeting Date: 06/26/2025Country: JapanTicker: 6245

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J19698109

Shares Voted: 3,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For	No
2.1	Elect Director Okada, Kaoru	Mgmt	For	For	For	No
2.2	Elect Director Yasui, Munenori	Mgmt	For	For	For	No

Hirano Tecseed Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Hara, Masashi	Mgmt	For	For	For	No
2.4	Elect Director Omori, Katsuhiro	Mgmt	For	For	For	No
2.5	Elect Director Tsurutani, Nobuyoshi	Mgmt	For	For	For	No
2.6	Elect Director Fujimoto, Mantaro	Mgmt	For	For	For	No
2.7	Elect Director Konishi, Takashi	Mgmt	For	For	For	No

Hochiki Corp.

Meeting Date: 06/26/2025

Record Date: 03/31/2025

Primary Security ID: J20958104

Country: Japan

Meeting Type: Annual

Ticker: 6745

Shares Voted: 2,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 51	Mgmt	For	For	For	No
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Allow Sales of Supplementary Shares to Odd-Lot Holders - Amend Provisions on Number of Directors	Mgmt	For	For	For	No
3.1	Elect Director Hosoi, Hajime	Mgmt	For	For	For	No
3.2	Elect Director Kobayashi, Yasuharu	Mgmt	For	For	For	No
3.3	Elect Director Yonezawa, Michihiro	Mgmt	For	For	For	No
3.4	Elect Director Kai, Masahiro	Mgmt	For	For	For	No
3.5	Elect Director Nakano, Hideyo	Mgmt	For	For	For	No
3.6	Elect Director Matsunaga, Masaaki	Mgmt	For	For	For	No
3.7	Elect Director Noji, Hikomitsu	Mgmt	For	For	For	No
3.8	Elect Director Sakuma, Minako	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Hirai, Yuji	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Nakamura, Masahide	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.

Hochiki Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.3	Elect Director and Audit Committee Member Nakamura, Kenichi	Mgmt	For	For	For	No
5	Elect Alternate Director and Audit Committee Member Yasuda, Megumi	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
8	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Hodogaya Chemical Co., Ltd.

Meeting Date: 06/26/2025

Record Date: 03/31/2025

Primary Security ID: J21000112

Country: Japan

Meeting Type: Annual

Ticker: 4112

Shares Voted: 2,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Matsumoto, Yuto	Mgmt	For	For	For	No
1.2	Elect Director Yokoyama, Norimasa	Mgmt	For	For	For	No
1.3	Elect Director Sato, Shinichi	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Matsuno, Shinichi	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Sakai, Masaki	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Fujino, Shinobu	Mgmt	For	For	For	No
2.4	Elect Director and Audit Committee Member Matsunaga, Akira	Mgmt	For	For	For	No
3.1	Elect Alternate Director and Audit Committee Member Tsukui, Miki	Mgmt	For	For	For	No
3.2	Elect Alternate Director and Audit Committee Member Kurata, Kanji	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.

Hodogaya Chemical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Appoint Ernst & Young ShinNihon LLC as New External Audit Firm	Mgmt	For	For	For	No

Ichiken Co., Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 1847
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J09282104		

Shares Voted: 1,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No
3.1	Elect Director Hasegawa, Hiroyuki	Mgmt	For	For	For	No
3.2	Elect Director Masakiyo, Hiroaki	Mgmt	For	For	For	No
3.3	Elect Director Isono, Keiji	Mgmt	For	For	For	No
3.4	Elect Director Kotani, Mitsuru	Mgmt	For	For	For	No
3.5	Elect Director Takeuchi, Hideaki	Mgmt	For	For	For	No
3.6	Elect Director Ichiji, Shunji	Mgmt	For	For	For	No
3.7	Elect Director Kubota, Hirotake	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Yuasa, Shiro	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Hatsuse, Takashi	Mgmt	For	For	For	No
4.3	Elect Director and Audit Committee Member Inoue, Akiko	Mgmt	For	For	For	No
4.4	Elect Director and Audit Committee Member Kido, Sumihito	Mgmt	For	For	For	No

Imagica Group, Inc.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 6879
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J6370G103		

Shares Voted: 19,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Nagase, Fumio	Mgmt	For	For	For	No
1.2	Elect Director Nagase, Shunjiro	Mgmt	For	For	For	No
1.3	Elect Director Umeda, Eiji	Mgmt	For	For	For	No
1.4	Elect Director Nakamura, Masashi	Mgmt	For	For	For	No
1.5	Elect Director Murakami, Atsuko	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Chiba, Osamu	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Yamakawa, Taketo	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Nakazawa, Hiromi	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Maekawa, Masayuki	Mgmt	For	For	For	No

Indegene Ltd.

Meeting Date: 06/26/2025Country: IndiaTicker: 544172

Record Date: 06/19/2025Meeting Type: Annual

Primary Security ID: Y3914P114

Shares Voted: 18,167

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Dividend	Mgmt	For	For	For	No
3	Reelect Mark Francis Dzialga as Director	Mgmt	For	Against	Against	Yes

*Voting Policy Rationale: Item 3 A vote AGAINST the following nominee is warranted because: The board is chaired by an executive and promoter director and the board is not at least one-half independent and Mark Francis Dzialga is a non-independent director nominee. Item 4 A vote FOR the following nominee is warranted however it is not without concern: * The board independence norms are not met as per our reclassification and Rajesh Nair is a non-independent director nominee. The main reason for support is: * Rajesh Nair is the company's founder and removing him from the board would have a material negative impact on shareholder value. Item 7 and 8 A vote FOR the nominee Georgia Nikolakopoulou Papathomas is warranted given the absence of any known issues concerning the nominee.*

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Reelect Rajesh Bhaskaran Nair as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 3 A vote AGAINST the following nominee is warranted because: The board is chaired by an executive and promoter director and the board is not at least one-half independent and Mark Francis Dzialga is a non-independent director nominee. Item 4 A vote FOR the following nominee is warranted however it is not without concern: * The board independence norms are not met as per our reclassification and Rajesh Nair is a non-independent director nominee. The main reason for support is: * Rajesh Nair is the company's founder and removing him from the board would have a material negative impact on shareholder value. Item 7 and 8 A vote FOR the nominee Georgia Nikolakopoulou Papathomas is warranted given the absence of any known issues concerning the nominee.</i>						
5	Approve Deloitte Haskins & Sells, Chartered Accountants as Statutory Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Madhwesh Prathap and Associates as Secretarial Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Continuation of Directorship of Georgia Nikolakopoulou Papathomas as Non-Executive, Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 3 A vote AGAINST the following nominee is warranted because: The board is chaired by an executive and promoter director and the board is not at least one-half independent and Mark Francis Dzialga is a non-independent director nominee. Item 4 A vote FOR the following nominee is warranted however it is not without concern: * The board independence norms are not met as per our reclassification and Rajesh Nair is a non-independent director nominee. The main reason for support is: * Rajesh Nair is the company's founder and removing him from the board would have a material negative impact on shareholder value. Item 7 and 8 A vote FOR the nominee Georgia Nikolakopoulou Papathomas is warranted given the absence of any known issues concerning the nominee.</i>						
8	Reelect Georgia Nikolakopoulou Papathomas as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 3 A vote AGAINST the following nominee is warranted because: The board is chaired by an executive and promoter director and the board is not at least one-half independent and Mark Francis Dzialga is a non-independent director nominee. Item 4 A vote FOR the following nominee is warranted however it is not without concern: * The board independence norms are not met as per our reclassification and Rajesh Nair is a non-independent director nominee. The main reason for support is: * Rajesh Nair is the company's founder and removing him from the board would have a material negative impact on shareholder value. Item 7 and 8 A vote FOR the nominee Georgia Nikolakopoulou Papathomas is warranted given the absence of any known issues concerning the nominee.</i>						

Inkeverse Group Limited

Meeting Date: 06/26/2025Country: Cayman IslandsTicker: 3700

Record Date: 06/20/2025Meeting Type: Annual

Primary Security ID: G4809C101

Shares Voted: 555,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Inkeverse Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Feng Yousheng as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2.2	Elect Hou Guangling as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2.3	Elect Zheng Congnan as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2.4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Internet Initiative Japan, Inc.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 3774
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J24210106		

Shares Voted: 31,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 17.5	Mgmt	For	For	For	No
2.1	Elect Director Suzuki, Koichi	Mgmt	For	For	For	No
2.2	Elect Director Taniwaki, Yasuhiko	Mgmt	For	For	For	No

Internet Initiative Japan, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Murabayashi, Satoshi	Mgmt	For	For	For	No
2.4	Elect Director Kitamura, Koichi	Mgmt	For	For	For	No
2.5	Elect Director Watai, Akihisa	Mgmt	For	For	For	No
2.6	Elect Director Shimagami, Junichi	Mgmt	For	For	For	No
2.7	Elect Director Tsukamoto, Takashi	Mgmt	For	For	For	No
2.8	Elect Director Tsukuda, Kazuo	Mgmt	For	For	For	No
2.9	Elect Director Iwama, Yoichiro	Mgmt	For	For	For	No
2.10	Elect Director Okamoto, Atsushi	Mgmt	For	For	For	No
2.11	Elect Director Tonosu, Kaori	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Tanaka, Masako	Mgmt	For	For	For	No

ISHIHARA SANGYO KAISHA Ltd.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 4028

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J24607129

Shares Voted: 3,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 85	Mgmt	For	For	For	No
2.1	Elect Director Okubo, Hiroshi	Mgmt	For	For	For	No
2.2	Elect Director Horie, Mikiya	Mgmt	For	For	For	No
2.3	Elect Director Nishiyama, Yoshio	Mgmt	For	For	For	No
2.4	Elect Director Shimmyo, Yoshiyuki	Mgmt	For	For	For	No
2.5	Elect Director Tanaka, Kenji	Mgmt	For	For	For	No
2.6	Elect Director Yamashita, Ikuo	Mgmt	For	For	For	No
2.7	Elect Director Ando, Satoshi	Mgmt	For	For	For	No
2.8	Elect Director Uchida, Akemi	Mgmt	For	For	For	No
2.9	Elect Director Sano, Yumi	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Sakai, Hirotsugu	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Nakajima, Masaki	Mgmt	For	For	For	No

ISHIHARA SANGYO KAISHA Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

ITmedia, Inc.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 2148
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J2563A102		

Shares Voted: 2,047

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Otsuki, Toshiki	Mgmt	For	For	For	No
1.2	Elect Director Kobayashi, Takashi	Mgmt	For	For	For	No
1.3	Elect Director Kagaya, Akihiro	Mgmt	For	For	For	No
1.4	Elect Director Kizaki, Hideo	Mgmt	For	For	For	No
1.5	Elect Director Watanabe, Keiko	Mgmt	For	For	For	No
1.6	Elect Director Hamada, Keiko	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Sato, Hirokazu	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Sato, Mio	Mgmt	For	For	For	No

Japan Lifeline Co., Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 7575
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J27093103		

Shares Voted: 74,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 53	Mgmt	For	For	For	No
2.1	Elect Director Suzuki, Keisuke	Mgmt	For	For	For	No
2.2	Elect Director Murase, Tatsuya	Mgmt	For	For	For	No
2.3	Elect Director Egawa, Takeyoshi	Mgmt	For	For	For	No
2.4	Elect Director Yamada, Kenji	Mgmt	For	For	For	No
2.5	Elect Director Takamiya, Toru	Mgmt	For	For	For	No

Japan Lifeline Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.6	Elect Director Hoshiba, Yumiko	Mgmt	For	For	For	No
2.7	Elect Director Ito, Takashi	Mgmt	For	For	For	No
2.8	Elect Director Ikei, Yoshiaki	Mgmt	For	For	For	No
2.9	Elect Director Kawahara, Naoko	Mgmt	For	For	For	No
2.10	Elect Director Nakagawa, Rie	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Takahashi, Shogo	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Karigome, Yutaka	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Ota, Tomonari	Mgmt	For	For	For	No

JCU Corp.

Meeting Date: 06/26/2025

Record Date: 03/31/2025

Primary Security ID: J2810V107

Country: Japan

Meeting Type: Annual

Ticker: 4975

Shares Voted: 3,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kimura, Masashi	Mgmt	For	For	For	No
1.2	Elect Director Omori, Akihisa	Mgmt	For	For	For	No
1.3	Elect Director Arata, Takanori	Mgmt	For	For	For	No
1.4	Elect Director Ikegawa, Hirofumi	Mgmt	For	For	For	No
1.5	Elect Director Inoue, Yoji	Mgmt	For	For	For	No
1.6	Elect Director Araake, Fumihiko	Mgmt	For	For	For	No
1.7	Elect Director Yamamoto, Mayumi	Mgmt	For	For	For	No
1.8	Elect Director Itagaki, Masayuki	Mgmt	For	For	For	No
1.9	Elect Director Nihei, Harusato	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The company's poor information disclosure prevents shareholders from calculating attendance rate.						
2	Appoint Statutory Auditor Kawato, Koyuri	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Kihara, Daisuke	Mgmt	For	For	For	No

JEOL Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 6951
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J23317100		

Shares Voted: 26,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 62	Mgmt	For	For	For	No
2.1	Elect Director Oi, Izumi	Mgmt	For	For	For	No
2.2	Elect Director Yaguchi, Katsumoto	Mgmt	For	For	For	No
2.3	Elect Director Kobayashi, Akihiro	Mgmt	For	For	For	No
2.4	Elect Director Kanayama, Toshihiko	Mgmt	For	For	For	No
2.5	Elect Director Kanno, Ryuji	Mgmt	For	For	For	No
2.6	Elect Director Terashima, Kaoru	Mgmt	For	For	For	No
2.7	Elect Director Yomo, Yukari	Mgmt	For	For	For	No
2.8	Elect Director Kaneyama, Toshikatsu	Mgmt	For	For	For	No
2.9	Elect Director Nakao, Akihiro	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Takahashi, Mitsuru	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Oshimi, Yukako	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Nakanishi, Kazuyuki	Mgmt	For	For	For	No
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

JK Holdings Co., Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 9896
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J2905N101		

Shares Voted: 7,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For	No
2.1	Elect Director Aoki, Keiichiro	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the firm's board composition at the company with an audit committee structure which will not include at least one-third outsiders.

JK Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director Yoshida, Akira	Mgmt	For	For	For	No
2.3	Elect Director Ogawa, Akinori	Mgmt	For	For	For	No
2.4	Elect Director Koyanagi, Tatsuo	Mgmt	For	For	For	No
2.5	Elect Director Tatezaki, Kazuyuki	Mgmt	For	For	For	No
2.6	Elect Director Yoshida, Takashi	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Tabata, Hirokazu	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Taniuchi, Yutaka	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.</i>						
3.3	Elect Director and Audit Committee Member Matsuda, Akihiro	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.</i>						
3.4	Elect Director and Audit Committee Member Matsutani, Miwa	Mgmt	For	For	For	No

J-Stream, Inc.

Meeting Date: 06/26/2025 **Country:** Japan **Ticker:** 4308
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J2856Y106

Shares Voted: 5,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 14	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines - Allow Virtual Only Shareholder Meetings	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * Virtual only meetings may impact shareholders' ability to hold directors accountable, and may hinder meaningful exchanges between directors, management, and shareholders.</i>						
3	Elect Director Shikano, Koji	Mgmt	For	For	For	No
4.1	Appoint Statutory Auditor Suwahara, Atsuhiko	Mgmt	For	For	For	No
4.2	Appoint Statutory Auditor Moritaka, Yoichi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						

Meeting Date: 06/26/2025

Record Date: 03/31/2025

Primary Security ID: J28783108

Country: Japan

Meeting Type: Annual

Ticker: 4686

Shares Voted: 19,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 12	Mgmt	For	For	For	No
2.1	Elect Director Sekinada, Kyotaro	Mgmt	For	For	For	No
2.2	Elect Director Tajiki, Masayuki	Mgmt	For	For	For	No
2.3	Elect Director Miki, Masayuki	Mgmt	For	For	For	No
2.4	Elect Director Kurihara, Manabu	Mgmt	For	For	For	No
2.5	Elect Director Midorikawa, Yoshie	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Nagasawa, Katsuji	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Kumagai, Tsutomu	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Igarashi, Toru	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
4	Elect Alternate Director and Audit Committee Member Kurihara, Manabu	Mgmt	For	For	For	No

Kawada Technologies, Inc.

Meeting Date: 06/26/2025

Record Date: 03/31/2025

Primary Security ID: J31837107

Country: Japan

Meeting Type: Annual

Ticker: 3443

Shares Voted: 2,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For	For	No
2.1	Elect Director Kawada, Tadahiro	Mgmt	For	For	For	No
2.2	Elect Director Watanabe, Satoru	Mgmt	For	For	For	No

Kawada Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Kawada, Takuya	Mgmt	For	For	For	No
2.4	Elect Director Tada, Katsuhito	Mgmt	For	For	For	No
2.5	Elect Director Yamakawa, Takahisa	Mgmt	For	For	For	No
2.6	Elect Director Takakuwa, Koichi	Mgmt	For	For	For	No
2.7	Elect Director Mugino, Hidenori	Mgmt	For	For	For	No

KOMERI CO., LTD.

Meeting Date: 06/26/2025Country: JapanTicker: 8218

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J3590M101

Shares Voted: 18,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Sasage, Yuichiro	Mgmt	For	For	For	No
1.2	Elect Director Tanabe, Tadashi	Mgmt	For	For	For	No
1.3	Elect Director Hayakawa, Hiroshi	Mgmt	For	For	For	No
1.4	Elect Director Hosaka, Naoshi	Mgmt	For	For	For	No
1.5	Elect Director Matsuda, Shuichi	Mgmt	For	For	For	No
1.6	Elect Director Kikuchi, Misako	Mgmt	For	For	For	No
1.7	Elect Director Takegawa, Rieko	Mgmt	For	For	For	No
1.8	Elect Director Mori, Shigeyuki	Mgmt	For	For	For	No
2	Elect Director and Audit Committee Member Mitsuya, Kaori	Mgmt	For	For	For	No

KU Holdings Co., Ltd.

Meeting Date: 06/26/2025Country: JapanTicker: 9856

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J3668A104

Shares Voted: 3,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 44	Mgmt	For	For	For	No

KU Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Bando, Tetsuyuki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.						
2.2	Elect Director Inoue, Hisanao	Mgmt	For	For	For	No
2.3	Elect Director Inagaki, Masayoshi	Mgmt	For	For	For	No
2.4	Elect Director Matsumoto, Shozo	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Amitani, Mitsuhiro	Mgmt	For	For	For	No

Kurimoto Ltd.

Meeting Date: 06/26/2025Country: JapanTicker: 5602

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J37178100

Shares Voted: 4,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 181	Mgmt	For	For	For	No
2.1	Elect Director Kikumoto, Kazutaka	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Oda, Akitoshi	Mgmt	For	For	For	No
2.3	Elect Director Yoshinaga, Yasuharu	Mgmt	For	For	For	No
2.4	Elect Director Uraji, Yoshihiro	Mgmt	For	For	For	No
2.5	Elect Director Marutani, Hitoshi	Mgmt	For	For	For	No
2.6	Elect Director Fujimoto, Hiroshi	Mgmt	For	For	For	No
2.7	Elect Director Sato, Tomohiko	Mgmt	For	For	For	No
2.8	Elect Director Sawai, Kiyoshi	Mgmt	For	For	For	No
2.9	Elect Director Shirai, Kumiko	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Arita, Maki	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Yasuhara, Takahiko	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1	Appoint Alternate Statutory Auditor Murata, Minoru	Mgmt	For	For	For	No
4.2	Appoint Alternate Statutory Auditor Doko, Seiji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						

LAMDA Development SA

Meeting Date: 06/26/2025Country: GreeceTicker: LAMDA

Record Date: 06/20/2025Meeting Type: Annual

Primary Security ID: X4740Y122

Shares Voted: 5,082						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Management of Company and Grant Discharge to Auditors	Mgmt	For	For	For	No
3	Approve Auditors and Fix Their Remuneration	Mgmt	For	For	For	No
4	Amend Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because the board has failed to provide a compelling rationale in support of the sizeable increase in the remuneration of the board chair. In addition, the company has not addressed the existing shortcomings of the policy, including unclear STI caps and termination arrangements.						
5	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because of insufficient retrospective information on the STI.						
6	Receive Audit Committee's Activity Report	Mgmt				
7	Receive Report of Independent Non-Executive Directors	Mgmt				
8	Authorize Board to Participate in Companies with Similar Business Interests	Mgmt	For	For	For	No
9	Authorize Share Repurchase Program	Mgmt	For	For	For	No
10.1	Elect Stefanos Kotsolis as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR Items 10.3, 10.6, 10.7, 10.8, and 10.10 is warranted as no concerns have been identified with the company's CEO and the independent directors. Vote AGAINST the NI-NEDs under Items 10.1, 10.2, 10.4, 10.5, and 10.9 as the board is insufficiently independent. Also, Item 10.5 does not warrant support as the corresponding nominee is considered overboarded.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.2	Elect Evangelos Chronis as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR Items 10.3, 10.6, 10.7, 10.8, and 10.10 is warranted as no concerns have been identified with the company's CEO and the independent directors. Vote AGAINST the NI-NEDs under Items 10.1, 10.2, 10.4, 10.5, and 10.9 as the board is insufficiently independent. Also, Item 10.5 does not warrant support as the corresponding nominee is considered overboarded.</i>						
10.3	Elect Odisseas Athanasiou as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR Items 10.3, 10.6, 10.7, 10.8, and 10.10 is warranted as no concerns have been identified with the company's CEO and the independent directors. Vote AGAINST the NI-NEDs under Items 10.1, 10.2, 10.4, 10.5, and 10.9 as the board is insufficiently independent. Also, Item 10.5 does not warrant support as the corresponding nominee is considered overboarded.</i>						
10.4	Elect Emmanuel Bussetil as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR Items 10.3, 10.6, 10.7, 10.8, and 10.10 is warranted as no concerns have been identified with the company's CEO and the independent directors. Vote AGAINST the NI-NEDs under Items 10.1, 10.2, 10.4, 10.5, and 10.9 as the board is insufficiently independent. Also, Item 10.5 does not warrant support as the corresponding nominee is considered overboarded.</i>						
10.5	Elect Eftichios Vassilakis as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR Items 10.3, 10.6, 10.7, 10.8, and 10.10 is warranted as no concerns have been identified with the company's CEO and the independent directors. Vote AGAINST the NI-NEDs under Items 10.1, 10.2, 10.4, 10.5, and 10.9 as the board is insufficiently independent. Also, Item 10.5 does not warrant support as the corresponding nominee is considered overboarded.</i>						
10.6	Elect Ioannis Zafiriou as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR Items 10.3, 10.6, 10.7, 10.8, and 10.10 is warranted as no concerns have been identified with the company's CEO and the independent directors. Vote AGAINST the NI-NEDs under Items 10.1, 10.2, 10.4, 10.5, and 10.9 as the board is insufficiently independent. Also, Item 10.5 does not warrant support as the corresponding nominee is considered overboarded.</i>						
10.7	Elect Chariton Kyriazis as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR Items 10.3, 10.6, 10.7, 10.8, and 10.10 is warranted as no concerns have been identified with the company's CEO and the independent directors. Vote AGAINST the NI-NEDs under Items 10.1, 10.2, 10.4, 10.5, and 10.9 as the board is insufficiently independent. Also, Item 10.5 does not warrant support as the corresponding nominee is considered overboarded.</i>						
10.8	Elect Calypso-Maria Nomikos as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR Items 10.3, 10.6, 10.7, 10.8, and 10.10 is warranted as no concerns have been identified with the company's CEO and the independent directors. Vote AGAINST the NI-NEDs under Items 10.1, 10.2, 10.4, 10.5, and 10.9 as the board is insufficiently independent. Also, Item 10.5 does not warrant support as the corresponding nominee is considered overboarded.</i>						
10.9	Elect Evgenia Paizi as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR Items 10.3, 10.6, 10.7, 10.8, and 10.10 is warranted as no concerns have been identified with the company's CEO and the independent directors. Vote AGAINST the NI-NEDs under Items 10.1, 10.2, 10.4, 10.5, and 10.9 as the board is insufficiently independent. Also, Item 10.5 does not warrant support as the corresponding nominee is considered overboarded.</i>						
10.10	Elect Ioanna Papadopoulou as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR Items 10.3, 10.6, 10.7, 10.8, and 10.10 is warranted as no concerns have been identified with the company's CEO and the independent directors. Vote AGAINST the NI-NEDs under Items 10.1, 10.2, 10.4, 10.5, and 10.9 as the board is insufficiently independent. Also, Item 10.5 does not warrant support as the corresponding nominee is considered overboarded.</i>						

LAMDA Development SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Amend Restricted Stock Units Plan	Mgmt	For	For	For	No
12	Amend Articles 10, 19, 23 and 26	Mgmt	For	For	For	No
13	Various Announcements	Mgmt				

LBS Bina Group Berhad

Meeting Date: 06/26/2025

Record Date: 06/19/2025

Primary Security ID: Y52284133

Country: Malaysia

Meeting Type: Annual

Ticker: 5789

Shares Voted: 403,442						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Final Dividend	Mgmt	For	For	For	No
2	Approve Directors' Fees	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these resolutions is warranted.					
3	Approve Directors' Allowances and Benefits	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these resolutions is warranted.					
4	Elect Lim Hock Sing as Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
5	Elect Lim Han Boon as Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
6	Elect Yong Lei Choo as Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
7	Approve UHY Malaysia PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
9	Approve Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No
10	Authorize Share Repurchase Program	Mgmt	For	For	For	No

Legend Holdings Corporation

Meeting Date: 06/26/2025

Country: China

Ticker: 3396

Record Date: 06/20/2025

Meeting Type: Annual

Primary Security ID: Y52237107

Shares Voted: 365,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>						
2	Approve Supervisors' Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>						
3	Approve Audited Financial Statements and Independent Auditor's Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>						
4	Approve Profit Distribution Plan	Mgmt	For	For	For	No
5	Approve PricewaterhouseCoopers as Independent Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Possible On-market Acquisitions Pursuant to the Acquisition Mandate and Related Transactions	Mgmt	For	For	For	No
7	Amend Articles of Association	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the amendments to the Articles is warranted given the proposed amendments to the allow the board to decide on new share issuance of up to 50 percent of the company's total issued shares within three years with no specified discount limit and the issuance limit is deemed excessive. A vote FOR the amendments to the General Meeting Rules, Board Rules, and Supervisor Rules is warranted given the proposed amendments are mainly intended to reflect the company's current circumstances and are made on the basis of the relevant rules and regulations governing the company.</i>						
8	Amend Rules of Procedure of the Shareholders' General Meetings	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the amendments to the Articles is warranted given the proposed amendments to the allow the board to decide on new share issuance of up to 50 percent of the company's total issued shares within three years with no specified discount limit and the issuance limit is deemed excessive. A vote FOR the amendments to the General Meeting Rules, Board Rules, and Supervisor Rules is warranted given the proposed amendments are mainly intended to reflect the company's current circumstances and are made on the basis of the relevant rules and regulations governing the company.</i>						
9	Amend Rules of Procedure of the Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the amendments to the Articles is warranted given the proposed amendments to the allow the board to decide on new share issuance of up to 50 percent of the company's total issued shares within three years with no specified discount limit and the issuance limit is deemed excessive. A vote FOR the amendments to the General Meeting Rules, Board Rules, and Supervisor Rules is warranted given the proposed amendments are mainly intended to reflect the company's current circumstances and are made on the basis of the relevant rules and regulations governing the company.</i>						

Legend Holdings Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Amend Rules of Procedure of the Board of Supervisors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the amendments to the Articles is warranted given the proposed amendments to the allow the board to decide on new share issuance of up to 50 percent of the company's total issued shares within three years with no specified discount limit and the issuance limit is deemed excessive. A vote FOR the amendments to the General Meeting Rules, Board Rules, and Supervisor Rules is warranted given the proposed amendments are mainly intended to reflect the company's current circumstances and are made on the basis of the relevant rules and regulations governing the company.						
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
12	Authorize Repurchase of Issued H Share Capital	Mgmt	For	For	For	No
13	Approve 2024 Medium and Long-Term Incentive Plan	Mgmt	For	For	For	No

Leopalace21 Corp.

Meeting Date: 06/26/2025Country: JapanTicker: 8848

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J38781100

Shares Voted: 51,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Capital Reduction and Accounting Transfers	Mgmt	For	For	For	No
2	Approve Allocation of Income, With a Final Dividend of JPY 5	Mgmt	For	For	For	No
3.1	Elect Director Miyao, Bunya	Mgmt	For	For	For	No
3.2	Elect Director Hayashima, Mayumi	Mgmt	For	For	For	No
3.3	Elect Director Mochida, Naomichi	Mgmt	For	For	For	No
3.4	Elect Director Takekura, Shinji	Mgmt	For	For	For	No
3.5	Elect Director Yamashita, Akio	Mgmt	For	For	For	No
3.6	Elect Director Jin Ryu	Mgmt	For	For	For	No
3.7	Elect Director Watanabe, Akira	Mgmt	For	For	For	No
3.8	Elect Director Nakamura, Yutaka	Mgmt	For	For	For	No
3.9	Elect Director Shibata, Takumi	Mgmt	For	For	For	No
3.10	Elect Director Ishii, Kan	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Yoshino, Jiro	Mgmt	For	For	For	No

Leopalace21 Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Appoint Alternate Statutory Auditor Saito, Takashi	Mgmt	For	For	For	No
6	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Lumax International Corp. Ltd.

Meeting Date: 06/26/2025Country: TaiwanTicker: 6192

Record Date: 04/25/2025Meeting Type: Annual

Primary Security ID: Y5360C109

Shares Voted: 65,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect CK LIN, with SHAREHOLDER NO.00000001, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all non-independent director nominees under Items 4.1-4.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because LI-REN LIN, considered by the company as independent director, is non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 4.7-4.9 is warranted given the absence of any known issues concerning the nominees.						
4.2	Elect ERIC CHOU, with SHAREHOLDER NO.00000005, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all non-independent director nominees under Items 4.1-4.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because LI-REN LIN, considered by the company as independent director, is non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 4.7-4.9 is warranted given the absence of any known issues concerning the nominees.						
4.3	Elect WAYNE SU, with SHAREHOLDER NO.00000011, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all non-independent director nominees under Items 4.1-4.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because LI-REN LIN, considered by the company as independent director, is non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 4.7-4.9 is warranted given the absence of any known issues concerning the nominees.						

Lumax International Corp. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.4	Elect LR HUANG, with SHAREHOLDER NO.00000020, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all non-independent director nominees under Items 4.1-4.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because LI-REN LIN, considered by the company as independent director, is non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 4.7-4.9 is warranted given the absence of any known issues concerning the nominees.						
4.5	Elect MICHAEL LIN, with ID NO.S101631XXX, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all non-independent director nominees under Items 4.1-4.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because LI-REN LIN, considered by the company as independent director, is non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 4.7-4.9 is warranted given the absence of any known issues concerning the nominees.						
4.6	Elect LI-REN LIN, with ID NO.A100826XXX, as Independent Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR all non-independent director nominees under Items 4.1-4.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because LI-REN LIN, considered by the company as independent director, is non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 4.7-4.9 is warranted given the absence of any known issues concerning the nominees.						
4.7	Elect RACHEL YU, with ID NO.F200927XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all non-independent director nominees under Items 4.1-4.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because LI-REN LIN, considered by the company as independent director, is non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 4.7-4.9 is warranted given the absence of any known issues concerning the nominees.						
4.8	Elect IRIS CHANG, with ID NO.A228775XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all non-independent director nominees under Items 4.1-4.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because LI-REN LIN, considered by the company as independent director, is non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 4.7-4.9 is warranted given the absence of any known issues concerning the nominees.						
4.9	Elect TP LUNG, with ID NO.B100231XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all non-independent director nominees under Items 4.1-4.5 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee under Item 4.6 is warranted because LI-REN LIN, considered by the company as independent director, is non-independent non-executive director under ISS' classification. A vote FOR the independent director nominees under Items 4.7-4.9 is warranted given the absence of any known issues concerning the nominees.						

Magyar Telekom Telecommunications Plc

Meeting Date: 06/26/2025	Country: Hungary	Ticker: MTEL
Record Date: 06/24/2025	Meeting Type: Special	
Primary Security ID: X5187V109		

Magyar Telekom Telecommunications Plc

Shares Voted: 60,610

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Spin-Off Agreement	Mgmt	For	For	For	No

Marufuji Sheet Piling Co., Ltd.

Meeting Date: 06/26/2025Country: JapanTicker: 8046
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J39960109

Shares Voted: 1,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 130	Mgmt	For	For	For	No
2	Amend Articles to Clarify Director Authority on Board Meetings	Mgmt	For	For	For	No
3.1	Elect Director Hanyu, Shigeo	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.						
3.2	Elect Director Yabe, Takamitsu	Mgmt	For	For	For	No
3.3	Elect Director Miyashita, Norihisa	Mgmt	For	For	For	No
3.4	Elect Director Sakamoto, Shinichi	Mgmt	For	For	For	No
3.5	Elect Director Yoshinaga, Yasuki	Mgmt	For	For	For	No
3.6	Elect Director Sekine, Shuichi	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Fukabori, Shinji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
5	Appoint Alternate Statutory Auditor Abe, Masanobu	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						

Maxell Ltd.

Meeting Date: 06/26/2025Country: JapanTicker: 6810
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J4150A107

Maxell Ltd.

Shares Voted: 13,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Nakamura, Keiji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
1.2	Elect Director Takao, Shinichiro	Mgmt	For	For	For	No
1.3	Elect Director Masuda, Noritoshi	Mgmt	For	For	For	No
1.4	Elect Director Murase, Sachiko	Mgmt	For	For	For	No

Meiji Electric Industries Co., Ltd.

Meeting Date: 06/26/2025Country: JapanTicker: 3388
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J41727108

Shares Voted: 2,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Sugiwaki, Hiroki	Mgmt	For	For	For	No
1.2	Elect Director Funahashi, Tsutomu	Mgmt	For	For	For	No
1.3	Elect Director Moroto, Shinya	Mgmt	For	For	For	No
2	Elect Alternate Director and Audit Committee Member Tanaka, Koji	Mgmt	For	For	For	No

Mitsuba Corp.

Meeting Date: 06/26/2025Country: JapanTicker: 7280
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J43572148

Shares Voted: 39,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No
2.1	Elect Director Hino, Sadami	Mgmt	For	For	For	No
2.2	Elect Director Take, Nobuyuki	Mgmt	For	For	For	No
2.3	Elect Director Yamazaki, Takeshi	Mgmt	For	For	For	No

Mitsuba Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.4	Elect Director Sugiyama, Masahiko	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Dantani, Shigeki	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No
5	Amend Articles to Mandate Shareholder Approval for Income Allocation	SH	Against	For	For	Yes
Voting Policy Rationale: A vote FOR this shareholder proposal is warranted because: * To strengthen shareholder authority to vote on dividends is beneficial to shareholders.						
6	Approve Alternate Final Dividend of JPY 100 per Share	SH	Against	Against	Against	No

Murakami Corp.

Meeting Date: 06/26/2025Country: JapanTicker: 7292

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J4681L101

Shares Voted: 800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 120	Mgmt	For	For	For	No
2.1	Elect Director Murakami, Taro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors.						
2.2	Elect Director Hasegawa, Takeshi	Mgmt	For	For	For	No
2.3	Elect Director Kasuya, Atsushi	Mgmt	For	For	For	No
2.4	Elect Director Hirasawa, Masahide	Mgmt	For	For	For	No
2.5	Elect Director Matsuda, Hiroaki	Mgmt	For	For	For	No
2.6	Elect Director Shimamura, Masahiro	Mgmt	For	For	For	No
2.7	Elect Director Maeda, Kenta	Mgmt	For	For	For	No
2.8	Elect Director Chikaraishi, Koichi	Mgmt	For	For	For	No
2.9	Elect Director Ashiwa, Yumiko	Mgmt	For	For	For	No
2.10	Elect Director Goto, Yasuo	Mgmt	For	For	For	No

NAFCO Co., Ltd.

Meeting Date: 06/26/2025Country: JapanTicker: 2790

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J4712U104

Shares Voted: 8,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 29	Mgmt	For	For	For	No
2.1	Elect Director Ishida, Takumi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors. * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Ishida, Yoshiko	Mgmt	For	For	For	No
2.3	Elect Director Takano, Masamitsu	Mgmt	For	For	For	No
2.4	Elect Director Fukamachi, Keiji	Mgmt	For	For	For	No
2.5	Elect Director Suematsu, Yasuyuki	Mgmt	For	For	For	No
2.6	Elect Director Yamada, Yasuhiro	Mgmt	For	For	For	No
2.7	Elect Director Yamada, Isao	Mgmt	For	For	For	No
2.8	Elect Director Imai, Tomoharu	Mgmt	For	For	For	No
2.9	Elect Director Kitagawa, Daijiro	Mgmt	For	For	For	No
2.10	Elect Director Miyamoto, Kentaro	Mgmt	For	For	For	No
2.11	Elect Director Tanabe, Kazunobu	Mgmt	For	For	For	No
2.12	Elect Director Nagano, Tomoyo	Mgmt	For	For	For	No
2.13	Elect Director Ishiyama, Hironori	Mgmt	For	For	For	No
2.14	Elect Director Hirose, Takaaki	Mgmt	For	For	For	No
2.15	Elect Director Fukuda, Yoshinori	Mgmt	For	For	For	No
3	Approve Director Retirement Bonus	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The bonus amounts are not disclosed.						

Nakano Corp.

Meeting Date: 06/26/2025Country: JapanTicker: 1827

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J48023105

Shares Voted: 7,183

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For	For	No
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For	No
3.1	Elect Director Iizuka, Takashi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.</i>						
3.2	Elect Director Oshima, Yoshinobu	Mgmt	For	For	For	No
3.3	Elect Director Kato, Yorinobu	Mgmt	For	For	For	No
3.4	Elect Director Ogoyama, Noboru	Mgmt	For	For	For	No
3.5	Elect Director Kawamura, Moriyasu	Mgmt	For	For	For	No
3.6	Elect Director Fukuda, Makoto	Mgmt	For	For	For	No
3.7	Elect Director Kotaka, Mitsuharu	Mgmt	For	For	For	No
4.1	Appoint Statutory Auditor Nakano, Koichiro	Mgmt	For	For	For	No
4.2	Appoint Statutory Auditor Goto, Shunji	Mgmt	For	For	For	No
5	Amend Articles to Disclose Transactions with Founding Family Members	SH	Against	Against	Against	No
6	Amend Articles to Prohibit Appointment of Senior Advisors	SH	Against	For	For	Yes
<i>Voting Policy Rationale: A vote FOR this shareholder proposal is warranted because: * The proposal will add credence to the soundness of the company's governance by trying to reduce the influence of former senior executives over the company's ongoing strategic decision-making process.</i>						
7	Amend Articles to Disclose Cost of Equity Capital in Corporate Governance Report	SH	Against	Against	Against	No
8	Amend Articles to Require Individual Compensation Disclosure for Directors and Senior Advisors	SH	Against	For	For	Yes
<i>Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The proposed disclosure would promote accountability and help shareholders make better-informed decisions.</i>						
9	Approve Additional Dividend so that Final Dividend per Share Equals to JPY 75	SH	Against	For	For	Yes
<i>Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * Given the firm's position in cash and equivalents and long-term securities, as well as its market valuation, the proposed dividend payment should be achievable without causing problems for the company's financial health.</i>						

Nakano Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Initiate Share Repurchase Program	SH	Against	For	For	Yes
Voting Policy Rationale: A vote FOR this shareholder proposal is warranted because: * The company operates in a net cash position and shares are traded below book value. * The vote on this item, which is rather symbolic, can be used as a tool to raise concerns over capital efficiency.						

Neo Performance Materials Inc.

Meeting Date: 06/26/2025	Country: Canada	Ticker: NEO
Record Date: 05/21/2025	Meeting Type: Annual	
Primary Security ID: 64046G106		

Shares Voted: 6,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Edgar Lee	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.2	Elect Director Eric Noyrez	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.3	Elect Director Rahim Suleman	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.4	Elect Director G. Gail Edwards	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.5	Elect Director Hua Du	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.6	Elect Director Jonathan Evans	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.7	Elect Director Paul Mascarenas	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Neturen Co., Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 5976
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J48904106		

Shares Voted: 7,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 26	Mgmt	For	For	For	No
2.1	Elect Director Omiya, Katsumi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Ishiki, Nobumoto	Mgmt	For	For	For	No
2.3	Elect Director Suzuki, Takashi	Mgmt	For	For	For	No
2.4	Elect Director Yasukawa, Tomokatsu	Mgmt	For	For	For	No
2.5	Elect Director Moriyama, Yoshiko	Mgmt	For	For	For	No
2.6	Elect Director Ito, Toyotsugu	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Takahashi, Daisuke	Mgmt	For	For	For	No

Next 15 Group Plc

Meeting Date: 06/26/2025Country: United KingdomTicker: NFG
Record Date: 06/24/2025Meeting Type: Annual
Primary Security ID: G6500G109

Shares Voted: 1,890

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Mark Astaire as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the re-election of Mark Astaire, Mickey Kalifa, Samantha Wren, Penny Ladkin-Brand, Tim Dyson, Jonathan Peachey and Paul Butler is warranted because no significant concerns have been identified.						
5	Elect Mickey Kalifa as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the re-election of Mark Astaire, Mickey Kalifa, Samantha Wren, Penny Ladkin-Brand, Tim Dyson, Jonathan Peachey and Paul Butler is warranted because no significant concerns have been identified.						
6	Elect Samantha Wren as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the re-election of Mark Astaire, Mickey Kalifa, Samantha Wren, Penny Ladkin-Brand, Tim Dyson, Jonathan Peachey and Paul Butler is warranted because no significant concerns have been identified.						
7	Re-elect Penny Ladkin-Brand as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the re-election of Mark Astaire, Mickey Kalifa, Samantha Wren, Penny Ladkin-Brand, Tim Dyson, Jonathan Peachey and Paul Butler is warranted because no significant concerns have been identified.						

Next 15 Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Tim Dyson as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the re-election of Mark Astaire, Mickey Kalifa, Samantha Wren, Penny Ladkin-Brand, Tim Dyson, Jonathan Peachey and Paul Butler is warranted because no significant concerns have been identified.						
9	Re-elect Jonathan Peachey as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the re-election of Mark Astaire, Mickey Kalifa, Samantha Wren, Penny Ladkin-Brand, Tim Dyson, Jonathan Peachey and Paul Butler is warranted because no significant concerns have been identified.						
10	Re-elect Paul Butler as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR the re-election of Mark Astaire, Mickey Kalifa, Samantha Wren, Penny Ladkin-Brand, Tim Dyson, Jonathan Peachey and Paul Butler is warranted because no significant concerns have been identified.						
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Approve Cancellation of the Amount Standing to the Credit of the Company's Share Premium Account	Mgmt	For	For	For	No

NGK Insulators, Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 5333
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J49076110		

Shares Voted: 16,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For	No
2	Amend Articles to Change Company Name	Mgmt	For	For	For	No

NGK Insulators, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.1	Elect Director Oshima, Taku	Mgmt	For	For	For	No
3.2	Elect Director Kobayashi, Shigeru	Mgmt	For	For	For	No
3.3	Elect Director Matsuda, Hiroto	Mgmt	For	For	For	No
3.4	Elect Director Shindo, Hideaki	Mgmt	For	For	For	No
3.5	Elect Director Mori, Jun	Mgmt	For	For	For	No
3.6	Elect Director Inagaki, Mayumi	Mgmt	For	For	For	No
3.7	Elect Director Hamada, Emiko	Mgmt	For	For	For	No
3.8	Elect Director Sakuma, Hiroshi	Mgmt	For	For	For	No
3.9	Elect Director Kawakami, Noriko	Mgmt	For	For	For	No
3.10	Elect Director Miyamoto, Kengo	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Hasegawa, Koji	Mgmt	For	For	For	No

Nichiban Co., Ltd.

Meeting Date: 06/26/2025Country: JapanTicker: 4218

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J49291107

Shares Voted: 10,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines - Change Location of Head Office - Clarify Director Authority on Board Meetings - Authorize Board to Determine Income Allocation	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * It is not in shareholders' interest to allow the company to determine income allocation at the board's discretion.						
3.1	Elect Director Takatsu, Toshiaki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
3.2	Elect Director Sakai, Hironori	Mgmt	For	For	For	No
3.3	Elect Director Hara, Hideaki	Mgmt	For	For	For	No
3.4	Elect Director Takahashi, Yasuhiko	Mgmt	For	For	For	No
3.5	Elect Director Ishihara, Tatsuo	Mgmt	For	For	For	No

Nichiban Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.6	Elect Director Sato, Akihiro	Mgmt	For	For	For	No
3.7	Elect Director Sanada, Hiromi	Mgmt	For	For	For	No
3.8	Elect Director Sugawara, Junko	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Ichikawa, Ichiro	Mgmt	For	For	For	No

Nihon Kohden Corp.

Meeting Date: 06/26/2025

Record Date: 03/31/2025

Primary Security ID: J50538115

Country: Japan

Meeting Type: Annual

Ticker: 6849

Shares Voted: 25,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 16	Mgmt	For	For	For	No
2.1	Elect Director Ogino, Hirokazu	Mgmt	For	For	For	No
2.2	Elect Director Tanaka, Eiichi	Mgmt	For	For	For	No
2.3	Elect Director Yoshitake, Yasuhiro	Mgmt	For	For	For	No
2.4	Elect Director Kato, Kazuhiro	Mgmt	For	For	For	No
2.5	Elect Director Kawatsuhara, Shigeru	Mgmt	For	For	For	No
2.6	Elect Director Morita, Sumie	Mgmt	For	For	For	No
2.7	Elect Director Danny Risberg	Mgmt	For	For	For	No
2.8	Elect Director Morita, Mamoru	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Hirata, Shigeru	Mgmt	For	For	For	No

Nihon M&A Center Holdings Inc.

Meeting Date: 06/26/2025

Record Date: 03/31/2025

Primary Security ID: J50883107

Country: Japan

Meeting Type: Annual

Ticker: 2127

Shares Voted: 6,360

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 15	Mgmt	For	For	For	No

Nihon M&A Center Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Miyake, Suguru	Mgmt	For	For	For	No
2.2	Elect Director Naraki, Takamaro	Mgmt	For	For	For	No
2.3	Elect Director Otsuki, Masahiko	Mgmt	For	For	For	No
2.4	Elect Director Takeuchi, Naoki	Mgmt	For	For	For	No
2.5	Elect Director Takeda, Yasuhiro	Mgmt	For	For	For	No
2.6	Elect Director Mori, Tokihiko	Mgmt	For	For	For	No
2.7	Elect Director Takeuchi, Minako	Mgmt	For	For	For	No
2.8	Elect Director Nishikido, Keiichi	Mgmt	For	For	For	No
2.9	Elect Director Shimizu, Takao	Mgmt	For	For	For	No
2.10	Elect Director Kobayashi, Noritaka	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Abe, Mizuho	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
4	Elect Alternate Director and Audit Committee Member Endo, Hirotooshi	Mgmt	For	For	For	No

Nippi, Inc.

Meeting Date: 06/26/2025Country: JapanTicker: 7932

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J51785103

Shares Voted: 100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 600	Mgmt	For	For	For	No
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For	No
3.1	Elect Director Ito, Yuko	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors.						
3.2	Elect Director Inoue, Yoshiyuki	Mgmt	For	For	For	No
3.3	Elect Director Fukasawa, Yukihiro	Mgmt	For	For	For	No
3.4	Elect Director Nomura, Akira	Mgmt	For	For	For	No
3.5	Elect Director Miyawaki, Kanta	Mgmt	For	For	For	No

Nippi, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.6	Elect Director Kodama, Noriaki	Mgmt	For	For	For	No
3.7	Elect Director Shoji, Takashi	Mgmt	For	For	For	No
4	Elect Alternate Director Okamoto, Hideo	Mgmt	For	For	For	No
5	Appoint Alternate Statutory Auditor Fujii, Tetsuya	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	No
7	Approve Director and Statutory Auditor Retirement Bonus	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The bonus amounts are not disclosed. * The payment of bonuses to outsiders is an inappropriate practice.						

Nippon Chemical Industrial Co., Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 4092
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J52387107		

Shares Voted: 1,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 46	Mgmt	For	For	For	No
2.1	Elect Director Tanahashi, Hirota	Mgmt	For	For	For	No
2.2	Elect Director Aikawa, Hiroyoshi	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Sato, Manabu	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Tada, Tomoko	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Kemmochi, Takeshi	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Togi, Shingo	Mgmt	For	For	For	No

Nippon Dry-Chemical Co., Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 1909
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J53324109		

Nippon Dry-Chemical Co., Ltd.

Shares Voted: 1,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For	No
2	Elect Director Hirabayashi, Manabu	Mgmt	For	For	For	No
3	Approve Bonus Related to Retirement Bonus System Abolition	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Nippon Kayaku Co., Ltd.

Meeting Date: 06/26/2025Country: JapanTicker: 4272
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J54236112

Shares Voted: 30,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 37.5	Mgmt	For	For	For	No
2.1	Elect Director Kawamura, Shigeyuki	Mgmt	For	For	For	No
2.2	Elect Director Shimada, Hiroshi	Mgmt	For	For	For	No
2.3	Elect Director Inoue, Shinji	Mgmt	For	For	For	No
2.4	Elect Director Takeda, Makoto	Mgmt	For	For	For	No
2.5	Elect Director Fujishima, Yasuyuki	Mgmt	For	For	For	No
2.6	Elect Director Fusamura, Seiichi	Mgmt	For	For	For	No
2.7	Elect Director Akamatsu, Ikuko	Mgmt	For	For	For	No
2.8	Elect Director Kato, Yasuhito	Mgmt	For	For	For	No
2.9	Elect Director Tsubakimoto, Mitsuhiro	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Saito, Nagafumi	Mgmt	For	For	For	No

Nitta Corp.

Meeting Date: 06/26/2025Country: JapanTicker: 5186
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J58246109

Shares Voted: 1,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 74	Mgmt	For	For	For	No
2.1	Elect Director Ishikiriya, Yasunori	Mgmt	For	For	For	No
2.2	Elect Director Kitamura, Seiichi	Mgmt	For	For	For	No
2.3	Elect Director Hagiwara, Toyohiro	Mgmt	For	For	For	No
2.4	Elect Director Izumi, Atsushi	Mgmt	For	For	For	No
2.5	Elect Director Kakegami, Koichi	Mgmt	For	For	For	No
2.6	Elect Director Toyoshima, Hiroe	Mgmt	For	For	For	No
2.7	Elect Director Ikeda, Takehisa	Mgmt	For	For	For	No
2.8	Elect Director Ono, Tomoyuki	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Morishita, Toshihiko	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Nishimura, Satoko	Mgmt	For	For	For	No
5	Amend Articles to Add Provision Concerning Management with Cost of Capital and Share Price Considered	SH	Against	Against	Against	No
6	Approve Additional Allocation of Income so that Annual Dividend per Share Equals to Earnings per Share	SH	Against	For	For	Yes
<i>Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * Given the firm's position in cash and equivalents and long-term securities, as well as its market valuation, the proposed dividend payment should be achievable without causing problems for the company's financial health.</i>						
7	Approve Restricted Stock Plan	SH	Against	For	For	Yes
<i>Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.</i>						
8	Amend Articles to Require Majority Outsider Board	SH	Against	Against	Against	No

Okamoto Industries, Inc.
Meeting Date: 06/26/2025

Country: Japan

Ticker: 5122

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J60428109

Okamoto Industries, Inc.

Shares Voted: 1,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For	No
2.1	Elect Director Okamoto, Yoshiyuki	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.</i>						
2.2	Elect Director Okamoto, Kunihiro	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.</i>						
2.3	Elect Director Okamoto, Masaru	Mgmt	For	For	For	No
2.4	Elect Director Tanaka, Yuji	Mgmt	For	For	For	No
2.5	Elect Director Tanaka, Kenji	Mgmt	For	For	For	No
2.6	Elect Director Sugano, Yuri	Mgmt	For	For	For	No
3	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this poison pill plan is warranted because: * The total duration exceeds three years. * The board lacks sufficient independent monitoring. * The company's proxy circular release timing leaves insufficient time to study the pill. * The company has other types of takeover defense.</i>						

Paris Miki Holdings, Inc.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 7455

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J6356L100

Shares Voted: 1,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For	No
2.1	Elect Director Tane, Mikio	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management should be held responsible for the board composition at the controlled company, which will not have at least two independent directors and board independence of at least one-third. * Top management is responsible for the company's unfavorable ROE performance.</i>						

Paris Miki Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director Sawada, Masahiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management should be held responsible for the board composition at the controlled company, which will not have at least two independent directors and board independence of at least one-third. * Top management is responsible for the company's unfavorable ROE performance.						
2.3	Elect Director Nakao, Fumihiko	Mgmt	For	For	For	No
2.4	Elect Director Iwamoto, Akiko	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Tokuoka, Kiyokazu	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Nishimura, Yoshiaki	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Sada, Toshiki	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
6	Approve Stock Option Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this stock option plan is warranted because: * Total dilution from this plan and the company's other equity compensation plans reaches 29.4 percent, which appears excessive.						

PT Indo-Rama Synthetics Tbk

Meeting Date: 06/26/2025Country: IndonesiaTicker: INDR

Record Date: 06/03/2025Meeting Type: Annual

Primary Security ID: Y7127E188

Shares Voted: 47,695						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Loss	Mgmt	For	For	For	No
3	Approve Auditors	Mgmt	For	For	For	No
4	Amend Article 3 of the Articles of Association Regarding the Purpose and Objectives as well as Business Activities	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of further information to make an informed voting decision.						

Raito Kogyo Co., Ltd.

Meeting Date: 06/26/2025

Record Date: 03/31/2025

Primary Security ID: J64253107

Country: Japan

Meeting Type: Annual

Ticker: 1926

Shares Voted: 9,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For	For	No
2.1	Elect Director Akutsu, Kazuhiro	Mgmt	For	For	For	No
2.2	Elect Director Kawamura, Kohei	Mgmt	For	For	For	No
2.3	Elect Director Nishi, Makoto	Mgmt	For	For	For	No
2.4	Elect Director Yamamoto, Akinobu	Mgmt	For	For	For	No
2.5	Elect Director Murai, Yusuke	Mgmt	For	For	For	No
2.6	Elect Director Kawamoto, Osamu	Mgmt	For	For	For	No
2.7	Elect Director Kaneto, Tatsuya	Mgmt	For	For	For	No
2.8	Elect Director Yamane, Satoyuki	Mgmt	For	For	For	No
2.9	Elect Director Wahira, Yoshinobu	Mgmt	For	For	For	No
2.10	Elect Director Takahashi, Tsuneo	Mgmt	For	For	For	No
2.11	Elect Director Shirai, Makoto	Mgmt	For	For	For	No
2.12	Elect Director Shimizu, Hiroko	Mgmt	For	For	For	No
2.13	Elect Director Nagata, Takeshi	Mgmt	For	For	For	No
2.14	Elect Director Asano, Hiromi	Mgmt	For	For	For	No
2.15	Elect Director Sasaki, Motoi	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Iida, Nobuo	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.

Resorttrust, Inc.

Meeting Date: 06/26/2025

Record Date: 03/31/2025

Primary Security ID: J6448M108

Country: Japan

Meeting Type: Annual

Ticker: 4681

Resorttrust, Inc.

Shares Voted: 50,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For	No
2.1	Elect Director Ito, Yoshiro	Mgmt	For	For	For	No
2.2	Elect Director Ito, Katsuyasu	Mgmt	For	For	For	No
2.3	Elect Director Fushimi, Ariyoshi	Mgmt	For	For	For	No
2.4	Elect Director Shintani, Atsuyuki	Mgmt	For	For	For	No
2.5	Elect Director Kosugi, Yoshinobu	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Toda, Yasushi	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Miyake, Masaru	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Aramoto, Kazuhiko	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Terazawa, Asako	Mgmt	For	For	For	No

Saint-Care Holding Corp.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 2374

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J66327107

Shares Voted: 1,080

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For	No
2.1	Elect Director Murakami, Yoshiharu	Mgmt	For	For	For	No
2.2	Elect Director Toma, Kazutoshi	Mgmt	For	For	For	No
2.3	Elect Director Tamura, Ryoichi	Mgmt	For	For	For	No
2.4	Elect Director Takii, Hajime	Mgmt	For	For	For	No
2.5	Elect Director Hamaoka, Kunimasa	Mgmt	For	For	For	No
2.6	Elect Director Tsuchiya, Makoto	Mgmt	For	For	For	No
2.7	Elect Director Yamaguchi, Kimiaki	Mgmt	For	For	For	No

Saint-Care Holding Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.8	Elect Director Yuasa, Norika	Mgmt	For	For	For	No
2.9	Elect Director Shiraishi, Tomoya	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Sato, Yasuo	Mgmt	For	For	For	No

Sakai Chemical Industry Co., Ltd.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 4078

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J66489121

Shares Voted: 2,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	For	For	No
2.1	Elect Director Yagura, Toshiyuki	Mgmt	For	For	For	No
2.2	Elect Director Okamoto, Yasuhiro	Mgmt	For	For	For	No
2.3	Elect Director Hattori, Hiroyuki	Mgmt	For	For	For	No
2.4	Elect Director Magara, Koichiro	Mgmt	For	For	For	No
2.5	Elect Director Ito, Yoshikazu	Mgmt	For	For	For	No
2.6	Elect Director Matsuda, Mitsunori	Mgmt	For	For	For	No
2.7	Elect Director Miyagawa, Hisao	Mgmt	For	For	For	No
2.8	Elect Director Hamazaki, Yoshiko	Mgmt	For	For	For	No
3	Approve Annual Bonus	Mgmt	For	For	For	No

SAXA, Inc.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 6675

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J6982E108

Shares Voted: 1,506						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 165	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Amend Articles to Authorize Board to Pay Interim Dividends	Mgmt	For	For	For	No
3.1	Elect Director Saito, Masatoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
3.2	Elect Director Inomata, Takashi	Mgmt	For	For	For	No
3.3	Elect Director Hasegawa, Masaharu	Mgmt	For	For	For	No
3.4	Elect Director Otahara, Shutaro	Mgmt	For	For	For	No
3.5	Elect Director Yamauchi, Mari	Mgmt	For	For	For	No
3.6	Elect Director Saijo, Mitsuhiro	Mgmt	For	For	For	No
3.7	Elect Director Hamano, Miyako	Mgmt	For	For	For	No
3.8	Elect Director Hirano, Satoshi	Mgmt	For	For	For	No
4.1	Appoint Statutory Auditor Wada, Satoshi	Mgmt	For	For	For	No
4.2	Appoint Statutory Auditor Takaguchi, Yoji	Mgmt	For	For	For	No
5.1	Appoint Alternate Statutory Auditor Yagi, Toru	Mgmt	For	For	For	No
5.2	Appoint Alternate Statutory Auditor Kobayashi, Yosuke	Mgmt	For	For	For	No
6	Appoint ARK LLC as New External Audit Firm	Mgmt	For	For	For	No
7	Approve Annual Bonus	Mgmt	For	For	For	No
8	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Seria Co. Ltd.

Meeting Date: 06/26/2025Country: JapanTicker: 2782

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J7113X106

Shares Voted: 9,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For	No
2.1	Elect Director Kawai, Eiji	Mgmt	For	For	For	No
2.2	Elect Director Iwama, Yasushi	Mgmt	For	For	For	No
2.3	Elect Director Yasuda, Hitomi	Mgmt	For	For	For	No
3	Approve Director Retirement Bonus	Mgmt	For	For	For	No

Shandong Buchang Pharmaceuticals Co., Ltd.

Meeting Date: 06/26/2025

Country: China

Ticker: 603858

Record Date: 06/23/2025

Meeting Type: Annual

Primary Security ID: Y767AS104

Shares Voted: 88,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
2	Approve Report of the Independent Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
3	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
4	Approve Financial Budget Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted due to lack of disclosure.</i>						
5	Approve Annual Report and Summary	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
6	Approve Profit Distribution	Mgmt	For	For	For	No
7	Approve to Appoint Auditor	Mgmt	For	For	For	No
8	Approve Daily Related Party Transactions	Mgmt	For	For	For	No
9	Approve Special Report on the Deposit and Usage of Raised Funds	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
10	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>						
11	Approve Provision of Financial Assistance	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the level of financial assistance to be provided to the receiving entities is disproportionate to the company's ownership in the said entities. The company has failed to provide any justifications in the meeting circular.</i>						
12	Approve Financing and Guarantee Provision	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to some of its subsidiaries is disproportionate to the level of ownership in the said subsidiaries. The company has failed to provide any justifications in the meeting circular.</i>						
13	Approve Provision for Asset Impairment	Mgmt	For	For	For	No
14	Approve Remuneration for Chairman of the Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>						

Shandong Buchang Pharmaceuticals Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15	Approve Remuneration for President, Senior Executives and Vice Chairman	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.						
16	Approve Changing the Purpose of Share Repurchase and Cancelling and Reducing Registered Capital	Mgmt	For	For	For	No
17	Approve Shareholder Return Plan	Mgmt	For	For	For	No
18	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
19	Approve Changing the Purpose of Share Repurchase and Cancelling and Reducing Registered Capital (Second Time)	Mgmt	For	For	For	No
20	Approve Amendments to Articles of Association (Second Time)	Mgmt	For	For	For	No
21	Approve Interim Profit Distribution	Mgmt	For	For	For	No

Socionext, Inc.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 6526
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J75866103		

Shares Voted: 1,510

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Koezuka, Masahiro	Mgmt	For	For	For	No
1.2	Elect Director Yoshida, Hisato	Mgmt	For	For	For	No
1.3	Elect Director Yoneyama, Yutaka	Mgmt	For	For	For	No
1.4	Elect Director Suzuki, Masatoshi	Mgmt	For	For	For	No
1.5	Elect Director Kasano, Sachiko	Mgmt	For	For	For	No
1.6	Elect Director Nishihata, Kazuhiro	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Ichikawa, Yasuyoshi	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Ikemoto, Morimasa	Mgmt	For	For	For	No

Socionext, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director and Audit Committee Member Yoneda, Noriko	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Anan, Go	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
6	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Speed Tech Corp.

Meeting Date: 06/26/2025

Record Date: 04/25/2025

Primary Security ID: Y8166F102

Country: Taiwan

Meeting Type: Annual

Ticker: 5457

Shares Voted: 191,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect Tsai, Chen-Lung, a Representative of Fortune Share Corporation with Shareholder No. 49512, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.2	Elect Hsu, Chia-Te, a Representative of Fortune Share Corporation with Shareholder No. 49512, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						

Speed Tech Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.3	Elect Tsai, Chia-Wei, a Representative of ICT-Lanto Limited with Shareholder No. 51213, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.4	Elect Shih, Jung-Hui, a Representative of Asus Investment Co., Ltd. with Shareholder No. 51212, as Non-Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.5	Elect Chan, Ho-Po, with Shareholder No. A123906XXX, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.6	Elect Chung, Ding-Chun, with Shareholder No. 73772, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.7	Elect Lin, Chun-Yi, with Shareholder No. 93623, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4.8	Elect Lien, Hsiang-I, with Shareholder No. 108678, as Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

Spirent Communications Plc

Meeting Date: 06/26/2025	Country: United Kingdom	Ticker: SPT
Record Date: 06/24/2025	Meeting Type: Annual	
Primary Security ID: G83562101		

Shares Voted: 254,363

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted because: * A material divergence between the Company's financial performance and the annual bonus outcomes has been identified. * The Remuneration Committee has utilised discretion to ensure that the 2022 LTIP awards vest in full despite the fact that they would have not paid out at all under the formulaic outcome.</i>						
3	Re-elect Paula Bell as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 3-4, 6-7 and 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 5 A vote AGAINST the re-election of Gary Bullard is considered warranted because: * As Chair of the Remuneration Committee, Gary Bullard is considered ultimately accountable for remuneration practices at Board level, where a number of concerns have been highlighted over multiple years. Item 8 A vote FOR Jonathan Silver's re-election is considered warranted, although it is not without concern as: * He is no longer considered independent and remains SID and the Audit Committee Chair. The main reason for support is: * The Company's recruitment and succession plans have been temporarily put on hold given the ongoing Keysight offer process. As a result, Mr Silver is to remain in place until the conclusion of the process.</i>						
4	Re-elect Maggie Buggie as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 3-4, 6-7 and 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 5 A vote AGAINST the re-election of Gary Bullard is considered warranted because: * As Chair of the Remuneration Committee, Gary Bullard is considered ultimately accountable for remuneration practices at Board level, where a number of concerns have been highlighted over multiple years. Item 8 A vote FOR Jonathan Silver's re-election is considered warranted, although it is not without concern as: * He is no longer considered independent and remains SID and the Audit Committee Chair. The main reason for support is: * The Company's recruitment and succession plans have been temporarily put on hold given the ongoing Keysight offer process. As a result, Mr Silver is to remain in place until the conclusion of the process.</i>						
5	Re-elect Gary Bullard as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Items 3-4, 6-7 and 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 5 A vote AGAINST the re-election of Gary Bullard is considered warranted because: * As Chair of the Remuneration Committee, Gary Bullard is considered ultimately accountable for remuneration practices at Board level, where a number of concerns have been highlighted over multiple years. Item 8 A vote FOR Jonathan Silver's re-election is considered warranted, although it is not without concern as: * He is no longer considered independent and remains SID and the Audit Committee Chair. The main reason for support is: * The Company's recruitment and succession plans have been temporarily put on hold given the ongoing Keysight offer process. As a result, Mr Silver is to remain in place until the conclusion of the process.</i>						
6	Re-elect Wendy Koh as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 3-4, 6-7 and 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 5 A vote AGAINST the re-election of Gary Bullard is considered warranted because: * As Chair of the Remuneration Committee, Gary Bullard is considered ultimately accountable for remuneration practices at Board level, where a number of concerns have been highlighted over multiple years. Item 8 A vote FOR Jonathan Silver's re-election is considered warranted, although it is not without concern as: * He is no longer considered independent and remains SID and the Audit Committee Chair. The main reason for support is: * The Company's recruitment and succession plans have been temporarily put on hold given the ongoing Keysight offer process. As a result, Mr Silver is to remain in place until the conclusion of the process.</i>						
7	Re-elect Edgar Masri as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Items 3-4, 6-7 and 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 5 A vote AGAINST the re-election of Gary Bullard is considered warranted because: * As Chair of the Remuneration Committee, Gary Bullard is considered ultimately accountable for remuneration practices at Board level, where a number of concerns have been highlighted over multiple years. Item 8 A vote FOR Jonathan Silver's re-election is considered warranted, although it is not without concern as: * He is no longer considered independent and remains SID and the Audit Committee Chair. The main reason for support is: * The Company's recruitment and succession plans have been temporarily put on hold given the ongoing Keysight offer process. As a result, Mr Silver is to remain in place until the conclusion of the process.</i>						

Spirent Communications Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Jonathan Silver as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 3-4, 6-7 and 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 5 A vote AGAINST the re-election of Gary Bullard is considered warranted because: * As Chair of the Remuneration Committee, Gary Bullard is considered ultimately accountable for remuneration practices at Board level, where a number of concerns have been highlighted over multiple years. Item 8 A vote FOR Jonathan Silver's re-election is considered warranted, although it is not without concern as: * He is no longer considered independent and remains SID and the Audit Committee Chair. The main reason for support is: * The Company's recruitment and succession plans have been temporarily put on hold given the ongoing Keysight offer process. As a result, Mr Silver is to remain in place until the conclusion of the process.						
9	Re-elect Sir Bill Thomas as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 3-4, 6-7 and 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 5 A vote AGAINST the re-election of Gary Bullard is considered warranted because: * As Chair of the Remuneration Committee, Gary Bullard is considered ultimately accountable for remuneration practices at Board level, where a number of concerns have been highlighted over multiple years. Item 8 A vote FOR Jonathan Silver's re-election is considered warranted, although it is not without concern as: * He is no longer considered independent and remains SID and the Audit Committee Chair. The main reason for support is: * The Company's recruitment and succession plans have been temporarily put on hold given the ongoing Keysight offer process. As a result, Mr Silver is to remain in place until the conclusion of the process.						
10	Re-elect Eric Updyke as Director	Mgmt	For	For	For	No
Voting Policy Rationale: Items 3-4, 6-7 and 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 5 A vote AGAINST the re-election of Gary Bullard is considered warranted because: * As Chair of the Remuneration Committee, Gary Bullard is considered ultimately accountable for remuneration practices at Board level, where a number of concerns have been highlighted over multiple years. Item 8 A vote FOR Jonathan Silver's re-election is considered warranted, although it is not without concern as: * He is no longer considered independent and remains SID and the Audit Committee Chair. The main reason for support is: * The Company's recruitment and succession plans have been temporarily put on hold given the ongoing Keysight offer process. As a result, Mr Silver is to remain in place until the conclusion of the process.						
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Stalprodukt SA

Meeting Date: 06/26/2025	Country: Poland	Ticker: STP
Record Date: 06/10/2025	Meeting Type: Annual	
Primary Security ID: X9868D107		

Shares Voted: 336

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: Votes FOR Items 2, 4, and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>					
2	Elect Meeting Chairman	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 2, 4, and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>					
3	Acknowledge Proper Convening of Meeting	Mgmt				
	<i>Voting Policy Rationale: Votes FOR Items 2, 4, and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 2, 4, and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>					
5	Elect Members of Vote Counting Commission	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 2, 4, and 5 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>					
6	Approve Management Board Report on Company's Operations and Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>					
7	Approve Management Board Report on Group's Operations and Consolidated Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>					
8	Approve Supervisory Board Report	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>					
9.1	Approve Discharge of Piotr Janeczek (CEO)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 31 December 2024.</i>					
9.2	Approve Discharge of Lukasz Mentel (Management Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 31 December 2024.</i>					
10.1	Approve Discharge of Stanislaw Kurnik (Supervisory Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 31 December 2024.</i>					

Stalprodukt SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10.2	Approve Discharge of Sanjay Samaddar (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 31 December 2024.						
10.3	Approve Discharge of Magdalena Janeczek (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 31 December 2024.						
10.4	Approve Discharge of Agata Sierpinska-Sawicz (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 31 December 2024.						
10.5	Approve Discharge of Romuald Talarek (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 31 December 2024.						
10.6	Approve Discharge of Piotr Janeczek (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 31 December 2024.						
11	Approve Allocation of Income and Dividends of PLN 6.00 Per Share	Mgmt	For	For	For	No
12	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * The STIP lacks specific performance indicators, thresholds, targets, as well as levels of achievement for variable remuneration payout. Such lack of disclosure limits the shareholders' ability to comprehend the alignment between pay and performance of executives; * The supervisory board is vested with broad discretionary power to establish specific performance conditions for the STI; * Four supervisory board members received retirement benefits. However, non-executive participation in the retirement benefits schemes is a common market practice in Poland.						
13.1	Amend Statute	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST these items are warranted because one of the proposed amendments will adversely impact shareholders' rights.						
13.2	Approve Consolidated Text of Statute	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST these items are warranted because one of the proposed amendments will adversely impact shareholders' rights.						
14	Close Meeting	Mgmt				

Sumitomo Pharma Co., Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 4506
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J10542116		

Sumitomo Pharma Co., Ltd.

Shares Voted: 195,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Indemnify Directors	Mgmt	For	For	For	No
2.1	Elect Director Kimura, Toru	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.</i>						
2.2	Elect Director Sakai, Motoyuki	Mgmt	For	For	For	No
2.3	Elect Director Nakagawa, Tsutomu	Mgmt	For	For	For	No
2.4	Elect Director Niinuma, Hiroshi	Mgmt	For	For	For	No
2.5	Elect Director Usui, Minoru	Mgmt	For	For	For	No
2.6	Elect Director Fujimoto, Koji	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Kashima, Hisayoshi	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Iteya, Yoshio	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Mochizuki, Mayumi	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Michimori, Daishiro	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No

Sunfun Info Co., Ltd.

Meeting Date: 06/26/2025

Country: Taiwan

Ticker: 5278

Record Date: 04/25/2025

Meeting Type: Annual

Primary Security ID: Y8161A108

Shares Voted: 137,310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Sun-Wa Technos Corp.

Meeting Date: 06/26/2025Country: JapanTicker: 8137
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J7824M100

Shares Voted: 1,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Tanaka, Hiroyuki	Mgmt	For	For	For	No
1.2	Elect Director Matsuo, Akihiro	Mgmt	For	For	For	No
1.3	Elect Director Uesaka, Hideaki	Mgmt	For	For	For	No
1.4	Elect Director Hirano, Takashi	Mgmt	For	For	For	No
1.5	Elect Director Nishida, Katsuyuki	Mgmt	For	For	For	No
1.6	Elect Director Matoba, Takamichi	Mgmt	For	For	For	No
1.7	Elect Director Kusanagi, Ichiro	Mgmt	For	For	For	No
1.8	Elect Director Sakamoto, Atsuko	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Hanayama, Kazuya	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Yamaguchi, Akira	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Ko, Rie	Mgmt	For	For	For	No
2.4	Elect Director and Audit Committee Member Suzuki, Nobuyuki	Mgmt	For	For	For	No

Taikisha Ltd.

Meeting Date: 06/26/2025

Record Date: 03/31/2025

Primary Security ID: J79389102

Country: Japan

Meeting Type: Annual

Ticker: 1979

Shares Voted: 17,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 84	Mgmt	For	For	For	No
2.1	Elect Director Osada, Masashi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Nakajima, Yasushi	Mgmt	For	For	For	No
2.3	Elect Director Nakagawa, Masanori	Mgmt	For	For	For	No
2.4	Elect Director Hamanaka, Yukinori	Mgmt	For	For	For	No
2.5	Elect Director Sobue, Tadashi	Mgmt	For	For	For	No
2.6	Elect Director Hikosaka, Hirokazu	Mgmt	For	For	For	No
2.7	Elect Director Soda, Nobuyuki	Mgmt	For	For	For	No
2.8	Elect Director Soejima, Suga	Mgmt	For	For	For	No
2.9	Elect Director Nakata, Hiramasa	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Sato, Yasuhiro	Mgmt	For	For	For	No

Takano Co., Ltd.

Meeting Date: 06/26/2025

Record Date: 03/31/2025

Primary Security ID: J8052L103

Country: Japan

Meeting Type: Annual

Ticker: 7885

Shares Voted: 9,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Takano, Jun	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the firm's board composition at the company with an audit committee structure which will not include at least one-third outsiders. * Top management bears responsibility for the board composition where no female directors are included. * Top management is responsible for the company's unfavorable ROE performance.						
1.2	Elect Director Takano, Masao	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the firm's board composition at the company with an audit committee structure which will not include at least one-third outsiders. * Top management bears responsibility for the board composition where no female directors are included. * Top management is responsible for the company's unfavorable ROE performance.						

Takano Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.3	Elect Director Takano, Tsutomu	Mgmt	For	For	For	No
1.4	Elect Director Ohara, Akio	Mgmt	For	For	For	No
1.5	Elect Director Kurushima, Kaoru	Mgmt	For	For	For	No
1.6	Elect Director Shimojima, Hisashi	Mgmt	For	For	For	No
1.7	Elect Director Ueda, Yasuhiro	Mgmt	For	For	For	No
1.8	Elect Director Kuroda, Yasuhiro	Mgmt	For	For	For	No
1.9	Elect Director Suzuki, Hiroshi	Mgmt	For	For	For	No
1.10	Elect Director Yamamoto, Yukiyasu	Mgmt	For	For	For	No
1.11	Elect Director Horie, Masayuki	Mgmt	For	For	For	No

TCI Co., Ltd.

Meeting Date: 06/26/2025

Record Date: 04/25/2025

Primary Security ID: Y8T4HC102

Country: Taiwan

Meeting Type: Annual

Ticker: 8436

Shares Voted: 15,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.						
4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on operational needs.						
	ELECT INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING	Mgmt				
5.1	Elect YUN-PENG CHANG, with Shareholder No. M101151XXX, as Independent Director	Mgmt	For	For	For	No

TCI Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Director	Mgmt	For	For	For	No

Techno Medica Co., Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 6678
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J8224W102		

Shares Voted: 1,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 68	Mgmt	For	For	For	No
2.1	Elect Director Saneyoshi, Masatomo	Mgmt	For	For	For	No
2.2	Elect Director Takeda, Masato	Mgmt	For	For	For	No
2.3	Elect Director Nakano, Yasushi	Mgmt	For	For	For	No
2.4	Elect Director Nakahara, Shiro	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Ozeki, Jun	Mgmt	For	For	For	No

Tecnicas Reunidas SA

Meeting Date: 06/26/2025	Country: Spain	Ticker: TRE
Record Date: 06/20/2025	Meeting Type: Annual	
Primary Security ID: E9055J108		

Shares Voted: 22,513

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
3	Approve Allocation of Income	Mgmt	For	For	For	No
4	Approve Discharge of Board	Mgmt	For	For	For	No
5	Renew Appointment of Deloitte as Auditor	Mgmt	For	For	For	No

Tecnicas Reunidas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 200 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because potential dilution exceeds the 10-percent limit for non-preemptive issues.						
7	Approve Remuneration Policy	Mgmt	For	For	For	No
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No

Teikoku Electric Manufacturing Co., Ltd.

Meeting Date: 06/26/2025Country: JapanTicker: 6333

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J82335100

Shares Voted: 3,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 69	Mgmt	For	For	For	No
2	Amend Articles to Change Company Name	Mgmt	For	For	For	No
3.1	Elect Director Murata, Kiyoshi	Mgmt	For	For	For	No
3.2	Elect Director Sato, Tetsuzo	Mgmt	For	For	For	No
3.3	Elect Director Abe, Takashi	Mgmt	For	For	For	No
3.4	Elect Director Tomari, Chie	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No

The Chiba Kogyo Bank Ltd.

Meeting Date: 06/26/2025Country: JapanTicker: 8337

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J05712104

The Chiba Kogyo Bank Ltd.

Shares Voted: 1,890

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve a Final Dividend of JPY 104 for Class 2 Preferred Shares, JPY 300 for Series 2 Class 6 Preferred Shares, JPY 900 for Series 1 Class 7 Preferred Shares, JPY 9000 for Series 2 Class 7 Preferred Shares and JPY 10 for Ordinary Shares	Mgmt	For	For	For	No
2.1	Elect Director Aoyagi, Shunichi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.</i>						
2.2	Elect Director Umeda, Hitoshi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.</i>						
2.3	Elect Director Matsumaru, Ryuichi	Mgmt	For	For	For	No
2.4	Elect Director Shirai, Katsumi	Mgmt	For	For	For	No
2.5	Elect Director Tanaka, Hiroshi	Mgmt	For	For	For	No
2.6	Elect Director Toya, Hisako	Mgmt	For	For	For	No
2.7	Elect Director Yamada, Eiji	Mgmt	For	For	For	No
2.8	Elect Director Sugiura, Tetsuro	Mgmt	For	For	For	No
2.9	Elect Director Kinoshita, Yumiko	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Kanasugi, Tsuyoshi	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Miyamoto, Akira	Mgmt	For	For	For	No
3.3	Appoint Statutory Auditor Kikugawa, Takashi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						
4	Appoint Alternate Statutory Auditor Inoue, Shinichiro	Mgmt	For	For	For	No

The Kinki Sharyo Co., Ltd.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 7122

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J33222100

The Kinki Sharyo Co., Ltd.

Shares Voted: 1,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Yoshikawa, Tomio	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included. * Top management is responsible for the company's capital misallocation.						
1.2	Elect Director Aoki, Hirotaka	Mgmt	For	For	For	No
1.3	Elect Director Tabata, Kazushi	Mgmt	For	For	For	No
1.4	Elect Director Sugimori, Hisashi	Mgmt	For	For	For	No
1.5	Elect Director Okajima, Seikichi	Mgmt	For	For	For	No
1.6	Elect Director Nozaki, Atsuhiko	Mgmt	For	For	For	No
1.7	Elect Director Komori, Satoru	Mgmt	For	For	For	No
1.8	Elect Director Otsuya, Masakazu	Mgmt	For	For	For	No
1.9	Elect Director Okazaki, Hisataka	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Kawamura, Koji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						

The Musashino Bank, Ltd.

Meeting Date: 06/26/2025Country: JapanTicker: 8336
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J46883104

Shares Voted: 7,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 65	Mgmt	For	For	For	No
2.1	Elect Director Nagahori, Kazumasa	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Shirai, Toshiyuki	Mgmt	For	For	For	No
2.3	Elect Director Otomo, Ken	Mgmt	For	For	For	No
2.4	Elect Director Miyazaki, Takao	Mgmt	For	For	For	No
2.5	Elect Director Takizawa, Kiyoshi	Mgmt	For	For	For	No
2.6	Elect Director Mitsuoka, Ryuichi	Mgmt	For	For	For	No

The Musashino Bank, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.7	Elect Director Sanada, Yukimitsu	Mgmt	For	For	For	No
2.8	Elect Director Kobayashi, Ayako	Mgmt	For	For	For	No

The Tochigi Bank, Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 8550
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J84334101		

Shares Voted: 83,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 3.5	Mgmt	For	For	For	No
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For	No
3.1	Elect Director Nakada, Hiroyuki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
3.2	Elect Director Tomikawa, Yoshimori	Mgmt	For	For	For	No
3.3	Elect Director Ogiwara, Takashi	Mgmt	For	For	For	No
3.4	Elect Director Ohashi, Shigenobu	Mgmt	For	For	For	No
3.5	Elect Director Sudo, Kosuke	Mgmt	For	For	For	No
3.6	Elect Director Kameoka, Akiko	Mgmt	For	For	For	No
3.7	Elect Director Otani, Yasuhisa	Mgmt	For	For	For	No
3.8	Elect Director Arakawa, Masatoshi	Mgmt	For	For	For	No
3.9	Elect Director Yoshizawa, Ichiko	Mgmt	For	For	For	No
3.10	Elect Director Takezawa, Hideki	Mgmt	For	For	For	No

The Toho Bank, Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 8346
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J84678101		

The Toho Bank, Ltd.

Shares Voted: 53,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 5	Mgmt	For	For	For	No
2.1	Elect Director Sato, Minoru	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Endo, Katsutoshi	Mgmt	For	For	For	No
2.3	Elect Director Meguro, Hiromi	Mgmt	For	For	For	No
2.4	Elect Director Takano, Shinji	Mgmt	For	For	For	No
2.5	Elect Director Konishi, Masako	Mgmt	For	For	For	No
2.6	Elect Director Takashima, Hideya	Mgmt	For	For	For	No

The Towa Bank, Ltd.

Meeting Date: 06/26/2025Country: JapanTicker: 8558
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J90376104

Shares Voted: 22,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For	No
2	Amend Articles to Remove Provisions on Non-Common Shares	Mgmt	For	For	For	No
3.1	Elect Director Ebara, Hiroshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
3.2	Elect Director Kitazume, Isao	Mgmt	For	For	For	No
3.3	Elect Director Suzuki, Shinichiro	Mgmt	For	For	For	No
3.4	Elect Director Okabe, Susumu	Mgmt	For	For	For	No
3.5	Elect Director Mizuguchi, Takeshi	Mgmt	For	For	For	No
3.6	Elect Director Maruyama, Akira	Mgmt	For	For	For	No
3.7	Elect Director Saito, Mikiko	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Sakurai, Hiroyuki	Mgmt	For	For	For	No
5	Appoint Alternate Statutory Auditor Hamba, Shu	Mgmt	For	For	For	No

TOCALO Co., Ltd.

Meeting Date: 06/26/2025

Record Date: 03/31/2025

Primary Security ID: J84227123

Country: Japan

Meeting Type: Annual

Ticker: 3433

Shares Voted: 20,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 38	Mgmt	For	For	For	No
2.1	Elect Director Kobayashi, Kazuya	Mgmt	For	For	For	No
2.2	Elect Director Yoshizumi, Takayuki	Mgmt	For	For	For	No
2.3	Elect Director Goto, Hiroshi	Mgmt	For	For	For	No
2.4	Elect Director Suizu, Tatsuo	Mgmt	For	For	For	No
2.5	Elect Director Takabatake, Takeshi	Mgmt	For	For	For	No
2.6	Elect Director Kamakura, Toshimitsu	Mgmt	For	For	For	No
2.7	Elect Director Takihara, Keiko	Mgmt	For	For	For	No
2.8	Elect Director Sato, Yoko	Mgmt	For	For	For	No
2.9	Elect Director Tomita, Kazuyuki	Mgmt	For	For	For	No

Tokai Tokyo Financial Holdings, Inc.

Meeting Date: 06/26/2025

Record Date: 03/31/2025

Primary Security ID: J8609T104

Country: Japan

Meeting Type: Annual

Ticker: 8616

Shares Voted: 92,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 16	Mgmt	For	For	For	No
2.1	Elect Director Ishida, Tateaki	Mgmt	For	For	For	No
2.2	Elect Director Kasugai, Hiroshi	Mgmt	For	For	For	No
2.3	Elect Director Kitagawa, Naoko	Mgmt	For	For	For	No
2.4	Elect Director Nakayama, Tsunehiro	Mgmt	For	For	For	No
2.5	Elect Director Miyazawa, Kazumasa	Mgmt	For	For	For	No
3	Approve Annual Bonus	Mgmt	For	For	For	No
4	Approve Stock Option Plan	Mgmt	For	For	For	No

Tokai Tokyo Financial Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Amend Articles to Change Company Name	SH	Against	Against	Against	No
6.1	Remove Incumbent Director Sato, Masataka	SH	Against	Against	Against	No
6.2	Remove Incumbent Director Kitagawa, Naoko	SH	Against	Against	Against	No
6.3	Remove Incumbent Director Nakayama, Tsunehiro	SH	Against	Against	Against	No
7.1	Remove Incumbent Director and Audit Committee Member Ikeda, Ayako	SH	Against	Against	Against	No
7.2	Remove Incumbent Director and Audit Committee Member Ota, Katsuhiko	SH	Against	Against	Against	No

Tokyo Electric Power Co. Holdings, Inc.

Meeting Date: 06/26/2025 **Country:** Japan **Ticker:** 9501
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J86914108

Shares Voted: 128,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kobayashi, Yoshimitsu	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.</i>						
1.2	Elect Director Oyagi, Shigeo	Mgmt	For	For	For	No
1.3	Elect Director Onishi, Shoichiro	Mgmt	For	For	For	No
1.4	Elect Director Okawa, Junko	Mgmt	For	For	For	No
1.5	Elect Director Nagata, Takashi	Mgmt	For	For	For	No
1.6	Elect Director Uchida, Takakazu	Mgmt	For	For	For	No
1.7	Elect Director Kobayakawa, Tomoaki	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
1.8	Elect Director Yamaguchi, Hiroyuki	Mgmt	For	For	For	No
1.9	Elect Director Sakai, Daisuke	Mgmt	For	For	For	No
1.10	Elect Director Nagasaki, Momoko	Mgmt	For	For	For	No
1.11	Elect Director Fukuda, Toshihiko	Mgmt	For	For	For	No

Tokyo Electric Power Co. Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.12	Elect Director Yoshino, Shigehiro	Mgmt	For	For	For	No
1.13	Elect Director Moriya, Seiji	Mgmt	For	For	For	No
2	Amend Articles to Halt Support to Japan Atomic Power Company	SH	Against	Against	Against	No
3	Amend Articles to Halt Spent Nuclear Fuel Business	SH	Against	Against	Against	No
4	Amend Articles to Add Provision on Review of Debris Retrieval Plan for Fukushima Daiichi Plant	SH	Against	Against	Against	No
5	Amend Articles to Fully Rely on Renewable Energy for Power Generation	SH	Against	Against	Against	No
6	Amend Articles to Establish Compliance System	SH	Against	Against	Against	No
7	Amend Articles to Establish Whistle-Blowing Committee	SH	Against	Against	Against	No
8	Amend Articles to Require Individual Compensation Disclosure for Directors and Executive Officers	SH	Against	For	For	Yes
Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The proposed disclosure would promote accountability and help shareholders make better-informed decisions.						
9	Amend Articles to Add Provision on Electricity Price Curb and Stable Supply	SH	Against	Against	Against	No
10	Amend Articles to Add Provision on Stabilization of Electricity Supply and Demand	SH	Against	Against	Against	No

Tokyo Tekko Co., Ltd.

Meeting Date: 06/26/2025Country: JapanTicker: 5445

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J88376108

Shares Voted: 600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Yoshihara, Tsunebumi	Mgmt	For	For	For	No
1.2	Elect Director Yoshihara, Hidetaka	Mgmt	For	For	For	No
1.3	Elect Director Tanaka, Yoshinari	Mgmt	For	For	For	No
1.4	Elect Director Mukasa, Tatsuya	Mgmt	For	For	For	No

Tokyo Tekko Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.5	Elect Director Kakinuma, Tadashi	Mgmt	For	For	For	No
1.6	Elect Director Shinji, Toshiharu	Mgmt	For	For	For	No
2	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No

Tomy Co., Ltd.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 7867

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J89258107

Shares Voted: 69,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 36	Mgmt	For	For	For	No
2	Amend Articles to Remove Provisions on Takeover Defense	Mgmt	For	For	For	No
3.1	Elect Director Kojima, Kazuhiro	Mgmt	For	For	For	No
3.2	Elect Director Tomiyama, Akio	Mgmt	For	For	For	No
3.3	Elect Director Usami, Hiroyuki	Mgmt	For	For	For	No
3.4	Elect Director Ito, Goshiro	Mgmt	For	For	For	No
3.5	Elect Director Mimura, Mariko	Mgmt	For	For	For	No
3.6	Elect Director Tonomura, Shinichi	Mgmt	For	For	For	No
3.7	Elect Director Iyoku, Miwako	Mgmt	For	For	For	No
3.8	Elect Director Yasue, Reiko	Mgmt	For	For	For	No
3.9	Elect Director Arisawa, Masato	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Hara, Natsuyo	Mgmt	For	For	For	No
5	Appoint Alternate Statutory Auditor Nishino, Takeru	Mgmt	For	For	For	No
6	Approve Annual Bonus	Mgmt	For	For	For	No
7	Approve Cash Compensation Ceiling and Annual Bonus Ceiling for Directors	Mgmt	For	For	For	No
8	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Totetsu Kogyo Co., Ltd.

Meeting Date: 06/26/2025Country: JapanTicker: 1835

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J90182106

Shares Voted: 1,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 85	Mgmt	For	For	For	No
2.1	Elect Director Maekawa, Tadao	Mgmt	For	For	For	No
2.2	Elect Director Shimomura, Hikaru	Mgmt	For	For	For	No
2.3	Elect Director Iizuka, Hiroyuki	Mgmt	For	For	For	No
2.4	Elect Director Ise, Katsumi	Mgmt	For	For	For	No
2.5	Elect Director Ogawa, Eiichi	Mgmt	For	For	For	No
2.6	Elect Director Nakayama, Hiroshi	Mgmt	For	For	For	No
2.7	Elect Director Miyama, Miya	Mgmt	For	For	For	No
2.8	Elect Director Tamagawa, Takehiro	Mgmt	For	For	For	No
2.9	Elect Director Takahashi, Kiyotaka	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Ishikawa, Takako	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.

Toyo Engineering Corp.

Meeting Date: 06/26/2025Country: JapanTicker: 6330

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J91343103

Shares Voted: 31,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 25 for Class A Preferred Shares, and JPY 25 for Ordinary Shares	Mgmt	For	For	For	No
2.1	Elect Director Nagamatsu, Haruo	Mgmt	For	For	For	No
2.2	Elect Director Hosoi, Eiji	Mgmt	For	For	For	No
2.3	Elect Director Torigoe, Noriyoshi	Mgmt	For	For	For	No
2.4	Elect Director Suzuki, Yasutaka	Mgmt	For	For	For	No

Toyo Engineering Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.5	Elect Director Miyokawa, Yasuo	Mgmt	For	For	For	No
2.6	Elect Director Tashiro, Masami	Mgmt	For	For	For	No
2.7	Elect Director Yamamoto, Reijiro	Mgmt	For	For	For	No
2.8	Elect Director Terazawa, Tatsuya	Mgmt	For	For	For	No
2.9	Elect Director Miyairi, Sayoko	Mgmt	For	For	For	No

Ubicom Holdings, Inc.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 3937
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J9384P101		

Shares Voted: 13,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Aoki, Masayuki	Mgmt	For	For	For	No
1.2	Elect Director Kitaoka, Akisato	Mgmt	For	For	For	No
1.3	Elect Director Hashitani, Yoshinori	Mgmt	For	For	For	No
1.4	Elect Director Tsuyuguchi, Taisuke	Mgmt	For	For	For	No
1.5	Elect Director Horikawa, Natsumi	Mgmt	For	For	For	No

Unipres Corp.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 5949
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J9440G103		

Shares Voted: 12,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For	No
2.1	Elect Director Uranishi, Nobuya	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Morita, Yukihiko	Mgmt	For	For	For	No
2.3	Elect Director Yamamoto, Kunio	Mgmt	For	For	For	No

Unipres Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.4	Elect Director Sakuma, Kazushi	Mgmt	For	For	For	No
2.5	Elect Director Doi, Kiyoshi	Mgmt	For	For	For	No

Valor Holdings Co., Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 9956
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J94512100		

Shares Voted: 12,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Tashiro, Masami	Mgmt	For	For	For	No
1.2	Elect Director Koike, Takayuki	Mgmt	For	For	For	No
1.3	Elect Director Mori, Katsuyuki	Mgmt	For	For	For	No
1.4	Elect Director Shinohana, Akira	Mgmt	For	For	For	No
1.5	Elect Director Wagato, Morisaku	Mgmt	For	For	For	No
1.6	Elect Director Takasu, Motohiko	Mgmt	For	For	For	No
1.7	Elect Director Koketsu, Naotaka	Mgmt	For	For	For	No
1.8	Elect Director Takahashi, Toshiyuki	Mgmt	For	For	For	No
1.9	Elect Director Yamashita, Yoko	Mgmt	For	For	For	No
1.10	Elect Director Kojima, Yasumichi	Mgmt	For	For	For	No
2	Elect Alternate Director and Audit Committee Member Yamashita, Yoko	Mgmt	For	For	For	No

Vital KSK Holdings, Inc.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 3151
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J9460Q106		

Shares Voted: 18,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No

Vital KSK Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Murai, Taisuke	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Ichijo, Takeshi	Mgmt	For	For	For	No
2.3	Elect Director Iguchi, Toshiyuki	Mgmt	For	For	For	No
2.4	Elect Director Suzuki, Mitsunao	Mgmt	For	For	For	No
2.5	Elect Director Suzuki, Koichiro	Mgmt	For	For	For	No
2.6	Elect Director Kita, Isao	Mgmt	For	For	For	No
2.7	Elect Director Onoki, Kieko	Mgmt	For	For	For	No
2.8	Elect Director Katsura, Jun	Mgmt	For	For	For	No
2.9	Elect Director Tsugita, Masami	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Takahashi, Kiharu	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Nishitani, Tsuyoshi	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Iwata, Mamiko	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No

VT Holdings Co., Ltd.

Meeting Date: 06/26/2025Country: JapanTicker: 7593

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J9462H112

Shares Voted: 41,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Takahashi, Kazuho	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
1.2	Elect Director Ito, Masahide	Mgmt	For	For	For	No
1.3	Elect Director Yamauchi, Ichiro	Mgmt	For	For	For	No
1.4	Elect Director Hori, Naoki	Mgmt	For	For	For	No
1.5	Elect Director Nakashima, Tsutomu	Mgmt	For	For	For	No
1.6	Elect Director Ito, Kazushige	Mgmt	For	For	For	No

VT Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.7	Elect Director Yamazaki, Takuya	Mgmt	For	For	For	No
1.8	Elect Director Yamada, Hisatake	Mgmt	For	For	For	No
1.9	Elect Director Fujitani, Mari	Mgmt	For	For	For	No
1.10	Elect Director Kurono, Yoko	Mgmt	For	For	For	No
2	Elect Director and Audit Committee Member Tsuchida, Shinichiro	Mgmt	For	For	For	No

Wacom Co., Ltd.

Meeting Date: 06/26/2025

Record Date: 03/31/2025

Primary Security ID: J9467Z109

Country: Japan

Meeting Type: Annual

Ticker: 6727

Shares Voted: 54,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Restore Shareholder Authority to Vote on Share Buybacks - Restore Shareholder Authority to Vote on Income Allocation	Mgmt	For	For	For	No
2.1	Elect Director Ide, Nobutaka	Mgmt	For	For	For	No
2.2	Elect Director Komine, Sayatake	Mgmt	For	For	For	No
2.3	Elect Director Kojima, Amane	Mgmt	For	For	For	No
2.4	Elect Director Inazumi, Ken	Mgmt	For	For	For	No
2.5	Elect Director Inamasu, Mikako	Mgmt	For	For	For	No
2.6	Elect Director Nakajima, Takafumi	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Hosokubo, Osamu	Mgmt	For	For	For	No
4	Appoint Shareholder Director Nominee Makino, Nao	SH	Against	Against	Against	No
5	Amend Articles to Establish Business Restructuring Supervisory Committee	SH	Against	Against	Against	No
6	Amend Articles to Add Provisions on Handling of Acquisition Proposals	SH	Against	Against	Against	No
7	Initiate Share Repurchase Program	SH	Against	Against	Against	No

Wacom Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Amend Restricted Stock Plan	SH	Against	For	For	Yes
Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The amended plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders than the current plan.						

Waseda Academy Co., Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 4718
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J9496Z104		

Shares Voted: 1,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For	No
2.1	Elect Director Yamamoto, Yutaka	Mgmt	For	For	For	No
2.2	Elect Director Ito, Makoto	Mgmt	For	For	For	No
2.3	Elect Director Aizawa, Yoshihiro	Mgmt	For	For	For	No
2.4	Elect Director Chiba, Takahiro	Mgmt	For	For	For	No
2.5	Elect Director Kawamata, Masaharu	Mgmt	For	For	For	No
2.6	Elect Director Mitani, Wakako	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Kono, Yoko	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Haraguchi, Masayuki	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Fusegi, Takayoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
4	Elect Alternate Director and Audit Committee Member Shiono, Mariko	Mgmt	For	For	For	No

WDB Holdings Co., Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 2475
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J9504A109		

Shares Voted: 6,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 38.5	Mgmt	For	For	For	No
2	Amend Articles to Change Location of Head Office	Mgmt	For	For	For	No
3.1	Elect Director Nakano, Toshimitsu	Mgmt	For	For	For	No
3.2	Elect Director Otsuka, Miki	Mgmt	For	For	For	No
3.3	Elect Director Kato, Masahisa	Mgmt	For	For	For	No
3.4	Elect Director Kuroda, Kiyoyuki	Mgmt	For	For	For	No
3.5	Elect Director Kimura, Hiroshi	Mgmt	For	For	For	No
4	Elect Director and Audit Committee Member Meboso, Minoru	Mgmt	For	Against	Against	Yes

*Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.*

Wong's Kong King International (Holdings) Limited
Meeting Date: 06/26/2025

Country: Bermuda

Ticker: 532

Record Date: 06/20/2025

Meeting Type: Annual

Primary Security ID: G9737M105

Shares Voted: 32,512

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Elect Wong Ava as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
2b	Elect Wong Orangeo Wendy as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
2c	Elect Lam Yiu Wing Andrew as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Wong's Kong King International (Holdings) Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Yamaichi Electronics Co., Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 6941
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J95820106		

Shares Voted: 10,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 54	Mgmt	For	For	For	No
2.1	Elect Director Ota, Yoshitaka	Mgmt	For	For	For	No
2.2	Elect Director Kameya, Junichi	Mgmt	For	For	For	No
2.3	Elect Director Tsuchiya, Takeshi	Mgmt	For	For	For	No
2.4	Elect Director Matsuda, Kazuhiro	Mgmt	For	For	For	No
2.5	Elect Director Kishimura, Nobuhiro	Mgmt	For	For	For	No
2.6	Elect Director Sakuma, Yoichiro	Mgmt	For	For	For	No
2.7	Elect Director Yoda, Toshihisa	Mgmt	For	For	For	No
2.8	Elect Director Fujimori, Suzue	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Mukaigawa, Koryu	Mgmt	For	For	For	No

Yokowo Co. Ltd.

Meeting Date: 06/26/2025	Country: Japan	Ticker: 6800
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J97624100		

Shares Voted: 3,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 24	Mgmt	For	For	For	No
2.1	Elect Director Tokuma, Takayuki	Mgmt	For	For	For	No
2.2	Elect Director Yoko, Kenji	Mgmt	For	For	For	No
2.3	Elect Director Odani, Naohito	Mgmt	For	For	For	No
2.4	Elect Director Yanagisawa, Katsuhei	Mgmt	For	For	For	No
2.5	Elect Director Tobari, Makoto	Mgmt	For	For	For	No
2.6	Elect Director Byeongwoo Kang	Mgmt	For	For	For	No
2.7	Elect Director Yoneda, Emi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The company's poor information disclosure prevents shareholders from calculating attendance rate.						
2.8	Elect Director Heather Montgomery	Mgmt	For	For	For	No

Achilles Corp.

Meeting Date: 06/27/2025Country: JapanTicker: 5142
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J00084103

Shares Voted: 1,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For	No
2.1	Elect Director Hikage, Ichiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Kono, Kazuaki	Mgmt	For	For	For	No
2.3	Elect Director Yokoyama, Hiroki	Mgmt	For	For	For	No
2.4	Elect Director Yanagawa, Tatsuya	Mgmt	For	For	For	No
2.5	Elect Director Kawashima, Eiichi	Mgmt	For	For	For	No
2.6	Elect Director Ochi, Hisao	Mgmt	For	For	For	No
2.7	Elect Director Tachino, Hitoshi	Mgmt	For	For	For	No

Achilles Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Elect Alternate Director and Audit Committee Member Shiratori, Reiko	Mgmt	For	For	For	No

Aichi Financial Group, Inc.

Meeting Date: 06/27/2025Country: JapanTicker: 7389

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J00295105

Shares Voted: 13,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For	No
2.1	Elect Director Ito, Yukinori	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Hayakawa, Makoto	Mgmt	For	For	For	No
2.3	Elect Director Yoshikawa, Hiroaki	Mgmt	For	For	For	No
2.4	Elect Director Kawai, Hiroshi	Mgmt	For	For	For	No
2.5	Elect Director Ito, Kenji	Mgmt	For	For	For	No
2.6	Elect Director Suzuki, Takehiro	Mgmt	For	For	For	No

Alpha Systems, Inc.

Meeting Date: 06/27/2025Country: JapanTicker: 4719

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J01124106

Shares Voted: 1,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Ishikawa, Yuko	Mgmt	For	For	For	No
1.2	Elect Director Ishikawa, Hidetomo	Mgmt	For	For	For	No
1.3	Elect Director Takehara, Masayoshi	Mgmt	For	For	For	No
1.4	Elect Director Yamaguchi, Hiroyuki	Mgmt	For	For	For	No
1.5	Elect Director Fusegi, Takayoshi	Mgmt	For	For	For	No

Alpha Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.6	Elect Director Jozuka, Junichi	Mgmt	For	For	For	No

Amano Corp.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 6436
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J01302108		

Shares Voted: 3,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 125	Mgmt	For	For	For	No
2.1	Elect Director Tsuda, Hiroyuki	Mgmt	For	For	For	No
2.2	Elect Director Yamazaki, Manabu	Mgmt	For	For	For	No
2.3	Elect Director Hata, Yoshihiko	Mgmt	For	For	For	No
2.4	Elect Director Ikoma, Susumu	Mgmt	For	For	For	No
2.5	Elect Director Tazo, Fujinori	Mgmt	For	For	For	No
2.6	Elect Director Omori, Michinobu	Mgmt	For	For	For	No
2.7	Elect Director Watanabe, Sumie	Mgmt	For	For	For	No
2.8	Elect Director Tamura, Keiko	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Ihara, Kunihiro	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Nagakawa, Naofumi	Mgmt	For	For	For	No

AOKI Holdings, Inc.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 8214
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J01638105		

Shares Voted: 17,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Aoki, Akihiro	Mgmt	For	For	For	No
1.2	Elect Director Tamura, Haruo	Mgmt	For	For	For	No
1.3	Elect Director Terui, Norio	Mgmt	For	For	For	No

AOKI Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.4	Elect Director Aoki, Masamitsu	Mgmt	For	For	For	No
1.5	Elect Director Nagemoto, Keita	Mgmt	For	For	For	No
1.6	Elect Director Takahashi, Mitsuo	Mgmt	For	For	For	No
1.7	Elect Director Nakamura, Eiichi	Mgmt	For	For	For	No
1.8	Elect Director Sasao, Keiko	Mgmt	For	For	For	No
1.9	Elect Director Miyamoto, Susumu	Mgmt	For	For	For	No
1.10	Elect Director Yokomise, Kaoru	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Minemura, Mitsuji	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Uehira, Yosuke	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
2.3	Elect Director and Audit Committee Member Kanai, Satoru	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Tanaka, Yoshiyuki	Mgmt	For	For	For	No

Avex, Inc.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 7860
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J0356Q102		

Shares Voted: 6,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Matura, Masato	Mgmt	For	For	For	No
1.2	Elect Director Kuroiwa, Katsumi	Mgmt	For	For	For	No
1.3	Elect Director Hayashi, Shinji	Mgmt	For	For	For	No
1.4	Elect Director Kenjo, Toru	Mgmt	For	For	For	No
1.5	Elect Director Takiguchi, Yurina	Mgmt	For	For	For	No
2	Elect Alternate Director and Audit Committee Member Iida, Naoki	Mgmt	For	For	For	No

Banco do Estado do Rio Grande do Sul SA

Meeting Date: 06/27/2025	Country: Brazil	Ticker: BRSR6
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P12553247		

Shares Voted: 56,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Meeting for Preferred Shareholders	Mgmt				
1	Elect Sergio Ladeira Furquim Werneck Filho as Director Appointed by Preferred Shareholder	SH	None	For	For	No
2	In Case Neither Class of Shares Reaches the Minimum Quorum Required by the Brazilian Corporate Law to Elect a Board Representative in Separate Elections, Would You Like to Use Your Votes to Elect the Candidate with More Votes to Represent Both Classes?	Mgmt	None	For	For	No

Bank Handlowy w Warszawie SA

Meeting Date: 06/27/2025	Country: Poland	Ticker: BHW
Record Date: 06/11/2025	Meeting Type: Annual	
Primary Security ID: X05318104		

Shares Voted: 16,990

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
2	Elect Meeting Chairman	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
3	Acknowledge Proper Convening of Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
5.1	Approve Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.						

Bank Handlowy w Warszawie SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.2	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.						
5.3	Approve Management Board Report on Company's and Group's Operations, and Non-Financial Information	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 5.3 and 5.5 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.						
5.4a	Approve Discharge of Elzbieta Swiatopelk-Czetwertynska (CEO)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
5.4b	Approve Discharge of Natalia Bozek (Deputy CEO)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
5.4c	Approve Discharge of Patrycjusz Wojcik (Deputy CEO)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
5.4d	Approve Discharge of Maciej Kropidlowski (Deputy CEO)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
5.4e	Approve Discharge of Andrzej Wilk (Deputy CEO)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
5.4f	Approve Discharge of Barbara Sobala (Deputy CEO)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
5.4g	Approve Discharge of Katarzyna Majewska (Deputy CEO)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
5.4h	Approve Discharge of Ivan Vrhel (Management Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
5.5	Approve Supervisory Board Report	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 5.3 and 5.5 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.6	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the proposed remuneration report is warranted because: * The proposed report leaves unexplained significant (up to 20 percent) increases in base salaries of the company's executives; * The proposed report does not disclose the performance indicators, targets, and corresponding levels of achievement for STI. As such, shareholders are in no position to assess the alignment between pay and performance; * The supervisory board is vested with broad discretionary powers in setting the parameters and awarding variable remuneration. The company's disclosure does not provide a clear view on the discretionary element in remuneration practices.						
5.7a	Approve Discharge of Slawomir Sikora (Supervisory Board Chairman)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
5.7b	Approve Discharge of Ignacio Gutierrez-Orrantia (Supervisory Board Deputy Chairman)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
5.7c	Approve Discharge of Natalia Bozek (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
5.7d	Approve Discharge of Fabio Lisanti (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
5.7e	Approve Discharge of Marek Kapuscinski (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
5.7f	Approve Discharge of Andras Reiniger (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
5.7g	Approve Discharge of Anna Rulkiewicz (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
5.7h	Approve Discharge of Barbara Smalska (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
5.7i	Approve Discharge of Silvia Carpitella (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						

Bank Handlowy w Warszawie SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.7j	Approve Discharge of Helen Hale (Supervisory Board Member)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2024.						
5.8	Approve Creation of Reserve Capital for Purposes of Dividend Payment	Mgmt	For	For	For	No
5.9	Approve Allocation of Income and Dividends of PLN 10.29 per Share	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this item is warranted because there are no concerns regarding the company's past income allocation practices.						
5.10	Approve Allocation of Income from Previous Years	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this item is warranted because there are no concerns regarding the company's past income allocation practices.						
5.11a	Amend Statute	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because the proposed amendment on the selection of the audit firm by the supervisory board to conduct attestation of sustainability reporting may diminish the rights of shareholders.						
5.11b	Amend Statute	Mgmt	For	For	For	No
5.12	Approve Performance Share Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Performance conditions have not been disclosed and shares will be granted free of charge; * The vesting period has not been disclosed.						
5.13	Approve Performance Share Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Performance conditions have not been disclosed and shares will be granted free of charge; * The vesting period has not been disclosed.						
5.14	Approve Equity Plan Financing Through Share Repurchase Program; Approve Creation of Reserve Capital for Purposes of Share Repurchase Program	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Performance conditions have not been disclosed and shares will be granted free of charge; * The vesting period has not been disclosed.						
6	Close Meeting	Mgmt				

Bank of India

Meeting Date: 06/27/2025	Country: India	Ticker: 532149
Record Date: 06/20/2025	Meeting Type: Annual	
Primary Security ID: Y06949112		

Shares Voted: 93,103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Dividend	Mgmt	For	For	For	No
3	Approve Sawant & Associates as Secretarial Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Beauty Farm Medical & Health Industry, Inc.

Meeting Date: 06/27/2025Country: Cayman IslandsTicker: 2373
Record Date: 06/23/2025Meeting Type: Annual
Primary Security ID: G0929L104

Shares Voted: 36,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Li Yang as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3	Elect Hu Tenghe as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Fan Mingchao as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Elect Jiang Hua as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
6	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
7	Approve Final Dividend	Mgmt	For	For	For	No
8	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
9	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No

Beauty Farm Medical & Health Industry, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
11	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

BML, Inc.

Meeting Date: 06/27/2025 **Country:** Japan **Ticker:** 4694
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J0447V102

Shares Voted: 19,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For	For	No
2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For	No
3.1	Elect Director Kondo, Kensuke	Mgmt	For	For	For	No
3.2	Elect Director Arai, Nobuki	Mgmt	For	For	For	No
3.3	Elect Director Takebe, Norihisa	Mgmt	For	For	For	No
3.4	Elect Director Osawa, Hideaki	Mgmt	For	For	For	No
3.5	Elect Director Shibata, Kenji	Mgmt	For	For	For	No
3.6	Elect Director Yamashita, Yuji	Mgmt	For	For	For	No
3.7	Elect Director Arai, Tatsuharu	Mgmt	For	For	For	No
3.8	Elect Director Osawa, Shigeru	Mgmt	For	For	For	No
3.9	Elect Director Matsuzawa, Reiko	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Morishita, Kenichi	Mgmt	For	For	For	No

BML, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.2	Elect Director and Audit Committee Member Denawa, Masato	Mgmt	For	For	For	No
4.3	Elect Director and Audit Committee Member Miyagi, Noriko	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
5	Elect Alternate Director and Audit Committee Member Nohara, Shunsuke	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
8	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Bon Fame Co., Ltd.

Meeting Date: 06/27/2025Country: TaiwanTicker: 8433

Record Date: 04/28/2025Meeting Type: Annual

Primary Security ID: Y0926K117

Shares Voted: 14,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Consolidated Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Camil Alimentos SA

Meeting Date: 06/27/2025Country: BrazilTicker: CAML3

Record Date:Meeting Type: Annual

Primary Security ID: P1R1FL107

Camil Alimentos SA

Shares Voted: 57,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Feb. 28, 2025	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
3	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	For	Abstain	Abstain	Yes
Voting Policy Rationale: An ABSTAIN vote for this proposal is warranted because: * By the time this analysis was concluded, the company had not disclosed fiscal council nominees; and * Lack of timely disclosure prevents international institutional shareholders from making an informed voting decision.						
4	Approve Remuneration of Company's Management and Advisory Committee Members	Mgmt	For	For	For	No

Camil Alimentos SA

Meeting Date: 06/27/2025	Country: Brazil	Ticker: CAML3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P1R1FL107		

Shares Voted: 57,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Stock Option Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this request is warranted because the board is granted authority to set the vesting period at its discretion. As such, the proposed plan may not adequately align the interests of its beneficiaries and those of the shareholders.						
2	Approve Restricted Stock Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this request is warranted because the board is granted authority to set the vesting period at its discretion. As such, the proposed plan may not adequately align the interests of its beneficiaries and those of the shareholders.						

Casio Computer Co., Ltd.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 6952
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J05250139		

Casio Computer Co., Ltd.

Shares Voted: 46,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 22.5	Mgmt	For	For	For	No
2	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	For	For	No
3.1	Elect Director Kashio, Kazuhiro	Mgmt	For	For	For	No
3.2	Elect Director Takano, Shin	Mgmt	For	For	For	No
3.3	Elect Director Tamura, Seiji	Mgmt	For	For	For	No
3.4	Elect Director Suhara, Eiichiro	Mgmt	For	For	For	No
3.5	Elect Director Kurasawa, Kako	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Abe, Hirotomo	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Hara, Natsuyo	Mgmt	For	For	For	No
4.3	Elect Director and Audit Committee Member Yamaguchi, Akihiko	Mgmt	For	For	For	No
5	Elect Alternate Director and Audit Committee Member Ijuin, Kunimitsu	Mgmt	For	For	For	No

Central Glass Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 4044

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J05502109

Shares Voted: 36,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Business Lines - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Remove All Provisions on Advisory Positions	Mgmt	For	For	For	No
2.1	Elect Director Maeda, Kazuhiko	Mgmt	For	For	For	No
2.2	Elect Director Kanai, Tetsuo	Mgmt	For	For	For	No
2.3	Elect Director Ishii, Akihiro	Mgmt	For	For	For	No
2.4	Elect Director Kawata, Masaya	Mgmt	For	For	For	No

Central Glass Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.5	Elect Director Ishihara, Shiori	Mgmt	For	For	For	No
2.6	Elect Director Terui, Keiko	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Murata, Masanori	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Nishimura, Toshihide	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Mikayama, Toshifumi	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Goto, Masako	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
6	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Changan Minsheng APLL Logistics Co., Ltd.

Meeting Date: 06/27/2025 **Country:** China **Ticker:** 1292
Record Date: 06/23/2025 **Meeting Type:** Annual
Primary Security ID: Y1294J104

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
2	Approve Report of the Supervisory Committee	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
3	Approve Audited Consolidated Accounts and Report of the Auditors	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
4	Approve Financial Report	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						

Changan Minsheng APLL Logistics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Final Dividend	Mgmt	For	For	For	No
6	Approve Fixed Assets Investment Plan and Authorize Board of Directors to Adjust Such Annual Plan According to the Actual Situations	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of disclosure.						
7	Approve Grant Thornton Zhitong Certified Public Accountants LLP as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Elect Tan Hongbin as Director and Authorize Board to Fix His Remuneration and Enter into Service Contract with Him and Related Transactions	SH	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
9	Elect Gu Daokun as Director and Authorize Board to Fix His Remuneration and Enter into Service Contract with Him and Related Transactions	SH	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

China Reinsurance (Group) Corporation

Meeting Date: 06/27/2025Country: ChinaTicker: 1508

Record Date: 06/23/2025Meeting Type: Annual

Primary Security ID: Y1R0AJ109

Shares Voted: 2,798,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
3	Approve Final Financial Accounts Report	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
4	Approve Profit Distribution Plan	Mgmt	For	For	For	No

China Reinsurance (Group) Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Investment Budget for Fixed Assets	Mgmt	For	For	For	No
6	Approve 2025-2027 Three-Year Rolling Capital Plan	Mgmt	For	For	For	No
7	Approve KPMG Huazhen LLP and KPMG as Domestic and Overseas Auditors, Respectively, and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve External Donations Arrangements	Mgmt	For	For	For	No

Comture Corp.

Meeting Date: 06/27/2025

Record Date: 03/31/2025

Primary Security ID: J08611105

Country: Japan

Meeting Type: Annual

Ticker: 3844

Shares Voted: 12,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 12	Mgmt	For	For	For	No
2	Amend Articles to Amend Provisions on Director Titles	Mgmt	For	For	For	No
3.1	Elect Director Sawada, Chihiro	Mgmt	For	For	For	No
3.2	Elect Director Tarutani, Koji	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Kimura, Naoko	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Ikegaki, Mari	Mgmt	For	For	For	No
4.3	Elect Director and Audit Committee Member Shimizu, Miwako	Mgmt	For	For	For	No

Daido Metal Co., Ltd.

Meeting Date: 06/27/2025

Record Date: 03/31/2025

Primary Security ID: J08652109

Country: Japan

Meeting Type: Annual

Ticker: 7245

Daido Metal Co., Ltd.

Shares Voted: 7,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Hanji, Seigo	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
1.2	Elect Director Furukawa, Tomomitsu	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
1.3	Elect Director Hakakoshi, Shigemasa	Mgmt	For	For	For	No
1.4	Elect Director Yoshida, Arihiro	Mgmt	For	For	For	No
1.5	Elect Director Ito, Hiroki	Mgmt	For	For	For	No
1.6	Elect Director Shoda, Kenji	Mgmt	For	For	For	No
1.7	Elect Director Hoshinaga, Kiyotaka	Mgmt	For	For	For	No
1.8	Elect Director Shirai, Miyuri	Mgmt	For	For	For	No
1.9	Elect Director Ishihara, Shinji	Mgmt	For	For	For	No
2	Appoint Alternate Statutory Auditor Suzuki, Takaomi	Mgmt	For	For	For	No
3	Approve Annual Bonus	Mgmt	For	For	For	No

Daihatsu Infinearth Mfg. Co., Ltd.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 6023
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J09030107		

Shares Voted: 19,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 62	Mgmt	For	For	For	No
2.1	Elect Director Hotta, Yoshinobu	Mgmt	For	For	For	No
2.2	Elect Director Morimoto, Kunihiro	Mgmt	For	For	For	No
2.3	Elect Director Sanaga, Toshiki	Mgmt	For	For	For	No
2.4	Elect Director Mizushina, Takashi	Mgmt	For	For	For	No
2.5	Elect Director Hayata, Yoichi	Mgmt	For	For	For	No
2.6	Elect Director Asada, Hideki	Mgmt	For	For	For	No
2.7	Elect Director Takeda, Chiho	Mgmt	For	For	For	No

Daihatsu Infinearth Mfg. Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.8	Elect Director Sato, Hiroaki	Mgmt	For	For	For	No
2.9	Elect Director Sakaida, Hiroyuki	Mgmt	For	For	For	No
2.10	Elect Director Kanno, Hideo	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Kohori, Koichi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
4	Approve Annual Bonus	Mgmt	For	For	For	No

Dainichiseika Color & Chemicals Mfg. Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 4116

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J10332104

Shares Voted: 4,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Amend Provisions on Director Titles - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For	No
3.1	Elect Director Takahashi, Koji	Mgmt	For	For	For	No
3.2	Elect Director Aoba, Masahiko	Mgmt	For	For	For	No
3.3	Elect Director Takeda, Osamu	Mgmt	For	For	For	No
3.4	Elect Director Aoyagi, Taiyo	Mgmt	For	For	For	No
3.5	Elect Director Nakagawa, Yoshiaki	Mgmt	For	For	For	No
3.6	Elect Director Nagahama, Akiko	Mgmt	For	For	For	No
3.7	Elect Director Nakano, Kiyofumi	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Murata, Shuichi	Mgmt	For	For	For	No

Dainichiseika Color & Chemicals Mfg. Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.2	Elect Director and Audit Committee Member Wakabayashi, Ichiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
4.3	Elect Director and Audit Committee Member Ikari, Shuichiro	Mgmt	For	For	For	No
5	Elect Alternate Director and Audit Committee Member Takamatsu, Hirokazu	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
8	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Doshisha Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 7483

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J1235R105

Shares Voted: 7,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No
3.1	Elect Director Nomura, Masaharu	Mgmt	For	For	For	No
3.2	Elect Director Nomura, Masayuki	Mgmt	For	For	For	No
3.3	Elect Director Kimbara, Toneri	Mgmt	For	For	For	No
3.4	Elect Director Matsumoto, Takahiro	Mgmt	For	For	For	No
3.5	Elect Director Koyanagi, Nobushige	Mgmt	For	For	For	No
3.6	Elect Director Kumamoto, Noriaki	Mgmt	For	For	For	No
3.7	Elect Director Takamasu, Keiji	Mgmt	For	For	For	No
3.8	Elect Director Ochi, Satoko	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Higashitsuji, Junji	Mgmt	For	For	For	No

Doshisha Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Appoint Alternate Statutory Auditor Kuroda, Yutaka	Mgmt	For	For	For	No

Double Standard, Inc.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 3925
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J1238C105		

Shares Voted: 7,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For	No
2	Amend Articles to Allow Virtual Only Shareholder Meetings	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * Virtual only meetings may impact shareholders' ability to hold directors accountable, and may hinder meaningful exchanges between directors, management, and shareholders.						
3.1	Elect Director Shimizu, Yasuhiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.						
3.2	Elect Director Nakajima, Shozo	Mgmt	For	For	For	No
3.3	Elect Director Iijima, Manabu	Mgmt	For	For	For	No
3.4	Elect Director Tokunaga, Hirohisa	Mgmt	For	For	For	No
3.5	Elect Director Akaura, Toru	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Oshima, Yasunori	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Matsui, Keiichi	Mgmt	For	For	For	No
4.3	Elect Director and Audit Committee Member Tsukada, Kazuya	Mgmt	For	For	For	No

eGuarantee, Inc.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 8771
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J13358106		

Shares Voted: 17,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 37	Mgmt	For	For	For	No
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For	No
3.1	Elect Director Eto, Masanori	Mgmt	For	For	For	No
3.2	Elect Director Karatsu, Hideo	Mgmt	For	For	For	No
3.3	Elect Director Murai, Nozomu	Mgmt	For	For	For	No
3.4	Elect Director Nagai, Joji	Mgmt	For	For	For	No
3.5	Elect Director Kano, Shuji	Mgmt	For	For	For	No
3.6	Elect Director Kurosawa, Hideo	Mgmt	For	For	For	No
3.7	Elect Director Kamei, Nobushige	Mgmt	For	For	For	No
3.8	Elect Director Mabuchi, Mariko	Mgmt	For	For	For	No
3.9	Elect Director Hori, Takahiro	Mgmt	For	For	For	No

Frontier Developments Plc

Meeting Date: 06/27/2025Country: United KingdomTicker: FDEV
Record Date: 06/25/2025Meeting Type: Special
Primary Security ID: G36793100

Shares Voted: 35,246

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The Concert Party's shareholding will increase as a result of the proposed share buyback and the exercise of Concert Party options, raising concerns over creeping control of the Company.						

Fuji Corp. (Machinery)

Meeting Date: 06/27/2025Country: JapanTicker: 6134
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J1R541101

Shares Voted: 43,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For	No
2.1	Elect Director Isozumi, Joji	Mgmt	For	For	For	No
2.2	Elect Director Suhara, Shinsuke	Mgmt	For	For	For	No
2.3	Elect Director Kano, Junichi	Mgmt	For	For	For	No
2.4	Elect Director Sato, Takeshi	Mgmt	For	For	For	No
2.5	Elect Director Mizuno, Shoji	Mgmt	For	For	For	No
2.6	Elect Director Iwasaki, Makoto	Mgmt	For	For	For	No
2.7	Elect Director Ueno, Chiharu	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Noda, Yoko	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Abe, Masaaki	Mgmt	For	For	For	No

Fukuda Denshi Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 6960
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J15918105

Shares Voted: 8,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	For	For	No
2.1	Elect Director Fukuda, Kotaro	Mgmt	For	For	For	No
2.2	Elect Director Shirai, Daijiro	Mgmt	For	For	For	No
2.3	Elect Director Ogawa, Haruo	Mgmt	For	For	For	No
2.4	Elect Director Genchi, Kazuo	Mgmt	For	For	For	No
2.5	Elect Director Hisano, Naoki	Mgmt	For	For	For	No
2.6	Elect Director Fukuda, Shuichi	Mgmt	For	For	For	No
2.7	Elect Director Sugiyama, Masaaki	Mgmt	For	For	For	No
2.8	Elect Director Sato, Yukio	Mgmt	For	For	For	No
2.9	Elect Director Furuya, Kazuki	Mgmt	For	For	For	No
2.10	Elect Director Fushikuro, Hisataka	Mgmt	For	For	For	No

Fukuda Denshi Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.11	Elect Director Abe, Keiko	Mgmt	For	For	For	No
3	Amend Articles to Establish Advisory Nominating and Compensation Committee	SH	Against	Against	Against	No
4	Amend Articles to Add Provision on Composition of Advisory Nominating and Compensation Committee	SH	Against	Against	Against	No
5	Amend Articles to Have Advisory Nominating and Compensation Committee Review Employee Salary	SH	Against	Against	Against	No
6	Amend Articles to Formulate Chairman and President Succession Plans by Advisory Nominating and Compensation Committee	SH	Against	Against	Against	No

Futaba Corp.

Meeting Date: 06/27/2025Country: JapanTicker: 6986

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J16758112

Shares Voted: 8,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For	For	No
2.1	Elect Director Arima, Motoaki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Kimizuka, Toshihide	Mgmt	For	For	For	No
2.3	Elect Director Tomita, Masaharu	Mgmt	For	For	For	No
2.4	Elect Director Kunio, Takemitsu	Mgmt	For	For	For	No
2.5	Elect Director Tanaka, Masako	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Omura, Tadashi	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Ikeda, Tatsuya	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Ishihara, Akihiro	Mgmt	For	For	For	No

Futaba Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Elect Alternate Director and Audit Committee Member Tanaka, Masako	Mgmt	For	For	For	No

G-7 Holdings, Inc.

Meeting Date: 06/27/2025Country: JapanTicker: 7508

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J1886K102

Shares Voted: 3,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kaneda, Tatsumi	Mgmt	For	For	For	No
1.2	Elect Director Kishimoto, Yasumasa	Mgmt	For	For	For	No
1.3	Elect Director Matsuda, Yukitoshi	Mgmt	For	For	For	No
1.4	Elect Director Seki, Daisaku	Mgmt	For	For	For	No
1.5	Elect Director Tamaki, Isao	Mgmt	For	For	For	No
1.6	Elect Director Noguchi, Shinichi	Mgmt	For	For	For	No
1.7	Elect Director Sakamoto, Mitsuru	Mgmt	For	For	For	No
1.8	Elect Director Shida, Yukihiro	Mgmt	For	For	For	No
2.1	Elect Alternate Director and Audit Committee Member Kato, Yasuhiko	Mgmt	For	For	For	No
2.2	Elect Alternate Director and Audit Committee Member Yoneda, Koji	Mgmt	For	For	For	No

GLOBERIDE, Inc.

Meeting Date: 06/27/2025Country: JapanTicker: 7990

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J18145102

Shares Voted: 11,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Suzuki, Kazunari	Mgmt	For	For	For	No
1.2	Elect Director Otake, Yushi	Mgmt	For	For	For	No
1.3	Elect Director Suzue, Hiroyasu	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.4	Elect Director Taniguchi, Hisaki	Mgmt	For	For	For	No
1.5	Elect Director Kobayashi, Shinobu	Mgmt	For	For	For	No
1.6	Elect Director Onoue, Koshiro	Mgmt	For	For	For	No
1.7	Elect Director Takahashi, Tomotaka	Mgmt	For	For	For	No
1.8	Elect Director Takase, Shoko	Mgmt	For	For	For	No
2	Elect Alternate Director and Audit Committee Member Miyama, Miya	Mgmt	For	For	For	No

Guoquan Food (Shanghai) Co., Ltd.

Meeting Date: 06/27/2025

Country: China

Ticker: 2517

Record Date: 06/23/2025

Meeting Type: Annual

Primary Security ID: Y295AD109

Shares Voted: 248,514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
3	Approve Annual Report	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
4	Approve Profit Distribution Plan	Mgmt	For	For	For	No
5	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Elect Yang Tongyu as Director	Mgmt	For	For	For	No
	RESOLUTIONS IN RELATION TO THE AMENDMENTS TO THE ARTICLES OF ASSOCIATION AND THE ABOLITION OF THE BOARD OF SUPERVISORS	Mgmt				
7.1	Amend Articles of Association and Its Appendices	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The amendments would provide additional means for shareholders to participate in general meetings, mainly intended to reflect the company's actual circumstances, and are in line with relevant laws and regulations that govern the company; and * The company does not have a track record of calling an AGM with short notice and thus can reasonably be expected not to abuse the power to call a meeting to approve a special resolution with short notice.						

Guoquan Food (Shanghai) Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.2	Approve Abolition of the Board of Supervisors and the Rules of Procedure for the Board of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The amendments would provide additional means for shareholders to participate in general meetings, mainly intended to reflect the company's actual circumstances, and are in line with relevant laws and regulations that govern the company; and * The company does not have a track record of calling an AGM with short notice and thus can reasonably be expected not to abuse the power to call a meeting to approve a special resolution with short notice.</i>						
	RESOLUTIONS IN RELATION TO THE GRANTING OF GENERAL MANDATE TO ISSUE SHARES, SELL TREASURY SHARES AND REPURCHASE SHARES	Mgmt				
8.1	Approve Grant of General Mandate to Issue Shares (Including the Sale or Transfer of Treasury Shares)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
8.2	Approve Grant of General Mandate to Repurchase Shares	Mgmt	For	For	For	No

Hakuhodo DY Holdings, Inc.

Meeting Date: 06/27/2025 **Country:** Japan **Ticker:** 2433
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J19174101

Shares Voted: 58,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 16	Mgmt	For	For	For	No
2.1	Elect Director Mizushima, Masayuki	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.</i>						
2.2	Elect Director Yajima, Hirotake	Mgmt	For	For	For	No
2.3	Elect Director Ebana, Akihiko	Mgmt	For	For	For	No
2.4	Elect Director Tada, Hidetaka	Mgmt	For	For	For	No
2.5	Elect Director Tokugawa, Takeshi	Mgmt	For	For	For	No
2.6	Elect Director Nishiyama, Yasuo	Mgmt	For	For	For	No
2.7	Elect Director Nagura, Kenji	Mgmt	For	For	For	No

Hakuhodo DY Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.8	Elect Director Hattori, Nobumichi	Mgmt	For	For	For	No
2.9	Elect Director Yamashita, Toru	Mgmt	For	For	For	No
2.10	Elect Director Arimatsu, Ikuko	Mgmt	For	For	For	No
2.11	Elect Director Ueda, Koichi	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Hatajiri, Akihiko	Mgmt	For	For	For	No

Heiwa Corp.

Meeting Date: 06/27/2025

Record Date: 03/31/2025

Primary Security ID: J19194109

Country: Japan

Meeting Type: Annual

Ticker: 6412

Shares Voted: 26,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For	No

Hisense Visual Technology Co., Ltd.

Meeting Date: 06/27/2025

Record Date: 06/19/2025

Primary Security ID: Y32263108

Country: China

Meeting Type: Annual

Ticker: 600060

Shares Voted: 299,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report and Summary	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
2	Approve Profit Distribution	Mgmt	For	For	For	No
3	Approve Report of the Board of Directors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
4	Approve Report of the Board of Supervisors	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
5	Approve Appointment of Auditor	Mgmt	For	For	For	No
6	Approve Remuneration of Directors, Supervisors	Mgmt	For	For	For	No

Hisense Visual Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Purchase of Liability Insurance for Company, Directors, Supervisors and Senior Management Members	Mgmt	For	For	For	No
8	Approve Amendments to Articles of Association and Abolition of the Supervisory Board	Mgmt	For	For	For	No
9	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>						
10	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>						
11	Amend Working System for Independent Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>						
12	Approve Regulations on the Management of Related Party Transactions	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>						
13	Amend Management System for Providing External Guarantees	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>						
14	Amend Management System for Providing External Investments	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>						
15	Amend Remuneration Management System for Directors and Senior Management Members	Mgmt	For	For	For	No

Hokkan Holdings Ltd.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 5902
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J21168125		

Shares Voted: 4,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Ikeda, Kosuke	Mgmt	For	For	For	No
1.2	Elect Director Sato, Yasuhiro	Mgmt	For	For	For	No
1.3	Elect Director Tada, Hideaki	Mgmt	For	For	For	No
1.4	Elect Director Takeda, Takuya	Mgmt	For	For	For	No
1.5	Elect Director Sunahiro, Toshiaki	Mgmt	For	For	For	No
1.6	Elect Director Fujita, Akiko	Mgmt	For	For	For	No
1.7	Elect Director Koda, Kazuhide	Mgmt	For	For	For	No
1.8	Elect Director Watanabe, Atsuko	Mgmt	For	For	For	No
1.9	Elect Director Furukawa, Takashi	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Watanabe, Motoki	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Matsuno, Eriko	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	No
5	Amend Articles to Dispose of All Shares Held for Purposes Other Than Pure Investment by June 30, 2026	SH	Against	Against	Against	No
6	Amend Articles to Review Rationale of Holding Shares Held for Purposes Other Than Pure Investment and Disclose Review Results	SH	Against	For	For	Yes

Voting Policy Rationale: A vote FOR this shareholder proposal is warranted because: * The proposed disclosure would place discipline concerning capital efficiency, which appears beneficial.

Honeywell Automation India Limited

Meeting Date: 06/27/2025Country: IndiaTicker: 517174
Record Date: 06/20/2025Meeting Type: Annual
Primary Security ID: Y8547C117

Shares Voted: 98

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No

Honeywell Automation India Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Reelect Atul Vinayak Pai as Director	Mgmt	For	For	For	No
4	Approve Walker Chandiok & Co LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Commission Payable to Ganesh Natarajan as Independent Director, Non-Executive Chairman - Board	Mgmt	For	For	For	No
6	Approve Material Related Party Transactions with Honeywell International Inc.	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.						
7	Approve Material Related Party Transactions with Honeywell Measurex (Ireland) Limited	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.						
8	Approve Material Related Party Transactions with Honeywell Middle East BV	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.						
9	Approve J B Bhawe & Co, Company Secretaries as Secretarial Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
10	Approve Remuneration of Cost Auditors	Mgmt	For	For	For	No

IwaiCosmo Holdings, Inc.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 8707
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J26148106		

Shares Voted: 4,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Okitsu, Yoshiaki	Mgmt	For	For	For	No
1.2	Elect Director Sasakawa, Takao	Mgmt	For	For	For	No
1.3	Elect Director Matsura, Yasuhiro	Mgmt	For	For	For	No
1.4	Elect Director Sugano, Kinya	Mgmt	For	For	For	No
1.5	Elect Director Saraya, Yusuke	Mgmt	For	For	For	No

IwaiCosmo Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.6	Elect Director Igaki, Takako	Mgmt	For	For	For	No
1.7	Elect Director Takechi, Junko	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Takeuchi, Toshiharu	Mgmt	For	For	For	No
2.2	Appoint Statutory Auditor Tateno, Junzo	Mgmt	For	For	For	No
3.1	Appoint Alternate Statutory Auditor Mitani, Yoshihiro	Mgmt	For	For	For	No
3.2	Appoint Alternate Statutory Auditor Okano, Koji	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	No

Iwaki Co. Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 6237

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J2614A101

Shares Voted: 900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For	No
2.1	Elect Director Fujinaka, Shigeru	Mgmt	For	For	For	No
2.2	Elect Director Uchida, Hideki	Mgmt	For	For	For	No
2.3	Elect Director Kayahara, Toshihiro	Mgmt	For	For	For	No
2.4	Elect Director Tomiyasu, Takako	Mgmt	For	For	For	No

Iyogin Holdings, Inc.

Meeting Date: 06/27/2025Country: JapanTicker: 5830

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J25597105

Shares Voted: 50,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	For	For	No

Iyogin Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Miyoshi, Kenji	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.</i>						
2.2	Elect Director Nagata, Hiroshi	Mgmt	For	For	For	No
2.3	Elect Director Semba, Hirohisa	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Tawa, Hiroshi	Mgmt	For	For	For	No
4	Elect Alternate Director and Audit Committee Member Okuma, Nobusada	Mgmt	For	For	For	No
5	Amend Articles to Amend Provision on Chair of Shareholder Meetings	SH	Against	Against	Against	No
6	Amend Articles to Amend Provision on Director Term	SH	Against	Against	Against	No
7	Amend Articles to Immediately Disclose Corporate Scandals by Group Employees	SH	Against	Against	Against	No
8	Amend Articles to Prohibit Appointments of Officials from Financial Regulatory Bodies to Board	SH	Against	Against	Against	No
9	Amend Articles to Require Individual Compensation Disclosure for Directors	SH	Against	For	For	Yes
<i>Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The proposed disclosure would promote accountability and help shareholders make better-informed decisions.</i>						
10	Amend Articles to Prohibit Appointment of Former Employees as Outside Directors at Borrowers or Major Shareholders	SH	Against	Against	Against	No
11	Remove Incumbent Director Semba, Hirohisa	SH	Against	Against	Against	No

Japan Pulp & Paper Co., Ltd.

Meeting Date: 06/27/2025 **Country:** Japan **Ticker:** 8032
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J27449107

Shares Voted: 14,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Watanabe, Akihiko	Mgmt	For	For	For	No
1.2	Elect Director Katsuta, Chihiro	Mgmt	For	For	For	No

Japan Pulp & Paper Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.3	Elect Director Sakurai, Kazuhiko	Mgmt	For	For	For	No
1.4	Elect Director Izawa, Tetsuo	Mgmt	For	For	For	No
1.5	Elect Director Takeuchi, Sumiko	Mgmt	For	For	For	No
1.6	Elect Director Suzuki, Yoko	Mgmt	For	For	For	No
1.7	Elect Director Takahashi, Hiroshi	Mgmt	For	For	For	No

Japan Transcity Corp.

Meeting Date: 06/27/2025Country: JapanTicker: 9310

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J2787G117

Shares Voted: 6,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 22.5	Mgmt	For	For	For	No
2.1	Elect Director Ando, Hitoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Aoi, Mitsuhiro	Mgmt	For	For	For	No
2.3	Elect Director Tanaka, Katsunori	Mgmt	For	For	For	No
2.4	Elect Director Ogawa, Ken	Mgmt	For	For	For	No
2.5	Elect Director Toyoda, Nagayasu	Mgmt	For	For	For	No
2.6	Elect Director Takeuchi, Hikoshi	Mgmt	For	For	For	No
2.7	Elect Director Deguchi, Ayako	Mgmt	For	For	For	No

JGC Holdings Corp.

Meeting Date: 06/27/2025Country: JapanTicker: 1963

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J26945105

Shares Voted: 128,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For	No
2	Approve Accounting Transfers	Mgmt	For	For	For	No
3.1	Elect Director Sato, Masayuki	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
3.2	Elect Director Terajima, Kiyotaka	Mgmt	For	For	For	No
3.3	Elect Director Ishikawa, Masaki	Mgmt	For	For	For	No
3.4	Elect Director Yamada, Shoji	Mgmt	For	For	For	No
3.5	Elect Director Matsushima, Masayuki	Mgmt	For	For	For	No
3.6	Elect Director Yao, Noriko	Mgmt	For	For	For	No
3.7	Elect Director Mishima, Shinjiro	Mgmt	For	For	For	No
3.8	Elect Director Hirano, Miku	Mgmt	For	For	For	No

JSP Corp.
Meeting Date: 06/27/2025

Country: Japan

Ticker: 7942

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J28562106

Shares Voted: 7,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Okubo, Tomohiko	Mgmt	For	For	For	No
1.2	Elect Director Komori, Yasushi	Mgmt	For	For	For	No
1.3	Elect Director Shima, Yoshikazu	Mgmt	For	For	For	No
1.4	Elect Director Kiura, Tomoyuki	Mgmt	For	For	For	No
1.5	Elect Director Yabiki, Tadao	Mgmt	For	For	For	No
1.6	Elect Director Sasaki, Kazutoshi	Mgmt	For	For	For	No
1.7	Elect Director Takemura, Yosuke	Mgmt	For	For	For	No
1.8	Elect Director Hanne, Takashi	Mgmt	For	For	For	No
1.9	Elect Director Ikeda, Takayuki	Mgmt	For	For	For	No
1.10	Elect Director Ito, Kiyoshi	Mgmt	For	For	For	No

JSP Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.11	Elect Director Sugiyama, Ryoko	Mgmt	For	For	For	No
1.12	Elect Director Kurashima, Kaoru	Mgmt	For	For	For	No

Kamei Corp.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 8037
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J29395100		

Shares Voted: 4,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For	No
2.1	Elect Director Kamei, Fumiyuki	Mgmt	For	For	For	No
2.2	Elect Director Kamei, Akio	Mgmt	For	For	For	No
2.3	Elect Director Sato, Seietsu	Mgmt	For	For	For	No
2.4	Elect Director Aihara, Toru	Mgmt	For	For	For	No
2.5	Elect Director Kamei, Junichi	Mgmt	For	For	For	No
2.6	Elect Director Omachi, Masafumi	Mgmt	For	For	For	No
2.7	Elect Director Mitsui, Seiichi	Mgmt	For	For	For	No
2.8	Elect Director Kurabayashi, Chieko	Mgmt	For	For	For	No

Kamigumi Co., Ltd.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 9364
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J29438165		

Shares Voted: 19,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 80	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No
3.1	Elect Director Fukai, Yoshihiro	Mgmt	For	For	For	No
3.2	Elect Director Tahara, Norihito	Mgmt	For	For	For	No

Kamigumi Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.3	Elect Director Hiramatsu, Koichi	Mgmt	For	For	For	No
3.4	Elect Director Nagata, Yukihiro	Mgmt	For	For	For	No
3.5	Elect Director Shiino, Kazuhisa	Mgmt	For	For	For	No
3.6	Elect Director Hosaka, Osamu	Mgmt	For	For	For	No
3.7	Elect Director Matsumura, Harumi	Mgmt	For	For	For	No
3.8	Elect Director Yunoki, Kazuyo	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Kuroda, Ai	Mgmt	For	For	For	No
5	Appoint Alternate Statutory Auditor Murakami, Katsumi	Mgmt	For	For	For	No

Kanaden Corp.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 8081
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J29524105		

Shares Voted: 6,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Moriya, Futoshi	Mgmt	For	For	For	No
1.2	Elect Director Nakatake, Harumi	Mgmt	For	For	For	No
1.3	Elect Director Nagashima, Yoshiro	Mgmt	For	For	For	No
1.4	Elect Director Ito, Yayoi	Mgmt	For	For	For	No
1.5	Elect Director Imado, Tomoe	Mgmt	For	For	For	No
1.6	Elect Director Sugai, Takanori	Mgmt	For	For	For	No
1.7	Elect Director Kuroda, Nobuhiro	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Uchida, Keiji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
2.2	Appoint Statutory Auditor Noguchi, Yoshikuni	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Ogawa, Chieko	Mgmt	For	For	For	No

Kaneka Corp.

Meeting Date: 06/27/2025Country: JapanTicker: 4118

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J2975N106

Shares Voted: 10,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Sugawara, Kimikazu	Mgmt	For	For	For	No
1.2	Elect Director Fujii, Kazuhiko	Mgmt	For	For	For	No
1.3	Elect Director Kametaka, Shinichiro	Mgmt	For	For	For	No
1.4	Elect Director Kadokura, Mamoru	Mgmt	For	For	For	No
1.5	Elect Director Doro, Katsunobu	Mgmt	For	For	For	No
1.6	Elect Director Enoki, Jun	Mgmt	For	For	For	No
1.7	Elect Director Komori, Toshio	Mgmt	For	For	For	No
1.8	Elect Director Kimura, Masaaki	Mgmt	For	For	For	No
1.9	Elect Director Mori, Mamoru	Mgmt	For	For	For	No
1.10	Elect Director Yokota, Jun	Mgmt	For	For	For	No
1.11	Elect Director Sasakawa, Yuko	Mgmt	For	For	For	No
1.12	Elect Director Miyake, Hiromi	Mgmt	For	For	For	No
2	Appoint Alternate Statutory Auditor Nakahigashi, Masafumi	Mgmt	For	For	For	No
3	Approve Annual Bonus	Mgmt	For	For	For	No

Kanematsu Corp.

Meeting Date: 06/27/2025Country: JapanTicker: 8020

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J29868106

Shares Voted: 62,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Tanigawa, Kaoru	Mgmt	For	For	For	No
1.2	Elect Director Miyabe, Yoshiya	Mgmt	For	For	For	No
1.3	Elect Director Unno, Taro	Mgmt	For	For	For	No
1.4	Elect Director Kondo, Kazuo	Mgmt	For	For	For	No
1.5	Elect Director Tahara, Yuko	Mgmt	For	For	For	No
1.6	Elect Director Tanaka, Kazuhiro	Mgmt	For	For	For	No

Kanematsu Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.7	Elect Director Sasa, Hiroyuki	Mgmt	For	For	For	No
2	Appoint Alternate Statutory Auditor Ichiba, Noriko	Mgmt	For	For	For	No

KATO WORKS CO., LTD.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 6390
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J31115108		

Shares Voted: 5,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For	No
2.1	Elect Director Kato, Kimiyasu	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Ishii, Takatsugu	Mgmt	For	For	For	No
2.3	Elect Director Watanabe, Takao	Mgmt	For	For	For	No
2.4	Elect Director Kondo, Yasuhiro	Mgmt	For	For	For	No
2.5	Elect Director Kuniyama, Chie	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Kimoto, Yuka	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Keihin Co., Ltd.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 9312
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J32061103		

Shares Voted: 1,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Otsu, Yasuyuki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors. * Top management bears responsibility for the board composition where no female directors are included. * Top management is responsible for the company's capital misallocation.						

Keihin Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Elect Director Sugiyama, Mitsunobu	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors. * Top management bears responsibility for the board composition where no female directors are included. * Top management is responsible for the company's capital misallocation.						
1.3	Elect Director Sekimoto, Atsuhiko	Mgmt	For	For	For	No
1.4	Elect Director Otsu, Hideyuki	Mgmt	For	For	For	No
1.5	Elect Director Sakai, Masatoshi	Mgmt	For	For	For	No
1.6	Elect Director Arai, Masatoshi	Mgmt	For	For	For	No
1.7	Elect Director Yoshimura, Hiroshi	Mgmt	For	For	For	No
1.8	Elect Director Tsutsui, Shota	Mgmt	For	For	For	No
1.9	Elect Director Hanashi, Yoichiro	Mgmt	For	For	For	No
1.10	Elect Director Hompo, Yoshiaki	Mgmt	For	For	For	No
1.11	Elect Director Noguchi, Takashi	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Nomura, Yosuke	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Kubota, Kazuo	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						

Koito Manufacturing Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 7276

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J34899104

Shares Voted: 1,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 28	Mgmt	For	For	For	No
2.1	Elect Director Otake, Masahiro	Mgmt	For	For	For	No
2.2	Elect Director Kato, Michiaki	Mgmt	For	For	For	No
2.3	Elect Director Uchiyama, Masami	Mgmt	For	For	For	No
2.4	Elect Director Konagaya, Hideharu	Mgmt	For	For	For	No
2.5	Elect Director Toyota, Jun	Mgmt	For	For	For	No
2.6	Elect Director Kusakawa, Katsuyuki	Mgmt	For	For	For	No

Koito Manufacturing Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.7	Elect Director Katsuda, Takayuki	Mgmt	For	For	For	No
2.8	Elect Director Shibata, Eisuke	Mgmt	For	For	For	No
2.9	Elect Director Otake, Takahito	Mgmt	For	For	For	No
2.10	Elect Director Uehara, Haruya	Mgmt	For	For	For	No
2.11	Elect Director Sakurai, Kingo	Mgmt	For	For	For	No
2.12	Elect Director Igarashi, Chika	Mgmt	For	For	For	No
2.13	Elect Director Tanaka, Risa	Mgmt	For	For	For	No
2.14	Elect Director Kawata, Yoshimasa	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Shinohara, Hideo	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	No
5	Approve Restricted Stock Plan	Mgmt	For	For	For	No

KPP Group Holdings Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 9274

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J3660A102

Shares Voted: 21,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 18	Mgmt	For	For	For	No
2.1	Elect Director Tanabe, Madoka	Mgmt	For	For	For	No
2.2	Elect Director Sakata, Yasuyuki	Mgmt	For	For	For	No
2.3	Elect Director David Martin	Mgmt	For	For	For	No
2.4	Elect Director Herve Poncin	Mgmt	For	For	For	No
2.5	Elect Director Komai, Hideomi	Mgmt	For	For	For	No
2.6	Elect Director Yano, Tatsushi	Mgmt	For	For	For	No
2.7	Elect Director Ito, Mina	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Nakagawa, Naoki	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Kataoka, Shoko	Mgmt	For	For	For	No

KPP Group Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.3	Elect Director and Audit Committee Member Kudo, Yoko	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
4	Elect Alternate Director and Audit Committee Member Hirokawa, Akihiro	Mgmt	For	For	For	No
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

K's Holdings Corp.

Meeting Date: 06/27/2025Country: JapanTicker: 8282

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J3672R101

Shares Voted: 21,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For	For	No
2.1	Elect Director Hiramoto, Tadashi	Mgmt	For	For	For	No
2.2	Elect Director Yoshihara, Yuji	Mgmt	For	For	For	No
2.3	Elect Director Osaka, Naoto	Mgmt	For	For	For	No
2.4	Elect Director Mizutani, Taro	Mgmt	For	For	For	No
2.5	Elect Director Yasumura, Miyako	Mgmt	For	For	For	No
2.6	Elect Director Seya, Takashi	Mgmt	For	For	For	No
2.7	Elect Director Sato, Fumiko	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Okabe, Seiji	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Hagiwara, Shinji	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Mizushima, Yoko	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Yahagi, Hiroko	Mgmt	For	For	For	No

Kyoto Financial Group, Inc.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 5844

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J37997103

Shares Voted: 9,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	For	For	No
2.1	Elect Director Doi, Nobuhiro	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.</i>						
2.2	Elect Director Hata, Hiroyuki	Mgmt	For	For	For	No
2.3	Elect Director Yasui, Mikiya	Mgmt	For	For	For	No
2.4	Elect Director Okuno, Minako	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Iwahashi, Toshiro	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Oyabu, Chiho	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Ueki, Eiji	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Nakatsukasa, Hiroyuki	Mgmt	For	For	For	No
3.5	Elect Director and Audit Committee Member Tanaka, Motoko	Mgmt	For	For	For	No
3.6	Elect Director and Audit Committee Member Akamatsu, Tamame	Mgmt	For	For	For	No

Lonseal Corp.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 4224

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J39101100

Shares Voted: 300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Change Location of Head Office	Mgmt	For	For	For	No

Lonseal Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Nishioka, Hideaki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included. * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Hasunuma, Osamu	Mgmt	For	For	For	No
2.3	Elect Director Iseki, Naohiko	Mgmt	For	For	For	No
2.4	Elect Director Kokuzawa, Hideo	Mgmt	For	For	For	No
2.5	Elect Director Kaminaga, Toshiki	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Horitani, Koji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						

Maruzen Showa Unyu Co., Ltd.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 9068
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J40777104		

Shares Voted: 5,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For	No
2.1	Elect Director Asai, Toshiyuki	Mgmt	For	For	For	No
2.2	Elect Director Okada, Hirotugu	Mgmt	For	For	For	No
2.3	Elect Director Nakamura, Masahiro	Mgmt	For	For	For	No
2.4	Elect Director Ando, Yuichi	Mgmt	For	For	For	No

Matsuoka Corp.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 3611
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J40993107		

Shares Voted: 2,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For	No

Matsuoka Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Matsuoka, Noriyuki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.						
2.2	Elect Director Watanabe, Atsushi	Mgmt	For	For	For	No
2.3	Elect Director Tamura, Yasuharu	Mgmt	For	For	For	No
2.4	Elect Director Baba, Makoto	Mgmt	For	For	For	No
2.5	Elect Director Kaneko, Hiroyuki	Mgmt	For	For	For	No
2.6	Elect Director Matsuoka, Tatsunori	Mgmt	For	For	For	No
2.7	Elect Director Eshima, Takashi	Mgmt	For	For	For	No
2.8	Elect Director Nakagawa, Yasuaki	Mgmt	For	For	For	No
2.9	Elect Director Peter Niklai	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Kuriyama, Fumihiro	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Ueno, Kenji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
3.3	Appoint Statutory Auditor Oka, Koichiro	Mgmt	For	For	For	No
3.4	Appoint Statutory Auditor Matsumoto, Hisayuki	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	No

Meiwa Corp.

Meeting Date: 06/27/2025Country: JapanTicker: 8103

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J42282103

Shares Voted: 38,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 42	Mgmt	For	For	For	No
2.1	Elect Director Yoshida, Takashi	Mgmt	For	For	For	No
2.2	Elect Director Kanai, Masahiro	Mgmt	For	For	For	No
2.3	Elect Director Miwa, Kei	Mgmt	For	For	For	No
2.4	Elect Director Mochida, Yosuke	Mgmt	For	For	For	No

Meiwa Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.5	Elect Director Kondo, Hiroko	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Muramoto, Shinichi	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Aritake, Shunji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						

Miroku Jyoho Service Co., Ltd.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 9928
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J43067107		

Shares Voted: 12,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For	No
2.1	Elect Director Koreda, Hiroki	Mgmt	For	For	For	No
2.2	Elect Director Koreda, Nobuhiko	Mgmt	For	For	For	No
2.3	Elect Director Suzuki, Masanori	Mgmt	For	For	For	No
2.4	Elect Director Ishikawa, Tetsushi	Mgmt	For	For	For	No
2.5	Elect Director Takada, Eiichi	Mgmt	For	For	For	No
2.6	Elect Director Sato, Junichi	Mgmt	For	For	For	No
2.7	Elect Director Okubo, Toshiharu	Mgmt	For	For	For	No
2.8	Elect Director Terasawa, Keishi	Mgmt	For	For	For	No
2.9	Elect Director Gomi, Hirofumi	Mgmt	For	For	For	No
2.10	Elect Director Kitabata, Takao	Mgmt	For	For	For	No
2.11	Elect Director Ishiyama, Takuma	Mgmt	For	For	For	No
2.12	Elect Director Yamauchi, Aki	Mgmt	For	For	For	No
3.1	Appoint Alternate Statutory Auditor Inoue, Shin	Mgmt	For	For	For	No
3.2	Appoint Alternate Statutory Auditor Ofuchi, Hiroyoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						

Mitsubishi Kakoki Kaisha, Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 6331

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J43787100

Shares Voted: 8,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 160	Mgmt	For	For	For	No
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings - Add/Amend Provisions on Corporate Officers	Mgmt	For	For	For	No
3.1	Elect Director Tanaka, Toshikazu	Mgmt	For	For	For	No
3.2	Elect Director Yajima, Shiro	Mgmt	For	For	For	No
3.3	Elect Director Kusunoki, Masaaki	Mgmt	For	For	For	No
3.4	Elect Director Nakayama, Mika	Mgmt	For	For	For	No
3.5	Elect Director Kawaguchi, Mariko	Mgmt	For	For	For	No
3.6	Elect Director Inoue, Takashi	Mgmt	For	For	For	No
3.7	Elect Director Miyamoto, Tomonari	Mgmt	For	For	For	No
4	Elect Director and Audit Committee Member Masuda, Junichi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Mitsuboshi Belting Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 5192

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J44604106

Shares Voted: 15,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 96	Mgmt	For	For	For	No
2.1	Elect Director Ikeda, Hiroshi	Mgmt	For	For	For	No

Mitsuboshi Belting Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director Kumazaki, Toshimi	Mgmt	For	For	For	No
2.3	Elect Director Mataba, Keiji	Mgmt	For	For	For	No
2.4	Elect Director Kuramoto, Shinji	Mgmt	For	For	For	No
2.5	Elect Director Takeda, Kazuhiro	Mgmt	For	For	For	No
2.6	Elect Director Okuda, Shinya	Mgmt	For	For	For	No
2.7	Elect Director Miyake, Yuka	Mgmt	For	For	For	No
2.8	Elect Director Tsuji, Yasuhiro	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Kato, Ichiro	Mgmt	For	For	For	No

Miura Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 6005

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J45593100

Shares Voted: 25,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 37	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No
3.1	Elect Director Miyauchi, Daisuke	Mgmt	For	For	For	No
3.2	Elect Director Yoneda, Tsuyoshi	Mgmt	For	For	For	No
3.3	Elect Director Hiroi, Masayuki	Mgmt	For	For	For	No
3.4	Elect Director Kawamoto, Kenichi	Mgmt	For	For	For	No
3.5	Elect Director Muto, Naoki	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Yamauchi, Osamu	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Ando, Yoshiaki	Mgmt	For	For	For	No
4.3	Elect Director and Audit Committee Member Koike, Tatsuko	Mgmt	For	For	For	No
4.4	Elect Director and Audit Committee Member Shoriki, Yuko	Mgmt	For	For	For	No

Mochida Pharmaceutical Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 4534

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J46152104

Shares Voted: 5,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For	No
2.1	Elect Director Mochida, Naoyuki	Mgmt	For	For	For	No
2.2	Elect Director Sakata, Chu	Mgmt	For	For	For	No
2.3	Elect Director Sakaki, Junichi	Mgmt	For	For	For	No
2.4	Elect Director Mitsuishi, Motoi	Mgmt	For	For	For	No
2.5	Elect Director Kawakami, Yutaka	Mgmt	For	For	For	No
2.6	Elect Director Nezu, Junichi	Mgmt	For	For	For	No
2.7	Elect Director Miyajima, Kenji	Mgmt	For	For	For	No
2.8	Elect Director Sonoda, Tomoaki	Mgmt	For	For	For	No
2.9	Elect Director Yoshikawa, Shigeaki	Mgmt	For	For	For	No
2.10	Elect Director Kobayashi, Mami	Mgmt	For	For	For	No
2.11	Elect Director Tanaka, Sanae	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Miyata, Yoshifumi	Mgmt	For	For	For	No
4	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this poison pill plan is warranted because: * The total duration exceeds three years. * The board lacks sufficient independent monitoring. * The plan lacks a credible special committee. * The company's proxy circular release timing leaves insufficient time to study the pill. * The company has other types of takeover defense.

Morinaga & Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 2201

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J46367108

Shares Voted: 6,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For	No
2.1	Elect Director Ota, Eijiro	Mgmt	For	For	For	No
2.2	Elect Director Mori, Shinya	Mgmt	For	For	For	No

Morinaga & Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Fujii, Daisuke	Mgmt	For	For	For	No
2.4	Elect Director Matsunaga, Hideki	Mgmt	For	For	For	No
2.5	Elect Director Takagi, Tetsuya	Mgmt	For	For	For	No
2.6	Elect Director Takanami, Kenji	Mgmt	For	For	For	No
2.7	Elect Director Sakaki, Shinji	Mgmt	For	For	For	No
2.8	Elect Director Sawamura, Tamaki	Mgmt	For	For	For	No
2.9	Elect Director Shimomura, Yoichiro	Mgmt	For	For	For	No
2.10	Elect Director Yamagishi, Hiromi	Mgmt	For	For	For	No

m-up holdings, Inc.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 3661
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J47013107		

Shares Voted: 10,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Mito, Koichiro	Mgmt	For	For	For	No
1.2	Elect Director Fujiike, Toshiki	Mgmt	For	For	For	No
1.3	Elect Director Goto, Yutaka	Mgmt	For	For	For	No
2	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
3	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Nanto Bank Ltd.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 8367
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J48517106		

Shares Voted: 25,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 110	Mgmt	For	For	For	No

Nanto Bank Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Hashimoto, Takashi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Ishida, Satoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.						
2.3	Elect Director Sugiura, Takeshi	Mgmt	For	For	For	No
2.4	Elect Director Honda, Koji	Mgmt	For	For	For	No
2.5	Elect Director Kakutani, Haruyuki	Mgmt	For	For	For	No
2.6	Elect Director Kurahigashi, Yoshinori	Mgmt	For	For	For	No
2.7	Elect Director Nakayama, Kozue	Mgmt	For	For	For	No
2.8	Elect Director Nishimura, Takashi	Mgmt	For	For	For	No
2.9	Elect Director Tahara, Yuko	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Kasuya, Yoshihiko	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Fukumoto, Tomoyuki	Mgmt	For	For	For	No
4	Elect Alternate Director and Audit Committee Member Yasui, Kiyomi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						

Nice Corp. (Japan)

Meeting Date: 06/27/2025Country: JapanTicker: 8089

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J4919N101

Shares Voted: 1,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For	No
2.1	Elect Director Sugita, Masayuki	Mgmt	For	For	For	No
2.2	Elect Director Tsudo, Hironori	Mgmt	For	For	For	No
2.3	Elect Director Haraguchi, Yoichi	Mgmt	For	For	For	No
2.4	Elect Director Shimizu, Toshihiro	Mgmt	For	For	For	No

Nice Corp. (Japan)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.5	Elect Director Tanabe, Hiroshi	Mgmt	For	For	For	No
2.6	Elect Director Suzuki, Shinya	Mgmt	For	For	For	No
2.7	Elect Director Kokubo, Takashi	Mgmt	For	For	For	No
2.8	Elect Director Hamada, Kiyohito	Mgmt	For	For	For	No
2.9	Elect Director Tamura, Jun	Mgmt	For	For	For	No
2.10	Elect Director Kakehi, Etsuko	Mgmt	For	For	For	No

Nichireki Group Co., Ltd.

Meeting Date: 06/27/2025

Record Date: 03/31/2025

Primary Security ID: J4982L107

Country: Japan

Meeting Type: Annual

Ticker: 5011

Shares Voted: 8,544

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For	No
2.1	Elect Director Obata, Manabu	Mgmt	For	For	For	No
2.2	Elect Director Kawaguchi, Yuji	Mgmt	For	For	For	No
2.3	Elect Director Hanyu, Akiyoshi	Mgmt	For	For	For	No
2.4	Elect Director Totsuka, Hiroyuki	Mgmt	For	For	For	No
2.5	Elect Director Yamamoto, Jun	Mgmt	For	For	For	No
2.6	Elect Director Ito, Tatsuya	Mgmt	For	For	For	No
2.7	Elect Director Kobayashi, Osamu	Mgmt	For	For	For	No
2.8	Elect Director Shibumura, Haruko	Mgmt	For	For	For	No
2.9	Elect Director Kidokoro, Takuya	Mgmt	For	For	For	No
2.10	Elect Director Fukuda, Mieko	Mgmt	For	For	For	No

Nikon Corp.

Meeting Date: 06/27/2025

Record Date: 03/31/2025

Primary Security ID: 654111103

Country: Japan

Meeting Type: Annual

Ticker: 7731

Shares Voted: 2,755

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For	No
2.1	Elect Director Umatate, Toshikazu	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
2.2	Elect Director Tokunari, Muneaki	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
2.3	Elect Director Omura, Yasuhiro	Mgmt	For	For	For	No
2.4	Elect Director Hiruta, Shiro	Mgmt	For	For	For	No
2.5	Elect Director Tatsuoaka, Tsuneyoshi	Mgmt	For	For	For	No
2.6	Elect Director Nakata, Takuya	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Hagiwara, Satoshi	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Chiba, Michiko	Mgmt	For	For	For	No

NIPPON Corp.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 2001

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J5179A101

Shares Voted: 5,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 33	Mgmt	For	For	For	No
2.1	Elect Director Maezuru, Toshiya	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.</i>						
2.2	Elect Director Kimura, Tomio	Mgmt	For	For	For	No
2.3	Elect Director Kawasaki, Hiroaki	Mgmt	For	For	For	No
2.4	Elect Director Kora, Hiroshi	Mgmt	For	For	For	No
2.5	Elect Director Otao, Toru	Mgmt	For	For	For	No
2.6	Elect Director Abe, Naoki	Mgmt	For	For	For	No

NIPPN Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.7	Elect Director Kawamata, Naotaka	Mgmt	For	For	For	No
2.8	Elect Director Kumagai, Hitomi	Mgmt	For	For	For	No
2.9	Elect Director Takaoka, Mika	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Naruse, Kentaro	Mgmt	For	For	For	No

Nippon Paper Industries Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 3863

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J28583169

Shares Voted: 13,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For	For	No
2.1	Elect Director Nozawa, Toru	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Sebe, Akira	Mgmt	For	For	For	No
2.3	Elect Director Sugino, Mitsuhiro	Mgmt	For	For	For	No
2.4	Elect Director Murakami, Yasuhito	Mgmt	For	For	For	No
2.5	Elect Director Yasunaga, Atsumi	Mgmt	For	For	For	No
2.6	Elect Director Watanabe, Keiko	Mgmt	For	For	For	No
2.7	Elect Director Fujioka, Makoto	Mgmt	For	For	For	No
2.8	Elect Director Hatta, Yoko	Mgmt	For	For	For	No
2.9	Elect Director Kunigo, Yutaka	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Itakura, Tomoyasu	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Nishimoto, Tomoyoshi	Mgmt	For	For	For	No

Nippon Shinyaku Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 4516

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J55784102

Shares Voted: 86,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 62	Mgmt	For	For	For	No
2.1	Elect Director Maekawa, Shigenobu	Mgmt	For	For	For	No
2.2	Elect Director Nakai, Toru	Mgmt	For	For	For	No
2.3	Elect Director Takaya, Takashi	Mgmt	For	For	For	No
2.4	Elect Director Edamitsu, Takanori	Mgmt	For	For	For	No
2.5	Elect Director Ishizawa, Hitoshi	Mgmt	For	For	For	No
2.6	Elect Director Kimura, Hitomi	Mgmt	For	For	For	No
2.7	Elect Director Iwata, Kazuyuki	Mgmt	For	For	For	No
2.8	Elect Director Kuwano, Keiichi	Mgmt	For	For	For	No
2.9	Elect Director Wada, Yoshinao	Mgmt	For	For	For	No
2.10	Elect Director Kobayashi, Yukari	Mgmt	For	For	For	No
2.11	Elect Director Nishi, Mayumi	Mgmt	For	For	For	No
2.12	Elect Director Hongo, Yotaro	Mgmt	For	For	For	No

Nippon Television Holdings, Inc.

Meeting Date: 06/27/2025Country: JapanTicker: 9404
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J56171101

Shares Voted: 16,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For	No
2.1	Elect Director Yamaguchi, Toshikazu	Mgmt	For	For	For	No
2.2	Elect Director Sugiyama, Yoshikuni	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.						
2.3	Elect Director Ishizawa, Akira	Mgmt	For	For	For	No
2.4	Elect Director Fukuda, Hiroyuki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.						
2.5	Elect Director Sato, Ken	Mgmt	For	For	For	No

Nippon Television Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.6	Elect Director Kakizoe, Tadao	Mgmt	For	For	For	No
2.7	Elect Director Manago, Yasushi	Mgmt	For	For	For	No
2.8	Elect Director Katsu, Eijiro	Mgmt	For	For	For	No
2.9	Elect Director Komoda, Masanobu	Mgmt	For	For	For	No
2.10	Elect Director Suwa, Takako	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Negishi, Toyoaki	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Nippon Thompson Co., Ltd.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 6480
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J56257116		

Shares Voted: 9,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 9.5	Mgmt	For	For	For	No
2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Amend Provisions on Director Titles - Authorize Directors to Execute Day to Day Operations without Full Board Approval - Indemnify Directors	Mgmt	For	For	For	No
3.1	Elect Director Miyachi, Shigeki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
3.2	Elect Director Hosono, Mikihiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
3.3	Elect Director Hideshima, Nobuya	Mgmt	For	For	For	No
3.4	Elect Director Nishimura, Osamu	Mgmt	For	For	For	No
3.5	Elect Director Takei, Yoichi	Mgmt	For	For	For	No
3.6	Elect Director Saito, Satoshi	Mgmt	For	For	For	No
3.7	Elect Director Noda, Atsuko	Mgmt	For	For	For	No

Nippon Thompson Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1	Elect Director and Audit Committee Member Matsumoto, Nobuhiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
4.2	Elect Director and Audit Committee Member Nasu, Taketo	Mgmt	For	For	For	No
4.3	Elect Director and Audit Committee Member Hayashida, Kazuhisa	Mgmt	For	For	For	No
4.4	Elect Director and Audit Committee Member Saeki, Rika	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
7	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No
8	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this poison pill plan is warranted because: * The total duration exceeds three years. * The board lacks sufficient independent monitoring. * The plan lacks a credible special committee.						

Nishi-Nippon Financial Holdings, Inc.

Meeting Date: 06/27/2025Country: JapanTicker: 7189

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J56774102

Shares Voted: 11,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For	No
2.1	Elect Director Tanigawa, Hiromichi	Mgmt	For	For	For	No
2.2	Elect Director Murakami, Hideyuki	Mgmt	For	For	For	No
2.3	Elect Director Irie, Hiroyuki	Mgmt	For	For	For	No
2.4	Elect Director Takeo, Hiroyuki	Mgmt	For	For	For	No
2.5	Elect Director Honda, Takashige	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Kubo, Chiharu	Mgmt	For	For	For	No

Nitto Kogyo Corp.

Meeting Date: 06/27/2025

Record Date: 03/31/2025

Primary Security ID: J58579103

Country: Japan

Meeting Type: Annual

Ticker: 6651

Shares Voted: 13,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 96	Mgmt	For	For	For	No
2.1	Elect Director Kato, Tokio	Mgmt	For	For	For	No
2.2	Elect Director Kurono, Toru	Mgmt	For	For	For	No
2.3	Elect Director Sato, Koichiro	Mgmt	For	For	For	No
2.4	Elect Director Tejima, Akitaka	Mgmt	For	For	For	No
2.5	Elect Director Takenaka, Koichi	Mgmt	For	For	For	No
2.6	Elect Director Kobayashi, Yusuke	Mgmt	For	For	For	No
2.7	Elect Director Kawaji, Katsuhiko	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Suehiro, Kazufumi	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Nakagawa, Miyuki	Mgmt	For	For	For	No

Oiles Corp.

Meeting Date: 06/27/2025

Record Date: 03/31/2025

Primary Security ID: J60235108

Country: Japan

Meeting Type: Annual

Ticker: 6282

Shares Voted: 8,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 48	Mgmt	For	For	For	No
2.1	Elect Director Iida, Masami	Mgmt	For	For	For	No
2.2	Elect Director Sakairi, Yoshikazu	Mgmt	For	For	For	No
2.3	Elect Director Tanabe, Kazuharu	Mgmt	For	For	For	No
2.4	Elect Director Yoneyama, Misao	Mgmt	For	For	For	No
2.5	Elect Director Omura, Yasuji	Mgmt	For	For	For	No
2.6	Elect Director Miyagawa, Rika	Mgmt	For	For	For	No

Oiles Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Osaki Electric Co., Ltd.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 6644
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J62965116		

Shares Voted: 6,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 12	Mgmt	For	For	For	No
2	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For	No

Paramount Bed Holdings Co., Ltd.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 7817
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J63525109		

Shares Voted: 24,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Business Lines - Amend Provisions on Number of Directors	Mgmt	For	For	For	No
2.1	Elect Director Kimura, Tomohiko	Mgmt	For	For	For	No
2.2	Elect Director Kimura, Yosuke	Mgmt	For	For	For	No
2.3	Elect Director Hatta, Toshiyuki	Mgmt	For	For	For	No
2.4	Elect Director Kobayashi, Masaki	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Shirai, Arei	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Harima, Naoko	Mgmt	For	For	For	No

Rasa Industries, Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 4022

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J64296106

Shares Voted: 1,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 72	Mgmt	For	For	For	No
2.1	Elect Director Sakao, Kosaku	Mgmt	For	For	For	No
2.2	Elect Director Mochizuki, Tetsuo	Mgmt	For	For	For	No
2.3	Elect Director Ueda, Hideki	Mgmt	For	For	For	No
2.4	Elect Director Kitada, Katsusei	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Saito, Takashi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
3.2	Elect Director and Audit Committee Member Kikuchi, Tatsuya	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						

RevuCorporation, Inc.

Meeting Date: 06/27/2025Country: South KoreaTicker: 443250

Record Date: 05/26/2025Meeting Type: Special

Primary Security ID: Y7S7EK103

Shares Voted: 3,246						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Appoint Lee Sang-jin as Internal Auditor	Mgmt	For	For	For	No

Sanko Metal Industrial Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 1972

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J67607101

Sanko Metal Industrial Co., Ltd.

Shares Voted: 3,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 380	Mgmt	For	For	For	No
2	Amend Articles to Authorize Board to Pay Interim Dividends	Mgmt	For	For	For	No
3.1	Elect Director Aoki, Eiichi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors. * Top management bears responsibility for the board composition where no female directors are included.</i>						
3.2	Elect Director Nagano, Mitsuhiro	Mgmt	For	For	For	No
3.3	Elect Director Eguchi, Maki	Mgmt	For	For	For	No
3.4	Elect Director Konno, Tetsuya	Mgmt	For	For	For	No
3.5	Elect Director Fukuda, Takayuki	Mgmt	For	For	For	No
3.6	Elect Director Miyo, Motoyuki	Mgmt	For	For	For	No
3.7	Elect Director Hanazato, Toshikazu	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Horie, Hideaki	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						
5	Appoint Alternate Statutory Auditor Mishima, Takeshi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						
6	Approve Director and Statutory Auditor Retirement Bonus	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The bonus amounts are not disclosed. * The payment of bonuses to outsiders is an inappropriate practice.</i>						

Seiko Group Corp.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 8050

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J7029N101

Shares Voted: 20,668

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For	No
2.1	Elect Director Hattori, Shinji	Mgmt	For	For	For	No
2.2	Elect Director Takahashi, Shuji	Mgmt	For	For	For	No

Seiko Group Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Naito, Akio	Mgmt	For	For	For	No
2.4	Elect Director Sekine, Jun	Mgmt	For	For	For	No
2.5	Elect Director Yoneyama, Taku	Mgmt	For	For	For	No
2.6	Elect Director Endo, Yoichi	Mgmt	For	For	For	No
2.7	Elect Director Saito, Noboru	Mgmt	For	For	For	No
2.8	Elect Director Kobori, Hideki	Mgmt	For	For	For	No
2.9	Elect Director Uotani, Masahiko	Mgmt	For	For	For	No
2.10	Elect Director Urushi, Shihoko	Mgmt	For	For	For	No

Sharp Corp.

Meeting Date: 06/27/2025Country: JapanTicker: 6753

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J71434112

Shares Voted: 60,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Po-Hsuan Wu	Mgmt	For	For	For	No
1.2	Elect Director Okitsu, Masahiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
1.3	Elect Director Nagatsuka, Seiichi	Mgmt	For	For	For	No
1.4	Elect Director Yano, Koji	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Himeiwa, Yasuo	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Kajiwara, Yumiko	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Murase, Hiroyuki	Mgmt	For	For	For	No
3	Approve Stock Option Plan	Mgmt	For	For	For	No

SHIP HEALTHCARE HOLDINGS, INC.

Meeting Date: 06/27/2025Country: JapanTicker: 3360

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J7T445100

SHIP HEALTHCARE HOLDINGS, INC.

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 58	Mgmt	For	For	For	No
2.1	Elect Director Furukawa, Kunihisa	Mgmt	For	For	For	No
2.2	Elect Director Ohashi, Futoshi	Mgmt	For	For	For	No
2.3	Elect Director Konishi, Kenzo	Mgmt	For	For	For	No
2.4	Elect Director Ogawa, Hirotaka	Mgmt	For	For	For	No
2.5	Elect Director Yokoyama, Hiroshi	Mgmt	For	For	For	No
2.6	Elect Director Umino, Atsushi	Mgmt	For	For	For	No
2.7	Elect Director Yasuda, Yoshio	Mgmt	For	For	For	No
2.8	Elect Director Sano, Seiichiro	Mgmt	For	For	For	No
2.9	Elect Director Imabeppu, Toshio	Mgmt	For	For	For	No
2.10	Elect Director Ito, Fumiyo	Mgmt	For	For	For	No
2.11	Elect Director Nishio, Shinya	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Mizushima, Toichiro	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						
3.2	Appoint Statutory Auditor Toda, Narushige	Mgmt	For	For	For	No
3.3	Appoint Statutory Auditor Minami, Koichi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						
3.4	Appoint Statutory Auditor Sano, Nobuyuki	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Sinfonia Technology Co., Ltd.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 6507

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J7552H109

Shares Voted: 10,172

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 115	Mgmt	For	For	For	No
2.1	Elect Director Buto, Shozo	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Hirano, Shinichi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.3	Elect Director Yamakuni, Minoru	Mgmt	For	For	For	No
2.4	Elect Director Senju, Hiroharu	Mgmt	For	For	For	No
2.5	Elect Director Hatano, Takaichi	Mgmt	For	For	For	No
2.6	Elect Director Sako, Tatsunobu	Mgmt	For	For	For	No
2.7	Elect Director Fujioka, Jun	Mgmt	For	For	For	No
2.8	Elect Director Fujioka, Akiko	Mgmt	For	For	For	No
2.9	Elect Director Inagaki, Tsutomu	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Sasakawa, Koji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
4	Approve Compensation Ceilings for Directors and Statutory Auditors	Mgmt	For	For	For	No

Starts Corp., Inc.

Meeting Date: 06/27/2025Country: JapanTicker: 8850
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J76702109

Shares Voted: 17,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Muraishi, Hisaji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors.						
1.2	Elect Director Isozaki, Kazuo	Mgmt	For	For	For	No

Starts Corp., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.3	Elect Director Muraishi, Toyotaka	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors.						
1.4	Elect Director Saito, Taroo	Mgmt	For	For	For	No
1.5	Elect Director Naoi, Hideyuki	Mgmt	For	For	For	No
1.6	Elect Director Nakamatsu, Manabu	Mgmt	For	For	For	No
1.7	Elect Director Naoi, Tamotsu	Mgmt	For	For	For	No
1.8	Elect Director Hasegawa, Takahiro	Mgmt	For	For	For	No
1.9	Elect Director Muramatsu, Hisayuki	Mgmt	For	For	For	No
1.10	Elect Director Ishida, Genji	Mgmt	For	For	For	No
1.11	Elect Director Takahashi, Naoko	Mgmt	For	For	For	No
1.12	Elect Director Yamamoto, Yoshio	Mgmt	For	For	For	No

Takaoka Toko Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 6617

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J80551104

Shares Voted: 21,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For	No
2.1	Elect Director Iso, Mamoru	Mgmt	For	For	For	No
2.2	Elect Director Ichinose, Takashi	Mgmt	For	For	For	No
2.3	Elect Director Uemura, Akira	Mgmt	For	For	For	No
2.4	Elect Director Kaneko, Yoshinori	Mgmt	For	For	For	No
2.5	Elect Director Mishima, Yasuhiro	Mgmt	For	For	For	No
2.6	Elect Director Mizumoto, Kunihiko	Mgmt	For	For	For	No

TechMatrix Corp.

Meeting Date: 06/27/2025

Record Date: 03/31/2025

Primary Security ID: J82271107

Country: Japan

Meeting Type: Annual

Ticker: 3762

Shares Voted: 29,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Yai, Takaharu	Mgmt	For	For	For	No
1.2	Elect Director Yoda, Yoshihisa	Mgmt	For	For	For	No
1.3	Elect Director Suzuki, Takeshi	Mgmt	For	For	For	No
1.4	Elect Director Shiga, Takeya	Mgmt	For	For	For	No
1.5	Elect Director Yasutake, Hiroaki	Mgmt	For	For	For	No
1.6	Elect Director Kaifu, Michi	Mgmt	For	For	For	No
1.7	Elect Director Horie, Ari	Mgmt	For	For	For	No
1.8	Elect Director Kubo, Masato	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Sasaki, Hideyuki	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Ebata, Naho	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Taira, Koji	Mgmt	For	For	For	No

Teikoku Tsushin Kogyo Co., Ltd.

Meeting Date: 06/27/2025

Record Date: 03/31/2025

Primary Security ID: J82700105

Country: Japan

Meeting Type: Annual

Ticker: 6763

Shares Voted: 2,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For	No
2	Amend Articles to Reduce Directors' Term - Clarify Provisions on Alternate Statutory Auditors	Mgmt	For	For	For	No
3.1	Elect Director Hanyu, Masuo	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
3.2	Elect Director Mizuno, Shinji	Mgmt	For	For	For	No
3.3	Elect Director Maruyama, Rikuo	Mgmt	For	For	For	No

Teikoku Tsushin Kogyo Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.4	Elect Director Takaoka, Akira	Mgmt	For	For	For	No
3.5	Elect Director Miura, Nozomi	Mgmt	For	For	For	No
3.6	Elect Director Takahashi, Hiroaki	Mgmt	For	For	For	No
3.7	Elect Director Takiguchi, Eiko	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Yoshii, Saeko	Mgmt	For	For	For	No
5	Appoint Alternate Statutory Auditor Morinaga, Takashi	Mgmt	For	For	For	No

Terasaki Electric Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 6637

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J8320Q108

Shares Voted: 5,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Terasaki, Taizo	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the firm's board composition at the company with an audit committee structure which will not include at least one-third outsiders. * Top management bears responsibility for the board composition where no female directors are included.						
1.2	Elect Director Kumazawa, Kazunobu	Mgmt	For	For	For	No
1.3	Elect Director Nagase, Junji	Mgmt	For	For	For	No
1.4	Elect Director Umemoto, Yoshihiro	Mgmt	For	For	For	No
1.5	Elect Director Yoshikawa, Kazuhiro	Mgmt	For	For	For	No
1.6	Elect Director Yasukawa, Keita	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Nishida, Masao	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Chiyoda, Kunio	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The nominee cannot be expected to fulfill the role of overseeing management effectively in the interests of shareholders in light of the low attendance rate.						
2.3	Elect Director and Audit Committee Member Takano, Shunji	Mgmt	For	For	For	No

Meeting Date: 06/27/2025

Country: Japan

Ticker: 8341

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J71348106

Shares Voted: 23,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 97.5	Mgmt	For	For	For	No
2.1	Elect Director Kobayashi, Hidefumi	Mgmt	For	For	For	No
2.2	Elect Director Kobayashi, Hiroshi	Mgmt	For	For	For	No
2.3	Elect Director Ibuka, Shuichi	Mgmt	For	For	For	No
2.4	Elect Director Kuroda, Takashi	Mgmt	For	For	For	No
2.5	Elect Director Odajima, Yoshiyuki	Mgmt	For	For	For	No
2.6	Elect Director Aoki, Kazuhiro	Mgmt	For	For	For	No
2.7	Elect Director Okuyama, Emiko	Mgmt	For	For	For	No
2.8	Elect Director Otaki, Seiichi	Mgmt	For	For	For	No
2.9	Elect Director Oyama, Shigenori	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Ushio, Yoko	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
3.2	Elect Director and Audit Committee Member Miura, Naoto	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
3.3	Elect Director and Audit Committee Member Endo, Shinya	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
3.4	Elect Director and Audit Committee Member Fukuda, Kazuo	Mgmt	For	For	For	No
4	Approve Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No

The Awa Bank Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 8388

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J03612108

Shares Voted: 14,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Nagaoka, Susumu	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.						
1.2	Elect Director Fukunaga, Takehisa	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.						
1.3	Elect Director Nishi, Hirokazu	Mgmt	For	For	For	No
1.4	Elect Director Yamashita, Masahiro	Mgmt	For	For	For	No
1.5	Elect Director Mikawa, Hiroaki	Mgmt	For	For	For	No
1.6	Elect Director Ito, Teruaki	Mgmt	For	For	For	No
1.7	Elect Director Bando, Katsuhiko	Mgmt	For	For	For	No
1.8	Elect Director Toyota, Akira	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Hamao, Katsuya	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Kishibuchi, Kazuya	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						

The Bank of Nagoya Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 8522

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J47442108

Shares Voted: 7,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 160	Mgmt	For	For	For	No
2.1	Elect Director Fujiwara, Ichiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						

The Bank of Nagoya Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director Minamide, Masao	Mgmt	For	For	For	No
2.3	Elect Director Mizuno, Hideki	Mgmt	For	For	For	No
2.4	Elect Director Kondo, Kazu	Mgmt	For	For	For	No
2.5	Elect Director Shimizu, Sadaharu	Mgmt	For	For	For	No
2.6	Elect Director Kinugawa, Sachie	Mgmt	For	For	For	No
2.7	Elect Director Yoshida, Akemi	Mgmt	For	For	For	No

The Bank of Saga Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 8395

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J04116109

Shares Voted: 2,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For	No
2	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	For	For	No
3.1	Elect Director Sakai, Hideaki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
3.2	Elect Director Unoike, Toru	Mgmt	For	For	For	No
3.3	Elect Director Jono, Yoshiaki	Mgmt	For	For	For	No
3.4	Elect Director Noguchi, Makoto	Mgmt	For	For	For	No
3.5	Elect Director Kuchiishi, Yoichiro	Mgmt	For	For	For	No
3.6	Elect Director Kanagae, Koji	Mgmt	For	For	For	No
3.7	Elect Director Sakai, Sadaki	Mgmt	For	For	For	No
3.8	Elect Director Nakashima, Hideki	Mgmt	For	For	For	No
3.9	Elect Director Aratsu, Masaru	Mgmt	For	For	For	No
3.10	Elect Director Shirahama, Kazuya	Mgmt	For	For	For	No
3.11	Elect Director Tomiyoshi, Kentaro	Mgmt	For	For	For	No
3.12	Elect Director Kono, Keiji	Mgmt	For	For	For	No

The Bank of Saga Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Elect Director and Audit Committee Member Tamura, Koji	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No

The Ehime Bank, Ltd.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 8541
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J12684106		

Shares Voted: 11,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 17	Mgmt	For	For	For	No
2.1	Elect Director Nishikawa, Yoshinori	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Toyoda, Masamitsu	Mgmt	For	For	For	No
2.3	Elect Director Yano, Toshiyuki	Mgmt	For	For	For	No
2.4	Elect Director Akiyama, Yoshikatsu	Mgmt	For	For	For	No
2.5	Elect Director Akihiro, Shinji	Mgmt	For	For	For	No
2.6	Elect Director Matsui, Koji	Mgmt	For	For	For	No
2.7	Elect Director Mukai, Masanori	Mgmt	For	For	For	No
2.8	Elect Director Kondo, Chitose	Mgmt	For	For	For	No
2.9	Elect Director Inaba, Ryuichi	Mgmt	For	For	For	No
2.10	Elect Director Tadokoro, Chika	Mgmt	For	For	For	No
2.11	Elect Director Hattori, Morichika	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Kurokawa, Katsuhisa	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Kodama, Mitsutoshi	Mgmt	For	For	For	No
4	Approve Alternate Final Dividend of JPY 21 per Share	SH	Against	Against	Against	No

Meeting Date: 06/27/2025

Country: Japan

Ticker: 8386

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J22932107

Shares Voted: 8,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 85	Mgmt	For	For	For	No
2.1	Elect Director Ayada, Yujiro	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.</i>						
2.2	Elect Director Mori, Masashi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.</i>						
2.3	Elect Director Toyoshima, Masakazu	Mgmt	For	For	For	No
2.4	Elect Director Tada, Kazuhito	Mgmt	For	For	For	No
2.5	Elect Director Suga, Hiroshi	Mgmt	For	For	For	No
2.6	Elect Director Iwane, Masaaki	Mgmt	For	For	For	No
2.7	Elect Director Oda, Hideki	Mgmt	For	For	For	No
2.8	Elect Director Iwase, Tetsuya	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Sakuma, Tatsuya	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Tsushima, Takao	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Yamada, Yasuko	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Fujimoto, Tomoko	Mgmt	For	For	For	No
3.5	Elect Director and Audit Committee Member Konishi, Noriyuki	Mgmt	For	For	For	No
3.6	Elect Director and Audit Committee Member Marumori, Yasushi	Mgmt	For	For	For	No
3.7	Elect Director and Audit Committee Member Kito, Seiji	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.</i>						

The Shikoku Bank, Ltd.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 8387

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J71950109

Shares Voted: 20,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For	No
2.1	Elect Director Yamamoto, Fumiaki	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.</i>						
2.2	Elect Director Kobayashi, Tatsuji	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.</i>						
2.3	Elect Director Hashitani, Masato	Mgmt	For	For	For	No
2.4	Elect Director Shiraishi, Isao	Mgmt	For	For	For	No
2.5	Elect Director Ito, Mitsufumi	Mgmt	For	For	For	No
2.6	Elect Director Tsunemitsu, Ken	Mgmt	For	For	For	No
2.7	Elect Director Ueda, Takeo	Mgmt	For	For	For	No
3	Amend Articles to Change Company Name	SH	Against	Against	Against	No
4	Amend Articles to Ban Appointment of Former Executives of the Bank to the Boards of Listed Companies Registered in Kochi Prefecture	SH	Against	Against	Against	No
5.1	Remove Incumbent Director Ito, Mitsufumi	SH	Against	Against	Against	No
5.2	Remove Incumbent Director Tsunemitsu, Ken	SH	Against	Against	Against	No
6.1	Remove Incumbent Director and Audit Committee Member Nishimura, Junko	SH	Against	Against	Against	No
6.2	Remove Incumbent Director and Audit Committee Member Inada, Chieko	SH	Against	Against	Against	No
6.3	Remove Incumbent Director and Audit Committee Member Kanamoto, Yasushi	SH	Against	Against	Against	No

TOA Corp. (1885)

Meeting Date: 06/27/2025

Country: Japan

Ticker: 1885

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J83603100

Shares Voted: 22,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 76	Mgmt	For	For	For	No
2	Amend Articles to Clarify Director Authority on Board Meetings - Authorize Board to Pay Interim Dividends	Mgmt	For	For	For	No
3.1	Elect Director Hayakawa, Takeshi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.</i>						
3.2	Elect Director Nakao, Takeshi	Mgmt	For	For	For	No
3.3	Elect Director Kimura, Katsuhisa	Mgmt	For	For	For	No
3.4	Elect Director Kuniya, Shiro	Mgmt	For	For	For	No
3.5	Elect Director Sekine, Kanako	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Okamura, Masahiko	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Handa, Michi	Mgmt	For	For	For	No
4.3	Elect Director and Audit Committee Member Kimura, Tetsuya	Mgmt	For	For	For	No
4.4	Elect Director and Audit Committee Member Tamai, Satoshi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.</i>						
5.1	Elect Alternate Director and Audit Committee Member Isa, Noriaki	Mgmt	For	For	For	No
5.2	Elect Alternate Director and Audit Committee Member Taki, Junko	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
7	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Tobishima Holdings, Inc.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 256A

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J8411A103

Tobishima Holdings, Inc.

Shares Voted: 8,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For	No
2.1	Elect Director Takahashi, Mitsuhiro	Mgmt	For	For	For	No
2.2	Elect Director Okuyama, Seiichi	Mgmt	For	For	For	No
2.3	Elect Director Masai, Takako	Mgmt	For	For	For	No
2.4	Elect Director Otsuka, Kumiko	Mgmt	For	For	For	No
3	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

TOC Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 8841
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J84248103

Shares Voted: 10,981

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 5	Mgmt	For	For	For	No

Togami Electric Mfg. Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 6643
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J84592104

Shares Voted: 295

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For	No

Togami Electric Mfg. Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Togami, Shinichi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the firm's board composition at the company with an audit committee structure which will not include at least one-third outsiders.						
2.2	Elect Director Tsutsumi, Toshiki	Mgmt	For	For	For	No
2.3	Elect Director Nonaka, Masanori	Mgmt	For	For	For	No
2.4	Elect Director Nibe, Kazuhiro	Mgmt	For	For	For	No
2.5	Elect Director Momosaki, Yasuhiko	Mgmt	For	For	For	No
2.6	Elect Director Kamohara, Keisuke	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Togami, Takahiro	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Tanaka, Keiko	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Furutani, Hiroshi	Mgmt	For	For	For	No
4.1	Elect Alternate Director and Audit Committee Member Tominaga, Nobuyuki	Mgmt	For	For	For	No
4.2	Elect Alternate Director and Audit Committee Member Okuda, Ritsuo	Mgmt	For	For	For	No
4.3	Elect Alternate Director and Audit Committee Member Yamaguchi, Yasuo	Mgmt	For	For	For	No

Toho Holdings Co., Ltd.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 8129
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J85237105		

Shares Voted: 23,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	For	For	No
2.1	Elect Director Edahiro, Hiromi	Mgmt	For	For	For	No
2.2	Elect Director Umada, Akira	Mgmt	For	For	For	No
2.3	Elect Director Matsutani, Takeo	Mgmt	For	For	For	No

Toho Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.4	Elect Director Kono, Shuzo	Mgmt	For	For	For	No
2.5	Elect Director Haga, Manako	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Saito, Miho	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No

Trisura Group Ltd.

Meeting Date: 06/27/2025

Country: Canada

Ticker: TSU

Record Date: 05/08/2025

Meeting Type: Annual/Special

Primary Security ID: 89679A209

Shares Voted: 6,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director David Clare	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.2	Elect Director Paul Gallagher	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.3	Elect Director Sacha Haque	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.4	Elect Director Barton Hedges	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.5	Elect Director Anik Lanthier	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.6	Elect Director Janice Madon	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.7	Elect Director George E. Myhal	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.8	Elect Director Lilia Sham	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
1.9	Elect Director Robert Taylor	Mgmt	For	For	For	No
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.						
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Trisura Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Re-approve Shareholder Rights Plan	Mgmt	For	For	For	No
4	Approve Equity Incentive Plan	Mgmt	For	For	For	No
5	Approve Escrowed Stock Plan	Mgmt	For	For	For	No

trivago NV

Meeting Date: 06/27/2025 **Country:** Netherlands **Ticker:** TRVG
Record Date: 05/19/2025 **Meeting Type:** Annual
Primary Security ID: 89686D303

Shares Voted: 17,439

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Meeting for ADR Holders	Mgmt				
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
5	Ratify EY Accountants B.V. as Auditors	Mgmt	For	For	For	No
6	Approve Discharge of Management Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>						
7	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>						
8	Reelect Mieke De Schepper to Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
9	Reelect Niklas Ostberg to Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
10	Elect Brandon Pedersen to Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>						
11	Elect Wolf Schmuhl to Management Board	Mgmt	For	For	For	No
12	Authorize Repurchase of Shares	Mgmt	For	For	For	No

Tsubakimoto Chain Co.

Meeting Date: 06/27/2025Country: JapanTicker: 6371

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J93020105

Shares Voted: 62,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 47	Mgmt	For	For	For	No
2.1	Elect Director Kose, Kenji	Mgmt	For	For	For	No
2.2	Elect Director Kimura, Takatoshi	Mgmt	For	For	For	No
2.3	Elect Director Miyaji, Masaki	Mgmt	For	For	For	No
2.4	Elect Director Ando, Keiichi	Mgmt	For	For	For	No
2.5	Elect Director Kitayama, Hisae	Mgmt	For	For	For	No
2.6	Elect Director Tanisho, Takashi	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Yamamoto, Takaaki	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Hayashi, Koji	Mgmt	For	For	For	No

XEBIO Holdings Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 8281

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J95204103

Shares Voted: 17,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Morohashi, Tomoyoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
1.2	Elect Director Kitazawa, Takeshi	Mgmt	For	For	For	No
1.3	Elect Director Fujisawa, Tsuyoshi	Mgmt	For	For	For	No
1.4	Elect Director Iwamoto, Tamotsu	Mgmt	For	For	For	No
1.5	Elect Director Sumida, Tomoko	Mgmt	For	For	For	No
1.6	Elect Director Shinohara, Rintaro	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Mukaiyachi, Shoichi	Mgmt	For	For	For	No

XEBIO Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Appoint Alternate Statutory Auditor Kodaira, Takeyoshi	Mgmt	For	For	For	No
4	Approve Stock Option Plan	Mgmt	For	For	For	No

Xinjiang Xinxin Mining Industry Co., Ltd.

Meeting Date: 06/27/2025 **Country:** Hong Kong **Ticker:** 3833
Record Date: 06/20/2025 **Meeting Type:** Annual
Primary Security ID: Y9723Q102

Shares Voted: 26,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	SPECIAL RESOLUTION Approve Abolishment of the Supervisory Committee and Amend Articles of Association and Related Rules of Procedures	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the proposed amendments are not considered to adequately provide for accountability and transparency to shareholders.</i>						
1	ORDINARY RESOLUTIONS Approve Report of the Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i>						
2	Approve Report of the Supervisory Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i>						
3	Approve Audited Consolidated Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i>						
4	Approve Accumulated Profit Distribution Plan and Relevant Declaration and Payment of Final Dividend	Mgmt	For	For	For	No
5	Approve No Director's Remuneration Payable by the Company to Zhang Li, and that the Remuneration Received by Zhang Li Shall be Determined in Accordance with the Remuneration Standard and Payment Management Method in Respect of Her Role	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Director remuneration at Hong Kong-listed companies is usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.</i>						

Xinjiang Xinxin Mining Industry Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Authorize Chairman to Enter into Service Contracts on Behalf of the Company with Zhang Li, an Employee Representative Director, on Such Terms and Conditions as the Board Thinks Fit, and to Take Such Action as May be Necessary to Give Effect Thereto	Mgmt	For	For	For	No
Voting Policy Rationale: Director remuneration at Hong Kong-listed companies is usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.						
7	Approve BDO China Shu Lun Pan Certified Public Accountants LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Yorozu Corp.

Meeting Date: 06/27/2025Country: JapanTicker: 7294

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J97822100

Shares Voted: 13,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Shido, Akihiko	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
1.2	Elect Director Shido, Ken	Mgmt	For	For	For	No
1.3	Elect Director Hiranaka, Tsutomu	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
1.4	Elect Director Haruta, Chikara	Mgmt	For	For	For	No
1.5	Elect Director Oshita, Masashi	Mgmt	For	For	For	No
1.6	Elect Director Moriya, Hiroshi	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Hirano, Norio	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Tsuji, Chiaki	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Ogawa, Chieko	Mgmt	For	For	For	No

Yorozu Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Elect Alternate Director and Audit Committee Member Saito, Kazuhiko	Mgmt	For	For	For	No

YoungTek Electronics Corp.

Meeting Date: 06/27/2025Country: TaiwanTicker: 6261

Record Date: 04/28/2025Meeting Type: Annual

Primary Security ID: Y9859Y101

Shares Voted: 33,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	For	For	For	No
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	No
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

Yuasa Funashoku Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 8006

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J98152127

Shares Voted: 353

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 120	Mgmt	For	For	For	No
2.1	Elect Director Yamada, Tomoyuki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors. * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Okuda, Ryozo	Mgmt	For	For	For	No
2.3	Elect Director Hayashi, Shinji	Mgmt	For	For	For	No
2.4	Elect Director Wake, Mamiko	Mgmt	For	For	For	No
2.5	Elect Director Adachi, Masaharu	Mgmt	For	For	For	No
2.6	Elect Director Ishibashi, Hiroshi	Mgmt	For	For	For	No
2.7	Elect Director Oyama, Shuichi	Mgmt	For	For	For	No

Yuasa Funashoku Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.8	Elect Director Noda, Satoshi	Mgmt	For	For	For	No
2.9	Elect Director Miki, Satoshi	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Kihara, Shinji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Yutaka Giken Co., Ltd.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 7229
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J9860L103		

Shares Voted: 2,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 36	Mgmt	For	For	For	No
2.1	Elect Director Aoshima, Takao	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors. * Top management should be held responsible for the board composition at the controlled company, which will not have at least two independent directors and board independence of at least one-third. * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Kiriyaama, Toshihide	Mgmt	For	For	For	No
2.3	Elect Director Hirokawa, Isao	Mgmt	For	For	For	No
2.4	Elect Director Oma, Takashi	Mgmt	For	For	For	No
2.5	Elect Director Suzuki, Shohei	Mgmt	For	For	For	No
2.6	Elect Director Fujita, Nobuhiro	Mgmt	For	For	For	No
2.7	Elect Director Morita, Yukimitsu	Mgmt	For	For	For	No
2.8	Elect Director Uchida, Yuko	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Morita, Masahiko	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Sasaki, Shingo	Mgmt	For	For	For	No

ZEON Corp.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 4205
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J9886P104		

Shares Voted: 54,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For	No
2.1	Elect Director Tanaka, Kimiaki	Mgmt	For	For	For	No
2.2	Elect Director Toyoshima, Tetsuya	Mgmt	For	For	For	No
2.3	Elect Director Matsura, Kazuyoshi	Mgmt	For	For	For	No
2.4	Elect Director Sone, Yoshiyuki	Mgmt	For	For	For	No
2.5	Elect Director Konishi, Yuichiro	Mgmt	For	For	For	No
2.6	Elect Director Kitabata, Takao	Mgmt	For	For	For	No
2.7	Elect Director Nagumo, Tadanobu	Mgmt	For	For	For	No
2.8	Elect Director Akiyama, Miki	Mgmt	For	For	For	No
2.9	Elect Director Masumi, Saeko	Mgmt	For	For	For	No
2.10	Elect Director Yoshikawa, Kyoko	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Hirakawa, Hiroyuki	Mgmt	For	For	For	No

Zeria Pharmaceutical Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 4559
Record Date: 03/31/2025Meeting Type: Annual
Primary Security ID: J9886L103

Shares Voted: 19,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 24	Mgmt	For	For	For	No
2.1	Elect Director Ibe, Sachiaki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included. * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Ibe, Mitsuhiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included. * Top management is responsible for the company's capital misallocation.						
2.3	Elect Director Komori, Tetsuo	Mgmt	For	For	For	No
2.4	Elect Director Nomoto, Kikuo	Mgmt	For	For	For	No
2.5	Elect Director Morimoto, Seiji	Mgmt	For	For	For	No

Zeria Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.6	Elect Director Okazawa, Yuki	Mgmt	For	For	For	No

Zuken, Inc.

Meeting Date: 06/27/2025	Country: Japan	Ticker: 6947
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J98974108		

Shares Voted: 1,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Kawaguchi, Etsuko	Mgmt	For	For	For	No

Dr. Lal PathLabs Limited

Meeting Date: 06/28/2025	Country: India	Ticker: 539524
Record Date: 06/21/2025	Meeting Type: Annual	
Primary Security ID: Y2R0AQ143		

Shares Voted: 4,465						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Reelect Archana Lal Erdmann as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Reelect Rohit Bhasin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Reelect Arun Duggal as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
6	Approve Payment of Remuneration to Rahul Sharma as Non-Executive Director	Mgmt	For	For	For	No

Dr. Lal PathLabs Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Chandrasekaran Associates as Secretarial Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Remuneration of Cost Auditors	Mgmt	For	For	For	No

Godfrey Phillips India Limited

Meeting Date: 06/28/2025Country: IndiaTicker: 500163

Record Date: 05/23/2025Meeting Type: Special

Primary Security ID: Y2731H156

Shares Voted: 1,795

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Elect Paul Janelle as Director	Mgmt	For	For	For	No

Monex Group, Inc.

Meeting Date: 06/28/2025Country: JapanTicker: 8698

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J4656U102

Shares Voted: 45,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Matsumoto, Oki	Mgmt	For	For	For	No
1.2	Elect Director Seimei, Yuko	Mgmt	For	For	For	No
1.3	Elect Director Oyagi, Takashi	Mgmt	For	For	For	No
1.4	Elect Director Yamada, Naofumi	Mgmt	For	For	For	No
1.5	Elect Director Domae, Nobuo	Mgmt	For	For	For	No
1.6	Elect Director Makihara, Jun	Mgmt	For	For	For	No
1.7	Elect Director Koizumi, Masaaki	Mgmt	For	For	For	No
1.8	Elect Director Habu, Sachiko	Mgmt	For	For	For	No
1.9	Elect Director Suzuki, Rami	Mgmt	For	For	For	No
1.10	Elect Director Shimokawa, Ryoko	Mgmt	For	For	For	No
1.11	Elect Director Sawano, Takayuki	Mgmt	For	For	For	No

ROUND ONE Corp.

Meeting Date: 06/28/2025

Record Date: 03/31/2025

Primary Security ID: J6548T102

Country: Japan

Meeting Type: Annual

Ticker: 4680

Shares Voted: 71,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 4	Mgmt	For	For	For	No
2.1	Elect Director Sugino, Masahiko	Mgmt	For	For	For	No
2.2	Elect Director Sasae, Shinji	Mgmt	For	For	For	No
2.3	Elect Director Kawaguchi, Hidetsugu	Mgmt	For	For	For	No
2.4	Elect Director Okamoto, Jun	Mgmt	For	For	For	No
2.5	Elect Director Takaguchi, Ayako	Mgmt	For	For	For	No
2.6	Elect Director Kawabata, Satomi	Mgmt	For	For	For	No
2.7	Elect Director Katakura, Chihiro	Mgmt	For	For	For	No
3.1	Appoint Alternate Statutory Auditor Watase, Hiroaki	Mgmt	For	For	For	No
3.2	Appoint Alternate Statutory Auditor Kubota, Yuko	Mgmt	For	For	For	No

SMC Global Securities Ltd. (India)

Meeting Date: 06/28/2025

Record Date: 06/21/2025

Primary Security ID: Y8T6CS123

Country: India

Meeting Type: Annual

Ticker: 543263

Shares Voted: 91,536

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Payment of Interim Dividend and Declare Final Dividend	Mgmt	For	For	For	No
3	Reelect Shruti Aggarwal as Director	Mgmt	For	For	For	No
4	Approve A. K. Roy & Associates, Practicing Company Secretaries as Secretarial Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

SMC Global Securities Ltd. (India)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Revision in Terms of Remuneration of Anurag Bansal as Whole Time Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted in view of the following concerns: * The estimated remuneration is competitively positioned relative to companies operating in similar line of business. * She will be paid the proposed remuneration irrespective of company's financial performance for the first three years of proposed tenure. * Her proposed remuneration is more than the remuneration of the CEO, who has been a director for more than 16 years. Given the hierarchy, the nature of responsibilities are expected to be wider for a CEO.						
6	Approve Revision in Terms of Remuneration of Ajay Garg as Director and CEO	Mgmt	For	For	For	No
7	Approve Revision in Terms of Remuneration of Shruti Aggarwal as Whole Time Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted in view of the following concerns: * The estimated remuneration is competitively positioned relative to companies operating in similar line of business. * She will be paid the proposed remuneration irrespective of company's financial performance for the first three years of proposed tenure. * Her proposed remuneration is more than the remuneration of the CEO, who has been a director for more than 16 years. Given the hierarchy, the nature of responsibilities are expected to be wider for a CEO.						
8	Approve Increase in Remuneration of Anuj Kansal as Head- HFT, who is Appointed in Office or Place of Profit	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted in view of the following concerns: * There is no clarity on how Anuj Kansal's pay level is benchmarked with the other senior executives in the company. * The proposed mandate limits shareholders' rights to review and vote on the said transaction on a periodic basis.						
9	Approve Raising Funds by Way of Borrowing and Issuance of Debt Securities	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given that the potential debt limit is considered excessive.						

UT Group Co., Ltd.

Meeting Date: 06/28/2025	Country: Japan	Ticker: 2146
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: J9448B106		

Shares Voted: 15,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Wakayama, Yoichi	Mgmt	For	For	For	No
1.2	Elect Director Sotomura, Manabu	Mgmt	For	For	For	No

Watami Co., Ltd.

Meeting Date: 06/29/2025

Record Date: 03/31/2025

Primary Security ID: J95006102

Country: Japan

Meeting Type: Annual

Ticker: 7522

Shares Voted: 3,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 4,011,397.26 for Class A Preferred Shares, and JPY 10 for Ordinary Shares	Mgmt	For	For	For	No
2.1	Elect Director Watanabe, Miki	Mgmt	For	For	For	No
2.2	Elect Director Shimizu, Kuniaki	Mgmt	For	For	For	No
2.3	Elect Director Watanabe, Shoya	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Ito, Toshiya	Mgmt	For	For	For	No

Amlak Finance PJSC

Meeting Date: 06/30/2025

Record Date: 06/27/2025

Primary Security ID: M0963R101

Country: United Arab Emirates

Meeting Type: Special

Ticker: AMLAK

Shares Voted: 78,221

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Extraordinary Business	Mgmt				
1	Approve Transferring the Balance of the Legal Reserve and the Special Reserve Amounting to AED307,392,000 and AED 99,265,000 Respectively as of December 31, 2024, to Offset theAccumulated Losses Partially	Mgmt	For	For	For	No
2	Approve Exiting Company's Real Estate Finance Portfolio Through Various Means, Saleof Financing Contracts to Financial Institution and Exiting Financing contracts Through Mutual Agreement and Authorize the Board to Take all the Necessary Actions	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: As the company's disclosure is not sufficient to ascertain the interest of this proposal for shareholders, a vote AGAINST this item is warranted.

Canny Elevator Co., Ltd.

Meeting Date: 06/30/2025

Record Date: 06/23/2025

Primary Security ID: Y1099M104

Country: China

Meeting Type: Special

Ticker: 002367

Shares Voted: 276,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles of Association	Mgmt	For	For	For	No
2	Elect Zhu Linghua as Non-independent Director	SH	For	For	For	No
3	Elect Chen Jianchun as Supervisor	SH	For	For	For	No

China Leon Inspection Holding Limited

Meeting Date: 06/30/2025

Record Date: 06/24/2025

Primary Security ID: G2163G106

Country: Cayman Islands

Meeting Type: Annual

Ticker: 1586

Shares Voted: 189,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve Ernst and Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.

Gielda Papierow Wartosciowych w Warszawie SA

Meeting Date: 06/30/2025Country: PolandTicker: GPW

Record Date: 06/14/2025Meeting Type: Annual

Primary Security ID: X980AG100

Shares Voted: 5,651

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Management Proposals	Mgmt				
	Open Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
2	Elect Meeting Chairman	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
3	Acknowledge Proper Convening of Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
5	Receive Management Board Report on Group's and Company's Operations	Mgmt				
Voting Policy Rationale: These items are non-voting.						
6	Receive Standalone and Consolidated Financial Statements	Mgmt				
Voting Policy Rationale: These items are non-voting.						
7	Receive Management Board Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	Mgmt				
Voting Policy Rationale: These items are non-voting.						
8	Receive Supervisory Board Report on Company's Compliance with Corporate Governance Principles for Supervised Institutions	Mgmt				
Voting Policy Rationale: These items are non-voting.						
9	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 9 and 13 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.						

Gielda Papierow Wartosciowych w Warszawie SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Approve Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>					
11	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.</i>					
12	Approve Allocation of Income and Dividends of PLN 3.15 per Share	Mgmt	For	For	For	No
13	Approve Supervisory Board Report	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 9 and 13 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>					
14	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The STIP payout disclosure is lagging one year as the company presents payouts in fiscal 2024 for the bonus earned in fiscal 2023; * The company does not disclose details of the STI performance metrics. The ex-post targets, the minimum and maximum thresholds, and the level of achievement of each of the targets, as well as the corresponding payout and awards; * The former executives received termination payouts, whereas discharge was not granted to Marek Dietl and Adam Mlodkowski by the 2024 AGM and the supervisory board dismissed the concerned executives from the management board. The report does not provide a breakdown of termination payments to dismissed directors and lacks background on how severance payments were calculated.</i>					
15.1	Approve Discharge of Michal Balabanow (Supervisory Board Member)	Mgmt	None	Against	Against	No
	<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>					
15.2	Approve Discharge of Izabela Flakiewicz (Supervisory Board Member)	Mgmt	None	Against	Against	No
	<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>					
15.3	Approve Discharge of Pawel Hominski (Supervisory Board Member)	Mgmt	None	Against	Against	No
	<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>					
15.4	Approve Discharge of Dominik Kaczmarek (Supervisory Board Member)	Mgmt	None	Against	Against	No
	<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>					

Gielda Papierow Wartosciowych w Warszawie SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15.5	Approve Discharge of Jerzy Kalinowski (Supervisory Board Member)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						
15.6	Approve Discharge of Janusz Krawczyk (Supervisory Board Member)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						
15.7	Approve Discharge of Waldemar Markiewicz (Supervisory Board Member)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						
15.8	Approve Discharge of Piotr Prazmo (Supervisory Board Member)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						
15.9	Approve Discharge of Wieslaw Rozlucki (Supervisory Board Member)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						
15.10	Approve Discharge of Malgorzata Rusewicz (Supervisory Board Member)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						
15.11	Approve Discharge of Iwona Sroka (Supervisory Board Member)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						

Gielda Papierow Wartosciowych w Warszawie SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15.12	Approve Discharge of Eva Sudol (Supervisory Board Member)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						
15.13	Approve Discharge of Katarzyna Szwarz (Supervisory Board Member)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						
15.14	Approve Discharge of Adam Szyszka (Supervisory Board Member)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						
16.1	Approve Discharge of Tomasz Bardzilowski (Management Board Member)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						
16.2	Approve Discharge of Marek Dietl (Management Board Member)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						
16.3	Approve Discharge of Monika Gorgon (Management Board Member)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						
16.4	Approve Discharge of Michal Kobza (Management Board Member)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						

Gielda Papierow Wartosciowych w Warszawie SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16.5	Approve Discharge of Adam Mlodkowski (Management Board Member)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						
16.6	Approve Discharge of Izabela Olszewska (Management Board Member)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						
16.7	Approve Discharge of Slawomir Panasiuk (Management Board Member)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						
16.8	Approve Discharge of Marcin Rulnicki (Management Board Member)	Mgmt	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						
17	Approve Discharge of Pawel Tamborski (Management Board Member)	Mgmt	None	For	For	No
<i>Voting Policy Rationale: Votes AGAINST Items 15.1-15.14 are warranted because the company employs a stock structure with unequal voting rights. Votes AGAINST Items 16.1 – 16.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2024. A vote FOR Item 17 is warranted because there are no known concerns with respect to the actions taken by the management board member in fiscal year 2015.</i>						
18	Elect Member of WSE Court	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST are warranted as the names of the nominees are not disclosed.</i>						
19.1	Elect Chairman of WSE Court	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST are warranted as the names of the nominees are not disclosed.</i>						
19.2	Elect Deputy Chairman of WSE Court	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST are warranted as the names of the nominees are not disclosed.</i>						
Shareholder Proposals Submitted by the State Treasury		Mgmt				
20	Amend June 17, 2019, AGM, Resolution Re: Remuneration Policy for Management Board Members	SH	None	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST are warranted as the shareholder failed to provide the relevant documents and draft resolutions for these proposals.</i>						

Gielda Papierow Wartosciowych w Warszawie SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
21	Amend June 17, 2019, AGM, Resolution Re: Remuneration Policy for Supervisory Board Members	SH	None	Against	Against	No
Voting Policy Rationale: Votes AGAINST are warranted as the shareholder failed to provide the relevant documents and draft resolutions for these proposals.						
	Management Proposals	Mgmt				
22	Close Meeting	Mgmt				

PT Champ Resto Indonesia Tbk

Meeting Date: 06/30/2025Country: IndonesiaTicker: ENAK

Record Date: 06/04/2025Meeting Type: Annual

Primary Security ID: Y129GV104

Shares Voted: 1,040,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors	Mgmt	For	For	For	No
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
5	Approve Pledging of Assets for Debt	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this resolution is warranted due to lack of information.

PT Samudera Indonesia Tbk

Meeting Date: 06/30/2025Country: IndonesiaTicker: SMDR

Record Date: 06/04/2025Meeting Type: Annual

Primary Security ID: Y7136Q115

Shares Voted: 5,238,415

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Report and Commissioners' Report	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors	Mgmt	For	For	For	No

PT Samudera Indonesia Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
5	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						

Se Gyung Hi Tech Co., Ltd.

Meeting Date: 06/30/2025	Country: South Korea	Ticker: 148150
Record Date: 05/30/2025	Meeting Type: Special	
Primary Security ID: Y7T7AE100		

Shares Voted: 15,068						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Park Seong-seon as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
1.2	Elect Jeong Won-il as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
1.3	Elect Beom Jin-wook as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
1.4	Elect Son Young-min as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
1.5	Elect Kim Dong-hwan as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
1.6	Elect Kwon Seong-wook as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System



Artisan Partners

Artisan Partners

International Value Strategy

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

04/01/25 - 06/30/25



Artisan Partners
Artisan International Value Strategy

Per Arkansas State Code §24-2-805, Voting Ownership Interests



Arkansas Public Employees Retirement System

For the period 04/01/2025 thru 06/30/2025

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

VOTE SUMMARY REPORT

Date range covered : 04/01/2025 to 06/30/2025

UBS Group AG

Meeting Date: 04/10/2025 **Country:** Switzerland **Ticker:** UBSG
Record Date: **Meeting Type:** Annual
Primary Security ID: H42097107

Shares Voted: 1,695,126

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Sustainability Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of USD 0.90 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Lukas Gaehwiler as Director	Mgmt	For	For	For
6.3	Reelect Jeremy Anderson as Director	Mgmt	For	For	For
6.4	Reelect William Dudley as Director	Mgmt	For	For	For
6.5	Reelect Patrick Firmenich as Director	Mgmt	For	For	For
6.6	Reelect Fred Hu as Director	Mgmt	For	For	For
6.7	Reelect Mark Hughes as Director	Mgmt	For	For	For
6.8	Reelect Gail Kelly as Director	Mgmt	For	For	For
6.9	Reelect Julie Richardson as Director	Mgmt	For	For	For
6.10	Reelect Jeanette Wong as Director	Mgmt	For	For	For
6.11	Elect Renata Bruengger as Director	Mgmt	For	Against	For
6.12	Elect Lila Tretikov as Director	Mgmt	For	For	For
7.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	For	For

UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3	Appoint Gail Kelly as Member of the Compensation Committee	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 15 Million for the Period from 2025 AGM until 2026 AGM	Mgmt	For	For	For
8.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 114.2 Million	Mgmt	For	For	For
8.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	For	For	For
9.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For	For	For
9.2	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10	Approve USD 12.1 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Repurchase of up to USD 3.5 Billion in Issued Share Capital	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	None	Against	Against

Danone SA

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

Shares Voted: 1,170,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.15 per Share	Mgmt	For	For	For
4	Reelect Antoine de Saint-Affrique as Director	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Reelect Geraldine Picaud as Director	Mgmt	For	Refer	For
6	Reelect Susan Roberts as Director	Mgmt	For	Refer	For
7	Reelect Patrice Louvet as Director	Mgmt	For	Refer	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
9	Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	For	Refer	For
10	Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	For	Refer	For
11	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
13	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Refer	For
	Extraordinary Business	Mgmt			
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 51 Million	Mgmt	For	Refer	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 17 Million	Mgmt	For	Refer	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	For	Refer	For
18	Authorize Capital Increase of Up to EUR 17 Million for Future Exchange Offers	Mgmt	For	Refer	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
20	Authorize Capitalization of Reserves of Up to EUR 43 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Refer	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	Refer	For
23	Authorize up to 0.5 Percent Per Year of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	Refer	For
24	Authorize up to 0.2 Percent Per Year of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	Refer	For
26	Amend Article 18 of Bylaws Re: Board Deliberations	Mgmt	For	Refer	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

RELX Plc

Meeting Date: 04/24/2025

Country: United Kingdom

Ticker: REL

Record Date: 04/22/2025

Meeting Type: Annual

Primary Security ID: G7493L105

Shares Voted: 940,557

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Refer	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Elect Andy Halford as Director	Mgmt	For	Refer	For
7	Re-elect Paul Walker as Director	Mgmt	For	Refer	For
8	Re-elect Erik Engstrom as Director	Mgmt	For	Refer	For
9	Re-elect Nick Luff as Director	Mgmt	For	Refer	For

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

[illegible]

Age Group	Male (%)	Female (%)
18-24	100	0
25-34	100	0
35-44	100	0
45-54	100	0
55+	100	0

At the discretion of the team, select issuers with portfolio weights of generally less than 1.00% are shown as undisclosed holdings.

				Category	
Item	Value	Item	Value	Item	Value
1	100	2	200	3	300
4	400	5	500	6	600
7	700	8	800	9	900
10	1000	11	1100	12	1200
13	1300	14	1400	15	1500
16	1600	17	1700	18	1800
19	1900	20	2000	21	2100
22	2200	23	2300	24	2400
25	2500	26	2600	27	2700
28	2800	29	2900	30	3000
31	3100	32	3200	33	3300
34	3400	35	3500	36	3600
37	3700	38	3800	39	3900
40	4000	41	4100	42	4200
43	4300	44	4400	45	4500
46	4600	47	4700	48	4800
49	4900	50	5000	51	5100
52	5200	53	5300	54	5400
55	5500	56	5600	57	5700
58	5800	59	5900	60	6000
61	6100	62	6200	63	6300
64	6400	65	6500	66	6600
67	6700	68	6800	69	6900
70	7000	71	7100	72	7200
73	7300	74	7400	75	7500
76	7600	77	7700	78	7800
79	7900	80	8000	81	8100
82	8200	83	8300	84	8400
85	8500	86	8600	87	8700
88	8800	89	8900	90	9000
91	9100	92	9200	93	9300
94	9400	95	9500	96	9600
97	9700	98	9800	99	9900
100	10000	101	10100	102	10200
103	10300	104	10400	105	10500
106	10600	107	10700	108	10800
109	10900	110	11000	111	11100
112	11200	113	11300	114	11400
115	11500	116	11600	117	11700
118	11800	119	11900	120	12000
121	12100	122	12200	123	12300
124	12400	125	12500	126	12600
127	12700	128	12800	129	12900
130	13000	131	13100	132	13200
133	13300	134	13400	135	13500
136	13600	137	13700	138	13800
139	13900	140	14000	141	14100
142	14200	143	14300	144	14400
145	14500	146	14600	147	14700
148	14800	149	14900	150	15000
151	15100	152	15200	153	15300
154	15400	155	15500	156	15600
157	15700	158	15800	159	15900
160	16000	161	16100	162	16200
163	16300	164	16400	165	16500
166	16600	167	16700	168	16800
169	16900	170	17000	171	17100
172	17200	173	17300	174	17400
175	17500	176	17600	177	17700
178	17800	179	17900	180	18000
181	18100	182	18200	183	18300
184	18400	185	18500	186	18600
187	18700	188	18800	189	18900
190	19000	191	19100	192	19200
193	19300	194	19400	195	19500
196	19600	197	19700	198	19800
199	19900	200	20000	201	20100
202	20200	203	20300	204	20400
205	20500	206	20600	207	20700
208	20800	209	20900	210	21000
211	21100	212	21200	213	21300
214	21400	215	21500	216	21600
217	21700	218	21800	219	21900
220	22000	221	22100	222	22200
223	22300	224	22400	225	22500
226	22600	227	22700	228	22800
229	22900	230	23000	231	23100
232	23200	233	23300	234	23400
235	23500	236	23600	237	23700
238	23800	239	23900	240	24000
241	24100	242	24200	243	24300
244	24400	245	24500	246	24600
247	24700	248	24800	249	24900
250	25000	251	25100	252	25200
253	25300	254	25400	255	25500
256	25600	257	25700	258	25800
259	25900	260	26000	261	26100
262	26200	263	26300	264	26400
265	26500	266	26600	267	26700
268	26800	269	26900	270	27000
271	27100	272	27200	273	27300
274	27400	275	27500	276	27600
277	27700	278	27800	279	27900
280	28000	281	28100	282	28200
283	28300	284	28400	285	28500
286	28600	287	28700	288	28800
289	28900	290	29000	291	29100
292	29200	293	29300	294	29400
295	29500	296	29600	297	29700
298	29800	299	29900	300	30000
301	30100	302	30200	303	30300
304	30400	305	30500	306	30600
307	30700	308	30800	309	30900
310	31000	311	31100	312	31200
313	31300	314	31400	315	31500
316	31600	317	31700	318	31800
319	31900	320	32000	321	32100
322	32200	323	32300	324	32400
325	32500	326	32600	327	32700
328	32800	329	32900	330	33000
331	33100	332	33200	333	33300
334	33400	335	33500	336	33600
337	33700	338	33800	339	33900
340	34000	341	34100	342	34200
343	34300	344	34400	345	34500
346	34600	347	34700	348	34800
349	34900	350	35000	351	35100
352	35200	353	35300	354	35400
355	35500	356	35600	357	35700
358	35800	359	35900	360	36000
361	36100	362	36200	363	36300
364	36400	365	36500	366	36600
367	36700	368	36800	369	36900
370	37000	371	37100	372	37200
373	37300	374	37400	375	37500
376	37600	377	37700	378	37800
379	37900	380	38000	381	38100
382	38200	383	38300	384	38400
385	38500	386	38600	387	38700
388	38800	389	38900	390	39000
391	39100	392	39200	393	39300
394	39400	395	39500	396	39600
397	39700	398	39800	399	39900
400	40000	401	40100	402	40200
403	40300	404	40400	405	40500
406	40600	407	40700	408	40800
409	40900	410	41000	411	41100
412	41200	413	41300	414	41400
415	41500	416	41600	417	41700
418	41800	419	41900	420	42000
421	42100	422	42200	423	42300
424	42400	425	42500	426	42600
427	42700	428	42800	429	42900
430	43000	431	43100	432	43200
433	43300	434	43400	435	43500
436	43600	437	43700	438	43800
439	43900	440	44000	441	44100
442	44200	443	44300	444	44400
445	44500	446	44600	447	44700
448	44800	449	44900	450	45000
451	45100	452	45200	453	45300
454	45400	455	45500	456	45600
457	45700	458	45800	459	45900
460	46000	461	46100	462	46200
463	46300	464	46400	465	46500
466	46600	467	46700	468	46800
469	46900	470	47000	471	47100
472	47200	473	47300	474	47400
475	47500	476	47600	477	47700
478	47800	479	47900	480	48000
481	48100	482	48200	483	48300
484	48400	485	48500	486	48600
487	48700	488	48800	489	48900
490	49000	491	49100	492	49200
493	49300	494	49400	495	49500
496	49600	497	49700	498	49800
499	49900	500	50000	501	50100
502	50200	503	50300	504	50400
505	50500	506	50600	507	50700
508	50800	509	50900	510	51000
511	51100	512	51200	513	51300
514	51400	515	51500	516	51600
517	51700	518	51800	519	51900
520	52000	521	52100	522	52200
523	52300	524	52400	525	52500
526	52600	527	52700	528	52800
529	52900	530	53000	531	53100
532	53200	533	53300	534	53400
535	53500	536	53600	537	53700
538	53800	539	53900	540	54000
541	54100	542	54200	543	54300
544	54400	545	54500	546	54600
547	54700	548	54800	549	54900
550	55000	551	55100	552	55200
553	55300	554	55400	555	55500
556	55600	557	55700	558	55800
559	55900	560	56000	561	56100
562	56200	563	56300	564	56400
565	56500	566	56600	567	56700
568	56800	569	56900	570	57000
571	57100	572	57200	573	57300
574	57400	575	57500	576	57600
577	57700	578	57800	579	57900
580	58000	581	58100	582	58200
583	58300	584	58400	585	58500
586	58600	587	58700	588	58800
589	58900	590	59000	591	59100
592	59200	593	59300	594	59400
595	59500	596	59600	597	59700
598	59800	599	59900	600	60000
601	60100	602	60200	603	60300
604	60400	605	60500	606	60600
607	60700	608	60800	609	60900
610	61000	611	61100	612	61200
613	61300	614	61400	615	61500
616	61600	617	61700	618	61800
619	61900	620	62000	621	62100
622	62200	623	62300	624	62400
625	62500	626	62600	627	62700
628	62800	629	62900	630	63000
631	63100	632	63200	633	63300
634	63400	635	63500	636	63600
637	63700	638	63800	639	63900
640	64000	641	64100	642	64200
643	64300	644	64400	645	64500
646	64600	647	64700	648	64800

At the discretion of the team, select issuers with portfolio weights of generally less than 1.00% are shown as undisclosed holdings.

Nokia Oyj

Meeting Date: 04/29/2025	Country: Finland	Ticker: NOKIA
Record Date: 04/15/2025	Meeting Type: Annual	
Primary Security ID: X61873133		

Shares Voted: 2,525,806

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.14 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Refer	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Refer	For
12	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	Refer	For
13	Fix Number of Directors at Ten	Mgmt	For	For	For
14.1	Reelect Timo Ahopelto as Director	Mgmt	For	Refer	For
14.2	Reelect Sari Baldauf (Chair) as Director	Mgmt	For	Refer	For
14.3	Reelect Elizabeth Crain as Director	Mgmt	For	Refer	For
14.4	Reelect Thomas Dannenfeldt as Director	Mgmt	For	Refer	For
14.5	Elect Pernille Erenbjerg as New Director	Mgmt	For	Refer	For
14.6	Reelect Lisa Hook as Director	Mgmt	For	Refer	For
14.7	Elect Timo Ihamuotila (Vice Chair) as New Director	Mgmt	For	Refer	For
14.8	Reelect Mike McNamara as Director	Mgmt	For	Refer	For
14.9	Reelect Thomas Saueressig as Director	Mgmt	For	Refer	For
14.10	Reelect Kai Oistamo as Director	Mgmt	For	Refer	For
15	Approve Remuneration of Auditor	Mgmt	For	For	For
16	Ratify Deloitte as Auditor	Mgmt	For	Refer	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	Refer	For
18	Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	Refer	For
19	Authorize Share Repurchase Program	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Approve Issuance of up to 530 Million Shares without Preemptive Rights	Mgmt	For	Refer	For
21	Close Meeting	Mgmt			

Meeting Date: 04/29/2025	Country: Finland	Ticker: NOKIA
Record Date: 02/04/2025	Meeting Type: Annual	
Primary Security ID: X61873133		

Shares Voted: 4,254,406

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.14 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Refer	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Refer	For
12	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	Refer	For
13	Fix Number of Directors at Ten	Mgmt	For	For	For

Nokia Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.1	Reelect Timo Ahopelto as Director	Mgmt	For	Refer	For
14.2	Reelect Sari Baldauf (Chair) as Director	Mgmt	For	Refer	For
14.3	Reelect Elizabeth Crain as Director	Mgmt	For	Refer	For
14.4	Reelect Thomas Dannenfeldt as Director	Mgmt	For	Refer	For
14.5	Elect Pernille Erenbjerg as New Director	Mgmt	For	Refer	For
14.6	Reelect Lisa Hook as Director	Mgmt	For	Refer	For
14.7	Elect Timo Ihamuotila (Vice Chair) as New Director	Mgmt	For	Refer	For
14.8	Reelect Mike McNamara as Director	Mgmt	For	Refer	For
14.9	Reelect Thomas Saueressig as Director	Mgmt	For	Refer	For
14.10	Reelect Kai Oistamo as Director	Mgmt	For	Refer	For
15	Approve Remuneration of Auditor	Mgmt	For	For	For
16	Ratify Deloitte as Auditor	Mgmt	For	Refer	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	Refer	For
18	Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	Refer	For
19	Authorize Share Repurchase Program	Mgmt	For	Refer	For
20	Approve Issuance of up to 530 Million Shares without Preemptive Rights	Mgmt	For	Refer	For
21	Close Meeting	Mgmt			

Unilever Plc

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

Shares Voted: 1,370,718

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

Unilever Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Elect Benoit Potier as Director	Mgmt	For	Refer	For
4	Elect Zoe Yujnovich as Director	Mgmt	For	Refer	For
5	Re-elect Fernando Fernandez as Director	Mgmt	For	Refer	For
6	Re-elect Adrian Hennah as Director	Mgmt	For	Refer	For
7	Re-elect Susan Kilsby as Director	Mgmt	For	Refer	For
8	Re-elect Ruby Lu as Director	Mgmt	For	Refer	For
9	Re-elect Judith McKenna as Director	Mgmt	For	Refer	For
10	Re-elect Ian Meakins as Director	Mgmt	For	Refer	For
11	Re-elect Nelson Peltz as Director	Mgmt	For	Refer	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	Refer	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	Refer	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	Refer	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Groupe Bruxelles Lambert SA

Meeting Date: 05/02/2025	Country: Belgium	Ticker: GBLB
Record Date: 04/18/2025	Meeting Type: Annual	
Primary Security ID: B4746J115		

Shares Voted: 256,506

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

Groupe Bruxelles Lambert SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
2.2	Approve Financial Statements	Mgmt	For	For	For
3	Approve Discharge of Directors	Mgmt	For	For	For
4	Approve Discharge of Auditor	Mgmt	For	For	For
5.1	Elect Johannes Huth as Director	Mgmt	For	Refer	For
5.2	Reelect Claude Genereux as Director	Mgmt	For	Refer	Against
5.3	Reelect Alexandra Soto as Director	Mgmt	For	Refer	Against
5.4	Reelect Agnes Touraine as Director	Mgmt	For	Refer	For
5.5	Reelect Jacques Veyrat as Director	Mgmt	For	Refer	For
6.1	Aknowledge Appointment of PwC Bedrijfsrevisoren-Reviseurs d'Entreprises as Auditor for Sustainability Reporting for Fiscal Year 2024 and Approve Their Remuneration	Mgmt	For	Refer	For
6.2	Appoint PwC Bedrijfsrevisoren-Reviseurs d'Entreprises for Sustainability Reporting for Fiscal Year 2025 and 2026 and Approve Their Remuneration	Mgmt	For	Refer	For
7	Approve Remuneration Report	Mgmt	For	Refer	For
8	Approve Remuneration Policy	Mgmt	For	Refer	For
9.1	Receive Special Board Report Re: Article 7:227 of the Company Code with Respect to the Guarantees in Item 9.2	Mgmt			
9.2	Approve Guarantee to Acquire Shares under Profit-Sharing Plan	Mgmt	For	Refer	For
10	Transact Other Business	Mgmt			

Groupe Bruxelles Lambert SA

Meeting Date: 05/02/2025	Country: Belgium	Ticker: GBLB
Record Date: 04/18/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: B4746J115		

Groupe Bruxelles Lambert SA

Shares Voted: 256,506

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1	Approve Cancellation of Treasury Shares	Mgmt	For	Refer	For
2.1	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	For	Refer	For
2.2	Amend Article 7 Re: Share Repurchase	Mgmt			
3.1	Receive Report of Management Board (Non-Voting)	Mgmt			
3.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	Refer	For
3.3	Amend Article 12 Re: Shares Issuances	Mgmt			
3.4	Authorize Issuance of Convertible Bonds, Bonds Redeemable in Shares and Other Financial Instruments without Preemptive Rights	Mgmt	For	Refer	For
3.5	Amend Article 13 Re: Bonds Issuances	Mgmt			
4	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Pearson Plc

Meeting Date: 05/02/2025Country: United KingdomTicker: PSON
Record Date: 04/30/2025Meeting Type: Annual
Primary Security ID: G69651100

Shares Voted: 1,578,639

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Omar Abbosh as Director	Mgmt	For	Refer	For
4	Re-elect Sherry Coutu as Director	Mgmt	For	Refer	For
5	Re-elect Alison Dolan as Director	Mgmt	For	Refer	For

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

Category	Value
Category 1	100
Category 2	50
Category 3	25
Category 4	75

				CITY OF CHICAGO	
OFFICE	NAME	ADDRESS	CITY	STATE	ZIP
1	1234 N. LAKE ST.	CHICAGO	ILL.	60610	
2	5678 S. MICHIGAN AVE.	CHICAGO	ILL.	60605	
3	9012 W. DIVER ST.	CHICAGO	ILL.	60640	

[REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

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[REDACTED]

At the discretion of the team, select issuers with portfolio weights of generally less than 1.00% are shown as undisclosed holdings.

Suncor Energy Inc.

Meeting Date: 05/06/2025

Country: Canada

Ticker: SU

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 867224107

Shares Voted: 996,136

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ian R. Ashby	Mgmt	For	Refer	For
1.2	Elect Director Patricia M. Bedient	Mgmt	For	Refer	For
1.3	Elect Director Russell K. Girling	Mgmt	For	Refer	For
1.4	Elect Director Jean Paul (JP) Gladu	Mgmt	For	Refer	For
1.5	Elect Director Richard M. Kruger	Mgmt	For	Refer	For
1.6	Elect Director Brian P. MacDonald	Mgmt	For	Refer	For
1.7	Elect Director Lorraine Mitchelmore	Mgmt	For	Refer	For
1.8	Elect Director Jane L. Peverett	Mgmt	For	Refer	For
1.9	Elect Director Daniel Romasko	Mgmt	For	Refer	For
1.10	Elect Director Christopher R. Seasons	Mgmt	For	Refer	For
1.11	Elect Director M. Jacqueline Sheppard	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Refer	For
	Shareholder Proposal	Mgmt			
4	SP 1: Report on Impact of Net Zero by 2050 Pledge	SH	Against	Refer	Against

Arch Capital Group Ltd.

Meeting Date: 05/07/2025

Country: Bermuda

Ticker: AGL

Record Date: 03/12/2025

Meeting Type: Annual

Primary Security ID: G0450A105

Shares Voted: 892,139

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John L. Bunce, Jr.	Mgmt	For	Refer	For
1b	Elect Director Moira Kilcoyne	Mgmt	For	Refer	For
1c	Elect Director Alexander Moczarski	Mgmt	For	Refer	For
1d	Elect Director Nicolas Papadopoulo	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4a	Elect Director Brian Chen as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4b	Elect Director Crystal Doughty as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4c	Elect Director Matthew Dragonetti as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4d	Elect Director Seamus Fearon as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4e	Elect Director Jerome Halgan as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4f	Elect Director Chris Hovey as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4g	Elect Director Francois Morin as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4h	Elect Director David J. Mulholland as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4i	Elect Director Chiara Nannini as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For

Arch Capital Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4j	Elect Director Maamoun Rajeh as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4k	Elect Director William Soares as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4l	Elect Director Alan Tiernan as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4m	Elect Director Christine Todd as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Refer	Against

Capgemini SE

Meeting Date: 05/07/2025Country: FranceTicker: CAP

Record Date: 05/05/2025Meeting Type: Annual/Special

Primary Security ID: F4973Q101

Shares Voted: 123,319

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
6	Approve Compensation of Paul Hermelin, Chairman of the Board	Mgmt	For	Refer	For
7	Approve Compensation of Aiman Ezzat, CEO	Mgmt	For	Refer	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
10	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
11	Reelect Patrick Pouyanné as Director	Mgmt	For	Refer	For
12	Reelect Kurt Sievers as Director	Mgmt	For	Refer	For
13	Elect Jean-Marc Chéry as Director	Mgmt	For	Refer	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Refer	For
	Extraordinary Business	Mgmt			
15	Amend Articles 12 and 19 of Bylaws	Mgmt	For	Refer	For
16	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	Refer	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Refer	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	Refer	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Koninklijke Philips NV

Meeting Date: 05/08/2025

Country: Netherlands

Ticker: PHIA

Record Date: 04/10/2025

Meeting Type: Annual

Primary Security ID: N7637U112

Shares Voted: 2,688,918

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.	President's Speech	Mgmt			
3.a.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.b.	Adopt Financial Statements	Mgmt	For	For	For
3.c.	Approve Dividends	Mgmt	For	For	For
3.d.	Approve Remuneration Report	Mgmt	For	Refer	For
3.e.	Approve Discharge of Management Board	Mgmt	For	For	For
3.f.	Approve Discharge of Supervisory Board	Mgmt	For	For	For
4.	Reelect M.J. van Ginneken to Management Board	Mgmt	For	Refer	For
5.a.	Reelect S.K. Chua to Supervisory Board	Mgmt	For	Refer	For
5.b.	Reelect I.K. Nooyi to Supervisory Board	Mgmt	For	Refer	For
5.c.	Elect R.J. White to Supervisory Board	Mgmt	For	Refer	For
6.a.	Grant Board Authority to Issue Shares	Mgmt	For	Refer	For
6.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Refer	For
7.	Authorize Repurchase of Shares	Mgmt	For	Refer	For
8.	Approve Cancellation of Shares	Mgmt	For	Refer	For
9.	Other Business (Non-Voting)	Mgmt			
10.	Close Meeting	Mgmt			

[REDACTED]

[REDACTED] [REDACTED] [REDACTED]

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[REDACTED]

				Overall	
Year	Category	Value	Unit	Year	Value
2018	Category A	100	Units	2019	120
2018	Category B	200	Units	2019	250
2018	Category C	300	Units	2019	350
2018	Category D	400	Units	2019	450
2018	Category E	500	Units	2019	550
2018	Category F	600	Units	2019	650

[REDACTED]					
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
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[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

At the discretion of the team, select issuers with portfolio weights of generally less than 1.00% are shown as undisclosed holdings.

Holcim Ltd.

Meeting Date: 05/14/2025Country: SwitzerlandTicker: HOLN
Record Date:Meeting Type: Annual
Primary Security ID: H3816Q102

Shares Voted: 483,870

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	Refer	For
1.3	Approve Non-Financial Report	Mgmt	For	Refer	For
1.4	Approve Climate Report	Mgmt	For	Refer	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3.1	Approve Special Distribution by Way of a Dividend in Kind to Effect the Spin-Off of Amrize Ltd	Mgmt	For	Refer	For
3.2	Approve Dividends of CHF 3.10 per Share from Capital Contribution Reserves	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve CHF 24.5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	Refer	For
5.1.1	Reelect Kim Fausing as Director and Board Chair	Mgmt	For	Refer	For
5.1.2	Reelect Philippe Block as Director	Mgmt	For	Refer	For
5.1.3	Reelect Leanne Geale as Director	Mgmt	For	Refer	For
5.1.4	Reelect Catrin Hinkel as Director	Mgmt	For	Refer	For
5.1.5	Reelect Naina Lal Kidwai as Director	Mgmt	For	Refer	For
5.1.6	Reelect Ilias Laeber as Director	Mgmt	For	Refer	For
5.1.7	Reelect Michael McGarry as Director	Mgmt	For	Refer	For
5.1.8	Reelect Claudia Ramirez as Director	Mgmt	For	Refer	For
5.2.1	Elect Adolfo Orive as Director	Mgmt	For	Refer	For
5.2.2	Elect Sven Schneider as Director	Mgmt	For	Refer	For
5.3.1	Reappoint Ilias Laeber as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	Refer	For
5.3.2	Reappoint Michael McGarry as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	Refer	For
5.3.3	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	Refer	For
5.4.1	Appoint Leanne Geale as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	Refer	For
5.5.1	Ratify Ernst & Young AG as Auditors	Mgmt	For	Refer	For
5.5.2	Designate Sabine Burkhalter as Independent Proxy	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.5 Million	Mgmt	For	Refer	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Universal Music Group NV

Meeting Date: 05/14/2025

Country: Netherlands

Ticker: UMG

Record Date: 04/16/2025

Meeting Type: Annual

Primary Security ID: N90313102

Shares Voted: 807,855

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.	Receive Annual Report	Mgmt			
3.	Approve Remuneration Report	Mgmt	For	Refer	Against
4	Adopt Financial Statements	Mgmt	For	For	For
5.a.	Receive Explanation on Company's Dividend Policy	Mgmt			
5.b	Approve Dividends	Mgmt	For	For	For
6.a.	Approve Discharge of Executive Directors	Mgmt	For	For	For
6.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
7.	Reelect Vincent Vallejo as Executive Director	Mgmt	For	Refer	For
8.a.	Reelect Sherry Lansing as Non-Executive Director	Mgmt	For	Refer	For
8.b.	Reelect Haim Saban as Non-Executive Director	Mgmt	For	Refer	For
8.c.	Reelect Luc van Os as Non-Executive Director	Mgmt	For	Refer	Against
9.	Approve Remuneration Policy of Executive Board	Mgmt	For	Refer	Against
10.a.	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Refer	For
10.b.	Approve Cancellation of Shares	Mgmt	For	Refer	For
11.	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

Lloyds Banking Group Plc

Meeting Date: 05/15/2025

Country: United Kingdom

Ticker: LLOY

Record Date: 05/13/2025

Meeting Type: Annual

Primary Security ID: G5533W248

Shares Voted: 55,459,034

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Sir Robin Budenberg as Director	Mgmt	For	Refer	For
3	Re-elect Charlie Nunn as Director	Mgmt	For	Refer	For
4	Elect Nathan Bostock as Director	Mgmt	For	Refer	For
5	Re-elect William Chalmers as Director	Mgmt	For	Refer	For
6	Re-elect Sarah Legg as Director	Mgmt	For	Refer	For
7	Re-elect Amanda Mackenzie as Director	Mgmt	For	Refer	For
8	Re-elect Harmeen Mehta as Director	Mgmt	For	Refer	For
9	Re-elect Cathy Turner as Director	Mgmt	For	Refer	Against
10	Re-elect Scott Wheway as Director	Mgmt	For	Refer	For
11	Re-elect Catherine Woods as Director	Mgmt	For	Refer	For
12	Approve Remuneration Report	Mgmt	For	Refer	Against
13	Approve Final Dividend	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	Refer	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Amendments to the Rules of Lloyds Banking Group plc Long Term Incentive Plan, Lloyds Banking Group plc Deferred Bonus Plan, Lloyds Banking Group plc Long-Term Share Plan, and the Lloyds Banking Group plc Executive Group Ownership Share Plan 2016	Mgmt	For	Refer	Against
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	Refer	For
19	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	Refer	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For

Lloyds Banking Group Plc

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

Willis Towers Watson Public Limited Company

Meeting Date: 05/15/2025 **Country:** Ireland **Ticker:** WTW
Record Date: 03/17/2025 **Meeting Type:** Annual
Primary Security ID: G96629103

Shares Voted: 142,973

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dame Inga Beale	Mgmt	For	Refer	For
1b	Elect Director Fumbi Chima	Mgmt	For	Refer	For
1c	Elect Director Stephen Chipman	Mgmt	For	Refer	For
1d	Elect Director Michael Hammond	Mgmt	For	Refer	For
1e	Elect Director Carl Hess	Mgmt	For	Refer	For
1f	Elect Director Jacqueline Hunt	Mgmt	For	Refer	For
1g	Elect Director Paul Reilly	Mgmt	For	Refer	For
1h	Elect Director Michelle Swanback	Mgmt	For	Refer	For
1i	Elect Director Fredric Tomczyk	Mgmt	For	Refer	For
2	Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Willis Towers Watson Public Limited Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Grant Board the Authority to Issue Shares Under Irish Law	Mgmt	For	Refer	For
5	Grant Board the Authority to Opt-Out of Statutory Pre-Emption Rights Under Irish Law	Mgmt	For	Refer	For

Service	Percentage
I have used a service to help me with my mental health	70%
I have used a service to help me with my physical health	30%
I have used a service to help me with my emotional health	25%
I have used a service to help me with my social health	20%
I have used a service to help me with my spiritual health	15%

Country	Year	Population (millions)	Urban population (millions)	Urban population (%)	Urban population (millions)
Algeria	2000	24.0	10.0	41.7	10.0
Algeria	2001	24.0	10.0	41.7	10.0
Algeria	2002	24.0	10.0	41.7	10.0
Algeria	2003	24.0	10.0	41.7	10.0
Algeria	2004	24.0	10.0	41.7	10.0
Algeria	2005	24.0	10.0	41.7	10.0
Algeria	2006	24.0	10.0	41.7	10.0
Algeria	2007	24.0	10.0	41.7	10.0
Algeria	2008	24.0	10.0	41.7	10.0
Algeria	2009	24.0	10.0	41.7	10.0
Algeria	2010	24.0	10.0	41.7	10.0
Algeria	2011	24.0	10.0	41.7	10.0
Algeria	2012	24.0	10.0	41.7	10.0
Algeria	2013	24.0	10.0	41.7	10.0
Algeria	2014	24.0	10.0	41.7	10.0
Algeria	2015	24.0	10.0	41.7	10.0
Algeria	2016	24.0	10.0	41.7	10.0
Algeria	2017	24.0	10.0	41.7	10.0
Algeria	2018	24.0	10.0	41.7	10.0
Algeria	2019	24.0	10.0	41.7	10.0
Algeria	2020	24.0	10.0	41.7	10.0
Algeria	2021	24.0	10.0	41.7	10.0
Algeria	2022	24.0	10.0	41.7	10.0
Algeria	2023	24.0	10.0	41.7	10.0
Algeria	2024	24.0	10.0	41.7	10.0
Algeria	2025	24.0	10.0	41.7	10.0
Algeria	2026	24.0	10.0	41.7	10.0
Algeria	2027	24.0	10.0	41.7	10.0
Algeria	2028	24.0	10.0	41.7	10.0
Algeria	2029	24.0	10.0	41.7	10.0
Algeria	2030	24.0	10.0	41.7	10.0
Algeria	2031	24.0	10.0	41.7	10.0
Algeria	2032	24.0	10.0	41.7	10.0
Algeria	2033	24.0	10.0	41.7	10.0
Algeria	2034	24.0	10.0	41.7	10.0
Algeria	2035	24.0	10.0	41.7	10.0
Algeria	2036	24.0	10.0	41.7	10.0
Algeria	2037	24.0	10.0	41.7	10.0
Algeria	2038	24.0	10.0	41.7	10.0
Algeria	2039	24.0	10.0	41.7	10.0
Algeria	2040	24.0	10.0	41.7	10.0
Algeria	2041	24.0	10.0	41.7	10.0
Algeria	2042	24.0	10.0	41.7	10.0
Algeria	2043	24.0	10.0	41.7	10.0
Algeria	2044	24.0	10.0	41.7	10.0
Algeria	2045	24.0	10.0	41.7	10.0
Algeria	2046	24.0	10.0	41.7	10.0
Algeria	2047	24.0	10.0	41.7	10.0
Algeria	2048	24.0	10.0	41.7	10.0
Algeria	2049	24.0	10.0	41.7	10.0
Algeria	2050	24.0	10.0	41.7	10.0
Algeria	2051	24.0	10.0	41.7	10.0
Algeria	2052	24.0	10.0	41.7	10.0
Algeria	2053	24.0	10.0	41.7	10.0
Algeria	2054	24.0	10.0	41.7	10.0
Algeria	2055	24.0	10.0	41.7	10.0
Algeria	2056	24.0	10.0	41.7	10.0
Algeria	2057	24.0	10.0	41.7	10.0
Algeria	2058	24.0	10.0	41.7	10.0
Algeria	2059	24.0	10.0	41.7	10.0
Algeria	2060	24.0	10.0	41.7	10.0

At the discretion of the team, select issuers with portfolio weights of generally less than 1.00% are shown as undisclosed holdings.

Brenntag SE

Meeting Date: 05/22/2025	Country: Germany	Ticker: BNR
Record Date: 05/15/2025	Meeting Type: Annual	
Primary Security ID: D12459117		

Shares Voted: 816,894

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025	Mgmt	For	Refer	For
5.2	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Refer	For
6	Approve Remuneration Report	Mgmt	For	Refer	For
7	Approve Increase in Size of Board to Eight Members	Mgmt	For	For	For
8.1	Elect Stefanie Berlinger to the Supervisory Board	Mgmt	For	Refer	For
8.2	Elect Dominik de Daniel to the Supervisory Board	Mgmt	For	Refer	For
8.3	Elect Karl von Rohr to the Supervisory Board	Mgmt	For	Refer	For
8.4	Elect Susanne Wiegand to the Supervisory Board	Mgmt	For	Refer	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Refer	Against
10	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against	Against

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██████████	██████████	██████████
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[REDACTED]

[REDACTED]

[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

At the discretion of the team, select issuers with portfolio weights of generally less than 1.00% are shown as undisclosed holdings.

[REDACTED]

[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]

[REDACTED]

[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

At the discretion of the team, select issuers with portfolio weights of generally less than 1.00% are shown as undisclosed holdings.

Safran SA

Meeting Date: 05/22/2025 **Country:** France **Ticker:** SAF
Record Date: 05/20/2025 **Meeting Type:** Annual/Special
Primary Security ID: F4035A557

					Shares Voted: 220,674	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	
3	Approve Allocation of Income and Dividends of EUR 2.90 per Share	Mgmt	For	For	For	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Elect Valérie Baudson as Director	Mgmt	For	Refer	For
6	Reelect Fabienne Lecorvaisier as Director	Mgmt	For	Refer	For
7	Reelect Patrick Péлата as Director	Mgmt	For	Refer	For
8	Approve Compensation of Ross McInnes, Chairman of the Board	Mgmt	For	Refer	For
9	Approve Compensation of Olivier Andriès, CEO	Mgmt	For	Refer	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.4 Million	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
13	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
14	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Refer	For
	Extraordinary Business	Mgmt			
16	Amend Article 14.8 of Bylaws Re: Terms for Appointing Representatives of Employees Shareholders	Mgmt	For	Refer	For
17	Amend Article 18.12 of Bylaws Re: Written Consultation	Mgmt	For	Refer	For
18	Amend Article 16.1 of Bylaws Re: Directors Length of Term	Mgmt	For	Refer	For
19	Amend Article 14.8 of Bylaws Re: Representatives of Employees Shareholders Length of Term	Mgmt	For	Refer	For
20	Amend Article 14.9.3 of Bylaws Re: Election of Representatives of Employees Shareholders	Mgmt	For	Refer	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	Refer	For
23	Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers	Mgmt	For	Refer	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	Refer	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-24	Mgmt	For	Refer	For
26	Authorize Capitalization of Reserves of Up to EUR 12.5 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Refer	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	Refer	For
29	Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	Refer	For
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Seven & i Holdings Co., Ltd.

Meeting Date: 05/27/2025

Record Date: 02/28/2025

Primary Security ID: J7165H108

Country: Japan

Meeting Type: Annual

Ticker: 3382

Shares Voted: 945,470

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For
2	Approve Accounting Transfers	Mgmt	For	Refer	For
3	Amend Articles to Clarify Director Authority on Shareholder Meetings	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Elect Director Ito, Junro	Mgmt	For	Refer	Against
4.2	Elect Director Stephen Hayes Dacus	Mgmt	For	Refer	Against
4.3	Elect Director Kimura, Shigeki	Mgmt	For	Refer	Against
4.4	Elect Director Maruyama, Yoshimichi	Mgmt	For	Refer	Against
4.5	Elect Director Wakita, Tamaki	Mgmt	For	Refer	Against
4.6	Elect Director Hachiuma, Fuminao	Mgmt	For	Refer	Against
4.7	Elect Director Izawa, Yoshiyuki	Mgmt	For	Refer	Against
4.8	Elect Director Yamada, Meyumi	Mgmt	For	Refer	Against
4.9	Elect Director Paul Yonamine	Mgmt	For	Refer	Against
4.10	Elect Director Sawada, Takashi	Mgmt	For	Refer	Against
4.11	Elect Director Akita, Masaki	Mgmt	For	Refer	Against
4.12	Elect Director Terazawa, Tatsuya	Mgmt	For	Refer	Against
4.13	Elect Director Christine Edman	Mgmt	For	Refer	Against
5	Appoint Statutory Auditor Ishii, Shinya	Mgmt	For	For	Against
6	Approve Compensation Ceiling for Directors	Mgmt	For	Refer	For
7	Approve Restricted Stock Plan	Mgmt	For	Refer	For

[Redacted]

[Redacted]

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[Redacted]

[Redacted]

Inventory Report - Q3 2023					
Item ID	Item Name	Category	Unit	Price	Quantity
1	Apple	Fruit	kg	1.20	100
2	Banana	Fruit	kg	0.80	150
3	Orange	Fruit	kg	0.90	120
4	Pear	Fruit	kg	1.10	80
5	Apple	Fruit	kg	1.20	110
6	Banana	Fruit	kg	0.80	160
7	Orange	Fruit	kg	0.90	130
8	Pear	Fruit	kg	1.10	90
9	Apple	Fruit	kg	1.20	120
10	Banana	Fruit	kg	0.80	170
11	Orange	Fruit	kg	0.90	140
12	Pear	Fruit	kg	1.10	100
13	Apple	Fruit	kg	1.20	130
14	Banana	Fruit	kg	0.80	180
15	Orange	Fruit	kg	0.90	150
16	Pear	Fruit	kg	1.10	110
17	Apple	Fruit	kg	1.20	140
18	Banana	Fruit	kg	0.80	190
19	Orange	Fruit	kg	0.90	160
20	Pear	Fruit	kg	1.10	120
21	Apple	Fruit	kg	1.20	150
22	Banana	Fruit	kg	0.80	200
23	Orange	Fruit	kg	0.90	170
24	Pear	Fruit	kg	1.10	130
25	Apple	Fruit	kg	1.20	160
26	Banana	Fruit	kg	0.80	210
27	Orange	Fruit	kg	0.90	180
28	Pear	Fruit	kg	1.10	140
29	Apple	Fruit	kg	1.20	170
30	Banana	Fruit	kg	0.80	220
31	Orange	Fruit	kg	0.90	190
32	Pear	Fruit	kg	1.10	150
33	Apple	Fruit	kg	1.20	180
34	Banana	Fruit	kg	0.80	230
35	Orange	Fruit	kg	0.90	200
36	Pear	Fruit	kg	1.10	160
37	Apple	Fruit	kg	1.20	190
38	Banana	Fruit	kg	0.80	240
39	Orange	Fruit	kg	0.90	210
40	Pear	Fruit	kg	1.10	170
41	Apple	Fruit	kg	1.20	200
42	Banana	Fruit	kg	0.80	250
43	Orange	Fruit	kg	0.90	220
44	Pear	Fruit	kg	1.10	180
45	Apple	Fruit	kg	1.20	210
46	Banana	Fruit	kg	0.80	260
47	Orange	Fruit	kg	0.90	230
48	Pear	Fruit	kg	1.10	190
49	Apple	Fruit	kg	1.20	220
50	Banana	Fruit	kg	0.80	270
51	Orange	Fruit	kg	0.90	240
52	Pear	Fruit	kg	1.10	200
53	Apple	Fruit	kg	1.20	230
54	Banana	Fruit	kg	0.80	280
55	Orange	Fruit	kg	0.90	250
56	Pear	Fruit	kg	1.10	210
57	Apple	Fruit	kg	1.20	240
58	Banana	Fruit	kg	0.80	290
59	Orange	Fruit	kg	0.90	260
60	Pear	Fruit	kg	1.10	220
61	Apple	Fruit	kg	1.20	250
62	Banana	Fruit	kg	0.80	300
63	Orange	Fruit	kg	0.90	270
64	Pear	Fruit	kg	1.10	230
65	Apple	Fruit	kg	1.20	260
66	Banana	Fruit	kg	0.80	310
67	Orange	Fruit	kg	0.90	280
68	Pear	Fruit	kg	1.10	240
69	Apple	Fruit	kg	1.20	270
70	Banana	Fruit	kg	0.80	320
71	Orange	Fruit	kg	0.90	290
72	Pear	Fruit	kg	1.10	250
73	Apple	Fruit	kg	1.20	280
74	Banana	Fruit	kg	0.80	330
75	Orange	Fruit	kg	0.90	300
76	Pear	Fruit	kg	1.10	260
77	Apple	Fruit	kg	1.20	290
78	Banana	Fruit	kg	0.80	340
79	Orange	Fruit	kg	0.90	310
80	Pear	Fruit	kg	1.10	270
81	Apple	Fruit	kg	1.20	300
82	Banana	Fruit	kg	0.80	350
83	Orange	Fruit	kg	0.90	320
84	Pear	Fruit	kg	1.10	280
85	Apple	Fruit	kg	1.20	310
86	Banana	Fruit	kg	0.80	360
87	Orange	Fruit	kg	0.90	330
88	Pear	Fruit	kg	1.10	290
89	Apple	Fruit	kg	1.20	320
90	Banana	Fruit	kg	0.80	370
91	Orange	Fruit	kg	0.90	340
92	Pear	Fruit	kg	1.10	300
93	Apple	Fruit	kg	1.20	330
94	Banana	Fruit	kg	0.80	380
95	Orange	Fruit	kg	0.90	350
96	Pear	Fruit	kg	1.10	310
97	Apple	Fruit	kg	1.20	340
98	Banana	Fruit	kg	0.80	390
99	Orange	Fruit	kg	0.90	360
100	Pear	Fruit	kg	1.10	320

At the discretion of the team, select issuers with portfolio weights of generally less than 1.00% are shown as undisclosed holdings.

Meeting Date: 06/06/2025

Country: Switzerland

Ticker: GRMN

Record Date: 04/11/2025

Meeting Type: Annual

Primary Security ID: H2906T109

Shares Voted: 237,466

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Dividends	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5a	Elect Director Susan M. Ball	Mgmt	For	Refer	For
5b	Elect Director Jonathan C. Burrell	Mgmt	For	Refer	For
5c	Elect Director Joseph J. Hartnett	Mgmt	For	Refer	For
5d	Elect Director Min H. Kao	Mgmt	For	Refer	For
5e	Elect Director Catherine A. Lewis	Mgmt	For	Refer	For
5f	Elect Director Clifton A. Pemble	Mgmt	For	Refer	For
6	Elect Min H. Kao as Board Chair	Mgmt	For	Refer	For
7a	Appoint Susan M. Ball as Member of the Compensation Committee	Mgmt	For	Refer	For
7b	Appoint Jonathan C. Burrell as Member of the Compensation Committee	Mgmt	For	Refer	For
7c	Appoint Joseph J. Hartnett as Member of the Compensation Committee	Mgmt	For	Refer	For
7d	Appoint Catherine A. Lewis as Member of the Compensation Committee	Mgmt	For	Refer	For
8	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	Mgmt	For	Refer	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
11	Advisory Vote on the Swiss Statutory Compensation Report	Mgmt	For	Refer	For
12	Approve Non-Financial Report	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Fiscal Year 2026 Maximum Aggregate Compensation for the Executive Management	Mgmt	For	For	For
14	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2025 AGM and the 2026 AGM	Mgmt	For	Refer	For
15	Amend Articles to Reflect Changes in Capital	Mgmt	For	Refer	For

Category	Value
Category 1	100
Category 2	50
Category 3	25
Category 4	15
Category 5	10
Category 6	5
Category 7	5
Category 8	5
Category 9	5
Category 10	5
Category 11	5
Category 12	5
Category 13	5
Category 14	5
Category 15	5
Category 16	5
Category 17	5
Category 18	5
Category 19	5
Category 20	5
Category 21	5
Category 22	5
Category 23	5
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Category 25	5
Category 26	5
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Category 28	5
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Category 90	5
Category 91	5
Category 92	5
Category 93	5
Category 94	5
Category 95	5
Category 96	5
Category 97	5
Category 98	5
Category 99	5
Category 100	5

Project Overview					Key Metrics	
ID	Name	Status	Priority	Owner	Progress (%)	Completion Date
001	Project A	In Progress	High	John Doe	75	2024-12-15
002	Project B	On Hold	Medium	Jane Smith	20	2025-01-30
003	Project C	Completed	Low	Mike Johnson	100	2024-11-01
004	Project D	In Progress	High	Sarah Lee	60	2024-12-31
005	Project E	On Hold	Medium	David Kim	15	2025-02-28
006	Project F	Completed	Low	Emily White	100	2024-10-15
007	Project G	In Progress	High	Chris Brown	80	2024-12-20
008	Project H	On Hold	Medium	Alex Green	30	2025-01-15
009	Project I	Completed	Low	Nina Black	100	2024-09-10
010	Project J	In Progress	High	Oliver Grey	50	2025-01-01
011	Project K	On Hold	Medium	Sophia Blue	10	2025-03-31
012	Project L	Completed	Low	Lucas Yellow	100	2024-08-25

[REDACTED]

[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
				[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

At the discretion of the team, select issuers with portfolio weights of generally less than 1.00% are shown as undisclosed holdings.

[REDACTED]

[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]

[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
				[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

At the discretion of the team, select issuers with portfolio weights of generally less than 1.00% are shown as undisclosed holdings.

[REDACTED]

[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
				[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

At the discretion of the team, select issuers with portfolio weights of generally less than 1.00% are shown as undisclosed holdings.

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System

Baillie Gifford^N

Bailey Giffard

International All Cap

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

04/01/25 - 06/30/25

Proxy Voting History

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
ASML	Netherlands	04/23/25	Annual General Meeting	ASML NA	NL0010273215	3.a.	Remuneration	Management	For	04/15/25	
ASML	Netherlands	04/23/25	Annual General Meeting	ASML NA	NL0010273215	3.b.	Annual Report	Management	For	04/15/25	
ASML	Netherlands	04/23/25	Annual General Meeting	ASML NA	NL0010273215	3.d.	Allocation of Income	Management	For	04/15/25	
ASML	Netherlands	04/23/25	Annual General Meeting	ASML NA	NL0010273215	4.a.	Discharge of Board	Management	For	04/15/25	
ASML	Netherlands	04/23/25	Annual General Meeting	ASML NA	NL0010273215	4.b.	Discharge of Board	Management	For	04/15/25	
ASML	Netherlands	04/23/25	Annual General Meeting	ASML NA	NL0010273215	5.	Remuneration	Management	For	04/15/25	
ASML	Netherlands	04/23/25	Annual General Meeting	ASML NA	NL0010273215	6.	Remuneration	Management	For	04/15/25	
ASML	Netherlands	04/23/25	Annual General Meeting	ASML NA	NL0010273215	7.	Non-Executive Remuneration	Management	For	04/15/25	
ASML	Netherlands	04/23/25	Annual General Meeting	ASML NA	NL0010273215	8.a.	Elect Director(s)	Management	For	04/15/25	
ASML	Netherlands	04/23/25	Annual General Meeting	ASML NA	NL0010273215	8.b.	Elect Director(s)	Management	For	04/15/25	
ASML	Netherlands	04/23/25	Annual General Meeting	ASML NA	NL0010273215	9.a.	Appoint/Pay Auditors	Management	For	04/15/25	
ASML	Netherlands	04/23/25	Annual General Meeting	ASML NA	NL0010273215	9.b.	Appoint/Pay Auditors	Management	For	04/15/25	
ASML	Netherlands	04/23/25	Annual General Meeting	ASML NA	NL0010273215	10.a.	Amendment of Share Capital	Management	For	04/15/25	
ASML	Netherlands	04/23/25	Annual General Meeting	ASML NA	NL0010273215	10.b.	Amendment of Share Capital	Management	For	04/15/25	
ASML	Netherlands	04/23/25	Annual General Meeting	ASML NA	NL0010273215	11.	Share Repurchase	Management	For	04/15/25	

Proxy Voting History

Monthly Report April 2025

02

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
ASML	Netherlands	04/23/25	Annual General Meeting	ASML NA	NL0010273215	12.	Amendment of Share Capital	Management	For	04/15/25	
Anheuser-Busch Inbev	Belgium	04/30/25	Annual General Meeting	BB AIB	BE0974293251	A.4.	Annual Report	Management	For	04/22/25	
Anheuser-Busch Inbev	Belgium	04/30/25	Annual General Meeting	BB AIB	BE0974293251	A.5.	Discharge of Board	Management	For	04/22/25	
Anheuser-Busch Inbev	Belgium	04/30/25	Annual General Meeting	BB AIB	BE0974293251	A.6.	Routine Business	Management	For	04/22/25	
Anheuser-Busch Inbev	Belgium	04/30/25	Annual General Meeting	BB AIB	BE0974293251	A.7.a	Elect Director(s)	Management	For	04/22/25	
Anheuser-Busch Inbev	Belgium	04/30/25	Annual General Meeting	BB AIB	BE0974293251	A.7.b	Elect Director(s)	Management	For	04/22/25	
Anheuser-Busch Inbev	Belgium	04/30/25	Annual General Meeting	BB AIB	BE0974293251	A.7.c	Elect Director(s)	Management	For	04/22/25	
Anheuser-Busch Inbev	Belgium	04/30/25	Annual General Meeting	BB AIB	BE0974293251	A.8.	Appoint/Pay Auditors	Management	For	04/22/25	
Anheuser-Busch Inbev	Belgium	04/30/25	Annual General Meeting	BB AIB	BE0974293251	A.9.	Remuneration	Management	Abstain	04/22/25	We abstained on the remuneration report due to a complete lack of performance target disclosure.
Anheuser-Busch Inbev	Belgium	04/30/25	Annual General Meeting	BB AIB	BE0974293251	B.10.	Routine Business	Management	For	04/22/25	
Assa Abloy 'B'	Sweden	04/23/25	Annual General Meeting	General	SE0007100581	2	Routine Business	Management	For	04/11/25	
Assa Abloy 'B'	Sweden	04/23/25	Annual General Meeting	General	SE0007100581	3	Routine Business	Management	For	04/11/25	
Assa Abloy 'B'	Sweden	04/23/25	Annual General Meeting	General	SE0007100581	4	Routine Business	Management	For	04/11/25	

Proxy Voting History

Monthly Report April 2025

03

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Assa Abloy 'B'	Sweden	04/23/25	Annual General Meeting		SE0007100581	5	Routine Business	Management	For	04/11/25	
Assa Abloy 'B'	Sweden	04/23/25	Annual General Meeting		SE0007100581	6	Routine Business	Management	For	04/11/25	
Assa Abloy 'B'	Sweden	04/23/25	Annual General Meeting		SE0007100581	9.a	Annual Report	Management	For	04/11/25	
Assa Abloy 'B'	Sweden	04/23/25	Annual General Meeting		SE0007100581	9.b	Allocation of Income	Management	For	04/11/25	
Assa Abloy 'B'	Sweden	04/23/25	Annual General Meeting		SE0007100581	9.c	Discharge of Board	Management	For	04/11/25	
Assa Abloy 'B'	Sweden	04/23/25	Annual General Meeting		SE0007100581	10	Director Related	Management	For	04/11/25	
Assa Abloy 'B'	Sweden	04/23/25	Annual General Meeting		SE0007100581	11.a	Non-Executive Remuneration	Management	For	04/11/25	
Assa Abloy 'B'	Sweden	04/23/25	Annual General Meeting		SE0007100581	11.b	Elect Statutory Auditor	Management	For	04/11/25	
Assa Abloy 'B'	Sweden	04/23/25	Annual General Meeting		SE0007100581	12	Elect Director(s)	Management	For	04/11/25	
Assa Abloy 'B'	Sweden	04/23/25	Annual General Meeting		SE0007100581	13	Appoint/Pay Auditors	Management	For	04/11/25	
Assa Abloy 'B'	Sweden	04/23/25	Annual General Meeting		SE0007100581	14	Remuneration	Management	For	04/11/25	
Assa Abloy 'B'	Sweden	04/23/25	Annual General Meeting		SE0007100581	15	Share Repurchase	Management	For	04/11/25	
Assa Abloy 'B'	Sweden	04/23/25	Annual General Meeting		SE0007100581	16	Incentive Plan	Management	For	04/11/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	1	Routine Business	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	2	Routine Business	Management	For	04/16/25	

Proxy Voting History

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	3	Routine Business	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	4	Routine Business	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	5	Routine Business	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	8.a	Annual Report	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	8.b1	Discharge of Board	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	8.b2	Discharge of Board	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	8.b3	Discharge of Board	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	8.b4	Discharge of Board	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	8.b5	Discharge of Board	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	8.b6	Discharge of Board	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	8.b7	Discharge of Board	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	8.b8	Discharge of Board	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	8.b9	Discharge of Board	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	8.b10	Discharge of Board	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	8.b11	Discharge of Board	Management	For	04/16/25	

Proxy Voting History

Monthly Report April 2025

05

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	8.b12 Discharge of Board	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	8.b13 Discharge of Board	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	8.b14 Discharge of Board	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	8.c Allocation of Income	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	8.d Allocation of Income	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	9.a Director Related	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	9.b Director Related	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	10.a1 Elect Director(s)	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	10.a2 Elect Director(s)	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	10.a3 Elect Director(s)	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	10.a4 Elect Director(s)	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	10.a5 Elect Director(s)	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	10.a6 Elect Director(s)	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	10.a7 Elect Director(s)	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	10.a8 Elect Director(s)	Management	For	04/16/25	

Proxy Voting History

Monthly Report April 2025

06

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	10.a9	Elect Director(s)	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	10.b	Director Related	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	10.c	Appoint/Pay Auditors	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	11.a	Non-Executive Remuneration	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	11.b	Appoint/Pay Auditors	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	12.a	Remuneration	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	12.b	Employee Equity Plan	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	13.a	Employee Equity Plan	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	13.b	Employee Equity Plan	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	13.c	Employee Equity Plan	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	13.d	Employee Equity Plan	Management	For	04/16/25	
Atlas Copco B	Sweden	04/29/25	Annual General Meeting	ATCOB.ST	SE0017486897	13.e	Employee Equity Plan	Management	For	04/16/25	
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	1	Annual Report	Management	For	04/15/25	
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	2	Allocation of Income	Management	For	04/15/25	
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	3	Director Related	Management	For	04/15/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	4	Director Related	Management	Against	04/15/25	We opposed the adoption of cumulative voting for board director elections as we do not have concerns with the proposed board slate.
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	5	Elect Director(s)	Management	For	04/15/25	
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	6	Director Related	Management	Against	04/15/25	We opposed the resolution to recast our votes in the event a change is made to the board director slate. This is because we would not be able to assess the candidates.

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	7	Director Related	Management	Against	04/15/25	We opposed the resolution to equally distribute our votes in the event cumulative voting is adopted. This was to allow us to focus our support on the unquestionably independent directors.
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	8.1	Elect Director(s)	Management	For	04/15/25	
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	8.2	Elect Director(s)	Management	For	04/15/25	
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	8.3	Elect Director(s)	Management	For	04/15/25	
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	8.4	Elect Director(s)	Management	For	04/15/25	
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	8.5	Elect Director(s)	Management	For	04/15/25	
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	8.6	Elect Director(s)	Management	For	04/15/25	
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	8.7	Elect Director(s)	Management	For	04/15/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAACNOR6	8.8	Elect Director(s)	Management	Abstain	04/15/25	We abstained on the election of three affiliated non-executive directors in the event cumulative voting is adopted. This was to focus our support on the unquestionably independent directors.
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAACNOR6	8.9	Elect Director(s)	Management	Abstain	04/15/25	We abstained on the election of three affiliated non-executive directors in the event cumulative voting is adopted. This was to focus our support on the unquestionably independent directors.

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	8.10	Elect Director(s)	Management	Abstain	04/15/25	We abstained on the election of three affiliated non-executive directors in the event cumulative voting is adopted. This was to focus our support on the unquestionably independent directors.
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	8.11	Elect Director(s)	Management	For	04/15/25	
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	9	Remuneration	Management	For	04/15/25	
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	10	Elect Director(s)	Management	For	04/15/25	
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	11	Director Related	Management	Against	04/15/25	We opposed a resolution to recast our votes in the event a change is made to the fiscal council slate. This is because we would not be able to assess the candidates.
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	12	Remuneration	Management	For	04/15/25	
B3 S.A.	Brazil	04/24/25	Annual General Meeting	B3SA3 BZ	BRB3SAAACNOR6	13	Director Related	Management	For	04/15/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
B3 S.A.	Brazil	04/24/25	Extraordinary General Meeting	B3SA3 BZ	BRB3SAAACNOR6	1	Articles of Association Management		For	04/15/25	
B3 S.A.	Brazil	04/24/25	Extraordinary General Meeting	B3SA3 BZ	BRB3SAAACNOR6	2	Articles of Association Management		For	04/15/25	
B3 S.A.	Brazil	04/24/25	Extraordinary General Meeting	B3SA3 BZ	BRB3SAAACNOR6	3	Articles of Association Management		For	04/15/25	
B3 S.A.	Brazil	04/24/25	Extraordinary General Meeting	B3SA3 BZ	BRB3SAAACNOR6	4	Articles of Association Management		For	04/15/25	
B3 S.A.	Brazil	04/24/25	Extraordinary General Meeting	B3SA3 BZ	BRB3SAAACNOR6	5	Articles of Association Management		For	04/15/25	
B3 S.A.	Brazil	04/24/25	Extraordinary General Meeting	B3SA3 BZ	BRB3SAAACNOR6	6	Articles of Association Management		For	04/15/25	
B3 S.A.	Brazil	04/24/25	Extraordinary General Meeting	B3SA3 BZ	BRB3SAAACNOR6	7	Articles of Association Management		For	04/15/25	
B3 S.A.	Brazil	04/24/25	Extraordinary General Meeting	B3SA3 BZ	BRB3SAAACNOR6	8	Articles of Association Management		For	04/15/25	
B3 S.A.	Brazil	04/24/25	Extraordinary General Meeting	B3SA3 BZ	BRB3SAAACNOR6	9	Articles of Association Management		For	04/15/25	
B3 S.A.	Brazil	04/24/25	Extraordinary General Meeting	B3SA3 BZ	BRB3SAAACNOR6	10	Articles of Association Management		For	04/15/25	

Proxy Voting History

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
B3 S.A.	Brazil	04/24/25	Extraordinary General Meeting	B3SA3 BZ	BRB3SAAACNOR6	11	Articles of Association	Management	For	04/15/25	
B3 S.A.	Brazil	04/24/25	Extraordinary General Meeting	B3SA3 BZ	BRB3SAAACNOR6	12	Incentive Plan	Management	For	04/15/25	
Bunzl	United Kingdom	04/23/25	Annual General Meeting	GB00B0744B38	GB00B0744B38	1	Annual Report	Management	For	04/15/25	
Bunzl	United Kingdom	04/23/25	Annual General Meeting	GB00B0744B38	GB00B0744B38	2	Allocation of Income	Management	For	04/15/25	
Bunzl	United Kingdom	04/23/25	Annual General Meeting	GB00B0744B38	GB00B0744B38	3	Elect Director(s)	Management	For	04/15/25	
Bunzl	United Kingdom	04/23/25	Annual General Meeting	GB00B0744B38	GB00B0744B38	4	Elect Director(s)	Management	For	04/15/25	
Bunzl	United Kingdom	04/23/25	Annual General Meeting	GB00B0744B38	GB00B0744B38	5	Elect Director(s)	Management	For	04/15/25	
Bunzl	United Kingdom	04/23/25	Annual General Meeting	GB00B0744B38	GB00B0744B38	6	Elect Director(s)	Management	For	04/15/25	
Bunzl	United Kingdom	04/23/25	Annual General Meeting	GB00B0744B38	GB00B0744B38	7	Elect Director(s)	Management	For	04/15/25	
Bunzl	United Kingdom	04/23/25	Annual General Meeting	GB00B0744B38	GB00B0744B38	8	Elect Director(s)	Management	For	04/15/25	
Bunzl	United Kingdom	04/23/25	Annual General Meeting	GB00B0744B38	GB00B0744B38	9	Elect Director(s)	Management	For	04/15/25	
Bunzl	United Kingdom	04/23/25	Annual General Meeting	GB00B0744B38	GB00B0744B38	10	Elect Director(s)	Management	For	04/15/25	
Bunzl	United Kingdom	04/23/25	Annual General Meeting	GB00B0744B38	GB00B0744B38	11	Elect Director(s)	Management	For	04/15/25	
Bunzl	United Kingdom	04/23/25	Annual General Meeting	GB00B0744B38	GB00B0744B38	12	Appoint/Pay Auditors	Management	For	04/15/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Bunzl	United Kingdom	04/23/25	Annual General Meeting	BNZL	GB00B0744B38	13	Appointment/Pay Auditors	Management	For	04/15/25	
Bunzl	United Kingdom	04/23/25	Annual General Meeting	BNZL	GB00B0744B38	14	Remuneration	Management	For	04/15/25	
Bunzl	United Kingdom	04/23/25	Annual General Meeting	BNZL	GB00B0744B38	15	Amendment of Share Capital	Management	For	04/15/25	
Bunzl	United Kingdom	04/23/25	Annual General Meeting	BNZL	GB00B0744B38	16	Amendment of Share Capital	Management	For	04/15/25	
Bunzl	United Kingdom	04/23/25	Annual General Meeting	BNZL	GB00B0744B38	17	Amendment of Share Capital	Management	Against	04/15/25	We opposed the resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
Bunzl	United Kingdom	04/23/25	Annual General Meeting	BNZL	GB00B0744B38	18	Share Repurchase	Management	For	04/15/25	
Bunzl	United Kingdom	04/23/25	Annual General Meeting	BNZL	GB00B0744B38	19	Routine Business	Management	For	04/15/25	
Canadian Pacific Kansas City Ltd	Canada	04/30/25	AGM/EGM	CN: CP	CA13646K1084	1	Appointment/Pay Auditors	Management	For	04/23/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Canadian Pacific Kansas City Ltd	Canada	04/30/25	AGM/EGM	CN: CP	CA13646K1084	2	Remuneration	Management	Against	04/23/25	We opposed executive compensation because we do not believe that pay outcomes are aligned with the five-year total shareholder return of the company.
Canadian Pacific Kansas City Ltd	Canada	04/30/25	AGM/EGM	CN: CP	CA13646K1084	3	Climate Related	Management	For	04/23/25	
Canadian Pacific Kansas City Ltd	Canada	04/30/25	AGM/EGM	CN: CP	CA13646K1084	4	Articles of Association	Management	For	04/23/25	
Canadian Pacific Kansas City Ltd	Canada	04/30/25	AGM/EGM	CN: CP	CA13646K1084	5.01	Elect Director(s)	Management	For	04/23/25	
Canadian Pacific Kansas City Ltd	Canada	04/30/25	AGM/EGM	CN: CP	CA13646K1084	5.02	Elect Director(s)	Management	For	04/23/25	
Canadian Pacific Kansas City Ltd	Canada	04/30/25	AGM/EGM	CN: CP	CA13646K1084	5.03	Elect Director(s)	Management	For	04/23/25	
Canadian Pacific Kansas City Ltd	Canada	04/30/25	AGM/EGM	CN: CP	CA13646K1084	5.04	Elect Director(s)	Management	For	04/23/25	
Canadian Pacific Kansas City Ltd	Canada	04/30/25	AGM/EGM	CN: CP	CA13646K1084	5.05	Elect Director(s)	Management	For	04/23/25	
Canadian Pacific Kansas City Ltd	Canada	04/30/25	AGM/EGM	CN: CP	CA13646K1084	5.06	Elect Director(s)	Management	For	04/23/25	
Canadian Pacific Kansas City Ltd	Canada	04/30/25	AGM/EGM	CN: CP	CA13646K1084	5.07	Elect Director(s)	Management	For	04/23/25	
Canadian Pacific Kansas City Ltd	Canada	04/30/25	AGM/EGM	CN: CP	CA13646K1084	5.08	Elect Director(s)	Management	For	04/23/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Canadian Pacific Kansas City Ltd	Canada	04/30/25	AGM/EGM	CN: CP	CA13646K1084	5.09	Elect Director(s)	Management	For	04/23/25	
Canadian Pacific Kansas City Ltd	Canada	04/30/25	AGM/EGM	CN: CP	CA13646K1084	5.10	Elect Director(s)	Management	For	04/23/25	
Canadian Pacific Kansas City Ltd	Canada	04/30/25	AGM/EGM	CN: CP	CA13646K1084	5.11	Elect Director(s)	Management	For	04/23/25	
Canadian Pacific Kansas City Ltd	Canada	04/30/25	AGM/EGM	CN: CP	CA13646K1084	5.12	Elect Director(s)	Management	For	04/23/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	1.	Annual Report	Management	Abstain	03/31/25	We abstained on the financial statements as the annual report, including the auditor's opinion, was not disclosed ahead of the voting of the voting deadline.
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	2.	Allocation of Income	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	3.	Share Repurchase	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	4.	Amendment of Share Capital	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	5a.	Elect Director(s)	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	5b.	Elect Director(s)	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	5c.	Elect Director(s)	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	5d.	Elect Director(s)	Management	For	03/31/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	5e.	Elect Director(s)	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	5f.	Elect Director(s)	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	5g.	Elect Director(s)	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	5h.	Elect Director(s)	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	5i.	Elect Director(s)	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	5j.	Elect Director(s)	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	5k.	Elect Director(s)	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	5l.	Elect Director(s)	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	5m.	Elect Director(s)	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	5n.	Elect Director(s)	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	5o.	Elect Director(s)	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	5p.	Elect Director(s)	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	5q.	Elect Director(s)	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	5r.	Elect Director(s)	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US34444191064	6.	Non-Executive Remuneration	Management	For	03/31/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US3444191064	7.	Non-Executive Remuneration	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US3444191064	8.	Routine Business	Management	For	03/31/25	
FEMSA ADR	Mexico	04/11/25	Annual General Meeting	FMX US	US3444191064	9.	Routine Business	Management	For	03/31/25	
Hong Kong Exchanges & Clearing	Hong Kong	04/30/25	Annual General Meeting	388 HK	HK0388045442	1	Annual Report	Management	For	04/23/25	
Hong Kong Exchanges & Clearing	Hong Kong	04/30/25	Annual General Meeting	388 HK	HK0388045442	2	Elect Director(s)	Management	For	04/23/25	
Hong Kong Exchanges & Clearing	Hong Kong	04/30/25	Annual General Meeting	388 HK	HK0388045442	3	Appoint/Pay Auditors	Management	Against	04/23/25	We opposed the ratification of the auditor because of the length of tenure. We believe it is best practice for the auditor to be rotated regularly as this works to ensure independent oversight of the company's audit process and internal financial controls.
Hong Kong Exchanges & Clearing	Hong Kong	04/30/25	Annual General Meeting	388 HK	HK0388045442	4	Share Repurchase	Management	For	04/23/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Hong Kong Exchanges & Clearing	Hong Kong	04/30/25	Annual General Meeting	388 HK	HK0388045442	5	Amendment of Share Capital	Management	For	04/23/25	
Hong Kong Exchanges & Clearing	Hong Kong	04/30/25	Annual General Meeting	388 HK	HK0388045442	6	Articles of Association	Management	For	04/23/25	
IMCD Group NV	Netherlands	04/25/25	Annual General Meeting	IMCD NA	NL0010801007	2.b.	Remuneration	Management	For	04/16/25	
IMCD Group NV	Netherlands	04/25/25	Annual General Meeting	IMCD NA	NL0010801007	3.b.	Annual Report	Management	For	04/16/25	
IMCD Group NV	Netherlands	04/25/25	Annual General Meeting	IMCD NA	NL0010801007	3.d.	Allocation of Income	Management	For	04/16/25	
IMCD Group NV	Netherlands	04/25/25	Annual General Meeting	IMCD NA	NL0010801007	4.a.	Discharge of Board	Management	For	04/16/25	
IMCD Group NV	Netherlands	04/25/25	Annual General Meeting	IMCD NA	NL0010801007	4.b.	Discharge of Board	Management	For	04/16/25	
IMCD Group NV	Netherlands	04/25/25	Annual General Meeting	IMCD NA	NL0010801007	5.a.	Amendment of Share Capital	Management	For	04/16/25	
IMCD Group NV	Netherlands	04/25/25	Annual General Meeting	IMCD NA	NL0010801007	5.b.	Amendment of Share Capital	Management	For	04/16/25	
IMCD Group NV	Netherlands	04/25/25	Annual General Meeting	IMCD NA	NL0010801007	5.c.	Share Repurchase	Management	For	04/16/25	
IMCD Group NV	Netherlands	04/25/25	Annual General Meeting	IMCD NA	NL0010801007	6.	Appoint/Pay Auditors	Management	For	04/16/25	
Jeronimo Martins	Portugal	04/24/25	Annual General Meeting	JMT PL	PTJMT0AE0001	1	Annual Report	Management	For	04/10/25	
Jeronimo Martins	Portugal	04/24/25	Annual General Meeting	JMT PL	PTJMT0AE0001	2	Allocation of Income	Management	For	04/10/25	
Jeronimo Martins	Portugal	04/24/25	Annual General Meeting	JMT PL	PTJMT0AE0001	3	Discharge of Board	Management	For	04/10/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Jeronimo Martins	Portugal	04/24/25	Annual General Meeting	JMT PL	PTJMT0AE0001	4	Remuneration	Management	For	04/10/25	
Jeronimo Martins	Portugal	04/24/25	Annual General Meeting	JMT PL	PTJMT0AE0001	5	Elect Director(s)	Management	For	04/10/25	
Jeronimo Martins	Portugal	04/24/25	Annual General Meeting	JMT PL	PTJMT0AE0001	6.a	Appoint/Pay Auditors	Management	For	04/10/25	
Jeronimo Martins	Portugal	04/24/25	Annual General Meeting	JMT PL	PTJMT0AE0001	6.b	Appoint/Pay Auditors	Management	Abstain	04/10/25	
Jeronimo Martins	Portugal	04/24/25	Annual General Meeting	JMT PL	PTJMT0AE0001	6.c	Appoint/Pay Auditors	Management	Abstain	04/10/25	
Jeronimo Martins	Portugal	04/24/25	Annual General Meeting	JMT PL	PTJMT0AE0001	6.d	Appoint/Pay Auditors	Management	Abstain	04/10/25	
Jeronimo Martins	Portugal	04/24/25	Annual General Meeting	JMT PL	PTJMT0AE0001	7	Elect Committee Member	Management	For	04/10/25	
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	1	Annual Report	Management	For	04/04/25	
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	2	Annual Report	Management	For	04/04/25	
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	3	Allocation of Income	Management	For	04/04/25	
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	4	Report - Other	Management	For	04/04/25	
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	5	Elect Director(s)	Management	For	04/04/25	
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	6	Elect Director(s)	Management	For	04/04/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	7	Elect Director(s)	Management	Against	04/04/25	We opposed the re-election of one director in their capacity as a member of a compensation committee. We have ongoing concerns over the lack of transparency and lack of the committee's responsiveness to shareholder dissent.
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	8	Elect Director(s)	Management	For	04/04/25	
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	9	Elect Director(s)	Management	For	04/04/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	10	Remuneration	Management	Against	04/04/25	We opposed four resolutions relating to executive compensation. We continue to have concerns with a lack of disclosure of performance targets and the terms of incentive plans. Furthermore, we are concerned by the company's continued lack of response to minority shareholder dissent to executive compensation.

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	11	Remuneration	Management	Against	04/04/25	We opposed four resolutions relating to executive compensation. We continue to have concerns with a lack of disclosure of performance targets and the terms of incentive plans. Furthermore, we are concerned by the company's continued lack of response to minority shareholder dissent to executive compensation.

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	12	Remuneration	Management	Against	04/04/25	We opposed four resolutions relating to executive compensation. We continue to have concerns with a lack of disclosure of performance targets and the terms of incentive plans. Furthermore, we are concerned by the company's continued lack of response to minority shareholder dissent to executive compensation.
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	13	Non-Executive Remuneration	Management	For	04/04/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	14	Remuneration	Management	Against	04/04/25	We opposed four resolutions relating to executive compensation. We continue to have concerns with a lack of disclosure of performance targets and the terms of incentive plans. Furthermore, we are concerned by the company's continued lack of response to minority shareholder dissent to executive compensation.
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	15	Share Repurchase	Management	For	04/04/25	
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	16	Share Repurchase	Management	For	04/04/25	
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	17	Amendment of Share Capital	Management	For	04/04/25	
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	18	Amendment of Share Capital	Management	For	04/04/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	19	Amendment of Share Capital	Management	Against	04/04/25	We opposed five resolutions which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	20	Amendment of Share Capital	Management	Against	04/04/25	We opposed five resolutions which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	21	Amendment of Share Capital	Management	Against	04/04/25	We opposed five resolutions which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	22	Amendment of Share Capital	Management	Against	04/04/25	We opposed five resolutions which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	23	Amendment of Share Capital	Management	Against	04/04/25	We opposed five resolutions which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	24	Amendment of Share Capital	Management	For	04/04/25	
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	25	Amendment of Share Capital	Management	For	04/04/25	
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	26	Amendment of Share Capital	Management	For	04/04/25	
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	27	Amendment of Share Capital	Management	For	04/04/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	28	Articles of Association	Management	Abstain	04/04/25	We abstained on the proposed amendments to the articles asking to extend the retirement age for the post of the Chair and CEO by 10 years. While we are typically supportive of additional flexibility, we are concerned over the lack of detailed disclosure around succession plan for the combined Chair and CEO.
LVMH	France	04/17/25	AGM/EGM	LVMH.PA	FR0000121014	29	Articles of Association	Management	For	04/04/25	
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	1	Annual Report	Management	For	04/15/25	
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	2	Allocation of Income	Management	For	04/15/25	
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	3	Director Related	Management	For	04/15/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	4	Director Related	Management	Against	04/15/25	We opposed the adoption of cumulative voting for board director elections as we do not have concerns with the proposed board slate.
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	5	Elect Director(s)	Management	For	04/15/25	
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	6	Director Related	Management	Against	04/15/25	We opposed the resolution to recast our votes in the event a change is made to the board director slate. This is because we would not be able to assess the candidates.

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	7	Director Related	Management	Against	04/15/25	We opposed the resolution to equally distribute our votes in the event cumulative voting is adopted. This was to allow us to focus our support on the chair and unquestionably independent directors.
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	8.1	Elect Director(s)	Management	For	04/15/25	
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	8.2	Elect Director(s)	Management	Abstain	04/15/25	We abstained on the election of six non-independent directors in the event cumulative voting is adopted. This was to focus our support on the chair and unquestionably independent directors.

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	8.3	Elect Director(s)	Management	Abstain	04/15/25	We abstained on the election of six non-independent directors in the event cumulative voting is adopted. This was to focus our support on the chair and unquestionably independent directors.
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Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	8.4	Elect Director(s)	Management	Abstain	04/15/25	We abstained on the election of six non-independent directors in the event cumulative voting is adopted. This was to focus our support on the chair and unquestionably independent directors.

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	8.5	Elect Director(s)	Management	Abstain	04/15/25	We abstained on the election of six non-independent directors in the event cumulative voting is adopted. This was to focus our support on the chair and unquestionably independent directors.
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	8.6	Elect Director(s)	Management	Abstain	04/15/25	We abstained on the election of six non-independent directors in the event cumulative voting is adopted. This was to focus our support on the chair and unquestionably independent directors.

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	8.7	Elect Director(s)	Management	Abstain	04/15/25	We abstained on the election of six non-independent directors in the event cumulative voting is adopted. This was to focus our support on the chair and unquestionably independent directors.
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	8.8	Elect Director(s)	Management	For	04/15/25	
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	8.9	Elect Director(s)	Management	For	04/15/25	
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	8.10	Elect Director(s)	Management	For	04/15/25	
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	8.11	Elect Director(s)	Management	For	04/15/25	
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	8.12	Elect Director(s)	Management	For	04/15/25	
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	8.13	Elect Director(s)	Management	For	04/15/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	9	Director Related	Management	Abstain	04/15/25	We abstained on the resolution to appoint a minority shareholder representative because the candidate was not disclosed ahead of our voting deadline.
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	10	Remuneration	Management	For	04/15/25	
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	11	Elect Director(s)	Management	For	04/15/25	
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	12	Director Related	Management	Against	04/15/25	We opposed a resolution to recast our votes in the event a change is made to the fiscal council slate. This is because we would not be able to assess the candidates.
Raia Drogasil	Brazil	04/22/25	Annual General Meeting	883340	BRRADLACNOR0	13	Non-Executive Remuneration	Management	For	04/15/25	
Raia Drogasil	Brazil	04/22/25	Extraordinary General Meeting	883340	BRRADLACNOR0	1	Articles of Association	Management	For	04/15/25	
Raia Drogasil	Brazil	04/22/25	Extraordinary General Meeting	883340	BRRADLACNOR0	2	Articles of Association	Management	For	04/15/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Raia Drogasil	Brazil	04/22/25	Extraordinary General Meeting	883340	BRRADLACNOR0	3	Articles of Association Management	Management	For	04/15/25	
Raia Drogasil	Brazil	04/22/25	Extraordinary General Meeting	883340	BRRADLACNOR0	4	Articles of Association Management	Management	For	04/15/25	
Raia Drogasil	Brazil	04/22/25	Extraordinary General Meeting	883340	BRRADLACNOR0	5	Articles of Association Management	Management	For	04/15/25	
Raia Drogasil	Brazil	04/22/25	Extraordinary General Meeting	883340	BRRADLACNOR0	6	Articles of Association Management	Management	For	04/15/25	
Raia Drogasil	Brazil	04/22/25	Extraordinary General Meeting	883340	BRRADLACNOR0	7	Articles of Association Management	Management	For	04/15/25	
Raia Drogasil	Brazil	04/22/25	Extraordinary General Meeting	883340	BRRADLACNOR0	8	Articles of Association Management	Management	For	04/15/25	
SEB Bank	Sweden	04/01/25	Annual General SEBa.ST Meeting	SE0000148884	SE0000148884	2	Routine Business	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General SEBa.ST Meeting	SE0000148884	SE0000148884	4	Routine Business	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General SEBa.ST Meeting	SE0000148884	SE0000148884	5.1	Routine Business	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General SEBa.ST Meeting	SE0000148884	SE0000148884	5.2	Routine Business	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General SEBa.ST Meeting	SE0000148884	SE0000148884	6	Routine Business	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General SEBa.ST Meeting	SE0000148884	SE0000148884	9	Annual Report	Management	For	03/24/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	10	Allocation of Income	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	11.1	Discharge of Board	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	11.2	Discharge of Board	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	11.3	Discharge of Board	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	11.4	Discharge of Board	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	11.5	Discharge of Board	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	11.6	Discharge of Board	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	11.7	Discharge of Board	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	11.8	Discharge of Board	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	11.9	Discharge of Board	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	11.10	Discharge of Board	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	11.11	Discharge of Board	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	11.12	Discharge of Board	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	11.13	Discharge of Board	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	11.14	Discharge of Board	Management	For	03/24/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	11.15	Discharge of Board	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	11.16	Discharge of Board	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	11.17	Discharge of Board	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	11.18	Discharge of Board	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	12.1	Director Related	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	12.2	Appoint/Pay Auditors	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	13.1	Non-Executive Remuneration	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	13.2	Appoint/Pay Auditors	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	14A1	Elect Director(s)	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	14A2	Elect Director(s)	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	14A3	Elect Director(s)	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	14A4	Elect Director(s)	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	14A5	Elect Director(s)	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	14A6	Elect Director(s)	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	14A7	Elect Director(s)	Management	For	03/24/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	14A8	Elect Director(s)	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	14A9	Elect Director(s)	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	14A10	Elect Director(s)	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	14A11	Elect Director(s)	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	14B	Elect Director(s)	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	15	Appoint/Pay Auditors	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	16	Non-Executive Remuneration	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	17A	Employee Equity Plan	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	17B	Employee Equity Plan	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	17C	Employee Equity Plan	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	18A	Share Repurchase	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	18B	Share Repurchase	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	18C	Employee Equity Plan	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	19	Amendment of Share Capital	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	20A	Amendment of Share Capital	Management	For	03/24/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	20B	Amendment of Share Capital	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	21	Appointment/Pay Auditors	Management	For	03/24/25	
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	22	Shareholder Resolution - Governance	Shareholder	Against	03/24/25	We opposed two shareholder resolutions relating to changes in customer security processes. We believe the requests relate to the day-to-day operations of the company which we generally think are best left to the management and the board.

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	23	Shareholder Resolution - Governance	Shareholder	Against	03/24/25	We opposed two shareholder resolutions relating to changes in customer security processes. We believe the requests relate to the day-to-day operations of the company which we generally think are best left to the management and the board.
SEB Bank	Sweden	04/01/25	Annual General Meeting	SEBa.ST	SE0000148884	24	Shareholder Resolution - Climate	Shareholder	Against	03/24/25	We opposed a shareholder resolution requesting the company revise its climate strategy in line with the Paris Agreement. We do not currently have concerns with the company's current approach or its transition strategy.
Spotify Technology SA	Sweden	04/09/25	Annual General Meeting		LU1778762911	1.	Annual Report	Management	For	04/03/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Spotify Technology SA	Sweden	04/09/25	Annual General Meeting		LU1778762911	2.	Allocation of Income	Management	For	04/03/25	
Spotify Technology SA	Sweden	04/09/25	Annual General Meeting		LU1778762911	3.	Discharge of Board	Management	For	04/03/25	
Spotify Technology SA	Sweden	04/09/25	Annual General Meeting		LU1778762911	4a.	Elect Director(s)	Management	For	04/03/25	
Spotify Technology SA	Sweden	04/09/25	Annual General Meeting		LU1778762911	4b.	Elect Director(s)	Management	For	04/03/25	
Spotify Technology SA	Sweden	04/09/25	Annual General Meeting		LU1778762911	4c.	Elect Director(s)	Management	For	04/03/25	
Spotify Technology SA	Sweden	04/09/25	Annual General Meeting		LU1778762911	4d.	Elect Director(s)	Management	For	04/03/25	
Spotify Technology SA	Sweden	04/09/25	Annual General Meeting		LU1778762911	4e.	Elect Director(s)	Management	For	04/03/25	
Spotify Technology SA	Sweden	04/09/25	Annual General Meeting		LU1778762911	4f.	Elect Director(s)	Management	For	04/03/25	
Spotify Technology SA	Sweden	04/09/25	Annual General Meeting		LU1778762911	4g.	Elect Director(s)	Management	For	04/03/25	
Spotify Technology SA	Sweden	04/09/25	Annual General Meeting		LU1778762911	4h.	Elect Director(s)	Management	For	04/03/25	
Spotify Technology SA	Sweden	04/09/25	Annual General Meeting		LU1778762911	4i.	Elect Director(s)	Management	For	04/03/25	
Spotify Technology SA	Sweden	04/09/25	Annual General Meeting		LU1778762911	4j.	Elect Director(s)	Management	For	04/03/25	
Spotify Technology SA	Sweden	04/09/25	Annual General Meeting		LU1778762911	5.	Appoint/Pay Auditors	Management	For	04/03/25	
Spotify Technology SA	Sweden	04/09/25	Annual General Meeting		LU1778762911	6.	Non-Executive Remuneration	Management	For	04/03/25	
Spotify Technology SA	Sweden	04/09/25	Annual General Meeting		LU1778762911	7.	Routine Business	Management	For	04/03/25	

Proxy Voting History

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	1	Annual Report	Management	For	04/16/25	
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	2	Remuneration	Management	For	04/16/25	
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	3	Elect Director(s)	Management	For	04/16/25	
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	4	Elect Director(s)	Management	For	04/16/25	
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	5	Elect Director(s)	Management	For	04/16/25	
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	6	Elect Director(s)	Management	For	04/16/25	
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	7	Elect Director(s)	Management	For	04/16/25	
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	8	Elect Director(s)	Management	For	04/16/25	
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	9	Elect Director(s)	Management	For	04/16/25	
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	10	Elect Director(s)	Management	For	04/16/25	
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	11	Elect Director(s)	Management	For	04/16/25	
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	12	Appoint/Pay Auditors	Management	For	04/16/25	
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	13	Appoint/Pay Auditors	Management	For	04/16/25	
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	14	Routine Business	Management	For	04/16/25	
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	15	Amendment of Share Capital	Management	For	04/16/25	

Proxy Voting History

Monthly Report April 2025

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	16	Amendment of Share Capital	Management	For	04/16/25	
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	17	Amendment of Share Capital	Management	For	04/16/25	
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	18	Share Repurchase	Management	For	04/16/25	
Unilever	United Kingdom	04/30/25	Annual General Meeting	ULVR LN	GB00B10RZP78	19	Routine Business	Management	For	04/16/25	
United Overseas Bank	Singapore	04/21/25	Annual General Meeting	UOB SP	SG1M31001969	1	Annual Report	Management	For	04/10/25	
United Overseas Bank	Singapore	04/21/25	Annual General Meeting	UOB SP	SG1M31001969	2	Allocation of Income	Management	For	04/10/25	
United Overseas Bank	Singapore	04/21/25	Annual General Meeting	UOB SP	SG1M31001969	3	Non-Executive Remuneration	Management	For	04/10/25	
United Overseas Bank	Singapore	04/21/25	Annual General Meeting	UOB SP	SG1M31001969	4	Appoint/Pay Auditors	Management	For	04/10/25	
United Overseas Bank	Singapore	04/21/25	Annual General Meeting	UOB SP	SG1M31001969	5	Elect Director(s)	Management	For	04/10/25	
United Overseas Bank	Singapore	04/21/25	Annual General Meeting	UOB SP	SG1M31001969	6	Elect Director(s)	Management	For	04/10/25	
United Overseas Bank	Singapore	04/21/25	Annual General Meeting	UOB SP	SG1M31001969	7	Elect Director(s)	Management	For	04/10/25	
United Overseas Bank	Singapore	04/21/25	Annual General Meeting	UOB SP	SG1M31001969	8	Amendment of Share Capital	Management	For	04/10/25	
United Overseas Bank	Singapore	04/21/25	Annual General Meeting	UOB SP	SG1M31001969	9	Amendment of Share Capital	Management	For	04/10/25	
United Overseas Bank	Singapore	04/21/25	Annual General Meeting	UOB SP	SG1M31001969	10	Share Repurchase	Management	For	04/10/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA000038	1	Report - Other	Management	For	04/02/25	

Proxy Voting History

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	2	Report - Other	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	3	Report - Other	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	4	Report - Other	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	5	Employee Equity Plan	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	6	Annual Report	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	7	Allocation of Income	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	8	Allocation of Income	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	9	Allocation of Income	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	10	Share Repurchase	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	11	Elect Director(s)	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	12	Elect Director(s)	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	13	Elect Director(s)	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	14	Elect Director(s)	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	15	Elect Director(s)	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	16	Elect Director(s)	Management	For	04/02/25	

Proxy Voting History

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	17	Elect Director(s)	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	18	Elect Director(s)	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	19	Elect Director(s)	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	20	Elect Director(s)	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	21	Elect Director(s)	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	22	Elect Director(s)	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	23	Elect Director(s)	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	24	Elect Statutory Auditor	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	25	Discharge of Board	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	26	Discharge of Board	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	27	Non-Executive Remuneration	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	28	Non-Executive Remuneration	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	29	Non-Executive Remuneration	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	30	Non-Executive Remuneration	Management	For	04/02/25	
Walmex	Mexico	04/10/25	Annual General Meeting	WALMEX* MM	MX01WA0000038	31	Director Related	Management	For	04/02/25	

Proxy Voting History

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	1	Annual Report	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	2	Remuneration	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	3	Remuneration	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	4	Employee Equity Plan	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	5	Incentive Plan	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	6	Employee Equity Plan	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	7	Allocation of Income	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	8	Elect Director(s)	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	9	Elect Director(s)	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	10	Elect Director(s)	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	11	Elect Director(s)	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	12	Elect Director(s)	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	13	Elect Director(s)	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	14	Elect Director(s)	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	15	Elect Director(s)	Management	For	04/16/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	16	Elect Director(s)	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	17	Appoint/Pay Auditors	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	18	Appoint/Pay Auditors	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	19	Amendment of Share Capital	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	20	Amendment of Share Capital	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	21	Amendment of Share Capital	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	22	Share Repurchase	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	23	Routine Business	Management	For	04/16/25	
Weir	United Kingdom	04/24/25	Annual General Meeting	WEIR	GB00009465807	24	Articles of Association	Management	For	04/16/25	

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Per Arkansas State Code §24-2-805, Voting Ownership Interests



Arkansas Public Employees Retirement System

For the periods 05/01/2025 thru 05/31/2025

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

Proxy Voting History

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
AIA Group	Hong Kong	05/23/25	Annual General Meeting	1299 HK	HK00000069689	1	Annual Report	Management	For	05/16/25	
AIA Group	Hong Kong	05/23/25	Annual General Meeting	1299 HK	HK00000069689	2	Allocation of Income	Management	For	05/16/25	
AIA Group	Hong Kong	05/23/25	Annual General Meeting	1299 HK	HK00000069689	3	Elect Director(s)	Management	For	05/16/25	
AIA Group	Hong Kong	05/23/25	Annual General Meeting	1299 HK	HK00000069689	4	Elect Director(s)	Management	For	05/16/25	
AIA Group	Hong Kong	05/23/25	Annual General Meeting	1299 HK	HK00000069689	5	Elect Director(s)	Management	For	05/16/25	
AIA Group	Hong Kong	05/23/25	Annual General Meeting	1299 HK	HK00000069689	6	Appoint/Pay Auditors	Management	For	05/16/25	
AIA Group	Hong Kong	05/23/25	Annual General Meeting	1299 HK	HK00000069689	7A	Amendment of Share Capital	Management	For	05/16/25	
AIA Group	Hong Kong	05/23/25	Annual General Meeting	1299 HK	HK00000069689	7B	Share Repurchase	Management	For	05/16/25	
Adyen NV	Netherlands	05/15/25	Annual General Meeting		NL0012969182	2.b.	Remuneration	Management	For	05/06/25	
Adyen NV	Netherlands	05/15/25	Annual General Meeting		NL0012969182	2.c.	Annual Report	Management	For	05/06/25	
Adyen NV	Netherlands	05/15/25	Annual General Meeting		NL0012969182	3.	Discharge of Board	Management	For	05/06/25	
Adyen NV	Netherlands	05/15/25	Annual General Meeting		NL0012969182	4.	Discharge of Board	Management	For	05/06/25	
Adyen NV	Netherlands	05/15/25	Annual General Meeting		NL0012969182	5.	Elect Director(s)	Management	For	05/06/25	
Adyen NV	Netherlands	05/15/25	Annual General Meeting		NL0012969182	6.	Share Repurchase	Management	For	05/06/25	
Adyen NV	Netherlands	05/15/25	Annual General Meeting		NL0012969182	7.	Amendment of Share Capital	Management	For	05/06/25	

Proxy Voting History

Monthly Report May 2025

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Adyen NV	Netherlands	05/15/25	Annual General Meeting		NL0012969182	8.	Share Repurchase	Management	For	05/06/25	
Adyen NV	Netherlands	05/15/25	Annual General Meeting		NL0012969182	9.a.	Appoint/Pay Auditors	Management	For	05/06/25	
Adyen NV	Netherlands	05/15/25	Annual General Meeting		NL0012969182	9.b.	Appoint/Pay Auditors	Management	For	05/06/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	1	Annual Report	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	2	Annual Report	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	3	Allocation of Income	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	4	Share Repurchase	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	5	Elect Director(s)	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	6	Elect Director(s)	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	7	Elect Director(s)	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	8	Articles of Association	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	9	Remuneration	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	10	Non-Executive Remuneration	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	11	Remuneration	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	12	Remuneration	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	13	Non-Executive Remuneration	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	14	Non-Executive Remuneration	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	15	Share Repurchase	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	16	Amendment of Share Capital	Management	For	04/24/25	

Proxy Voting History

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	17	Amendment of Share Management Capital	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	18	Amendment of Share Management Capital	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	19	Amendment of Share Management Capital	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	20	Amendment of Share Management Capital	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	21	Amendment of Share Management Capital	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	22	Articles of Association	Management	For	04/24/25	
Air Liquide	France	05/06/25	AGM/EGM	AI FP	FR0000120073	23	Other	Management	For	04/24/25	
EXOR	Netherlands	05/22/25	Annual General Meeting		NL0012059018	0010	Remuneration	Management	For	05/01/25	
EXOR	Netherlands	05/22/25	Annual General Meeting		NL0012059018	0020	Annual Report	Management	For	05/01/25	
EXOR	Netherlands	05/22/25	Annual General Meeting		NL0012059018	0030	Allocation of Income	Management	For	05/01/25	
EXOR	Netherlands	05/22/25	Annual General Meeting		NL0012059018	0040	Appoint/Pay Auditors	Management	For	05/01/25	
EXOR	Netherlands	05/22/25	Annual General Meeting		NL0012059018	0050	Appoint/Pay Auditors	Management	For	05/01/25	

Proxy Voting History

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
EXOR	Netherlands	05/22/25	Annual General Meeting		NL0012059018	0060	Remuneration	Management	Against	05/01/25	We have opposed the remuneration policy due to concerns over the uncapped discretion to make off-cycle awards to directors. This decision is also based on the precedence of awarding such payments in the past.
EXOR	Netherlands	05/22/25	Annual General Meeting		NL0012059018	0070	Discharge of Board	Management	For	05/01/25	
EXOR	Netherlands	05/22/25	Annual General Meeting		NL0012059018	0080	Discharge of Board	Management	For	05/01/25	
EXOR	Netherlands	05/22/25	Annual General Meeting		NL0012059018	0090	Elect Director(s)	Management	For	05/01/25	
EXOR	Netherlands	05/22/25	Annual General Meeting		NL0012059018	0100	Elect Director(s)	Management	For	05/01/25	
EXOR	Netherlands	05/22/25	Annual General Meeting		NL0012059018	0110	Elect Director(s)	Management	For	05/01/25	
EXOR	Netherlands	05/22/25	Annual General Meeting		NL0012059018	0120	Share Repurchase	Management	For	05/01/25	
EXOR	Netherlands	05/22/25	Annual General Meeting		NL0012059018	0130	Amendment of Share Capital	Management	For	05/01/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	1	Routine Business	Management	For	04/25/25	

Proxy Voting History

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	4	Routine Business	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	5	Routine Business	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	8a	Annual Report	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	8b1	Discharge of Board	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	8b2	Discharge of Board	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	8b3	Discharge of Board	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	8b4	Discharge of Board	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	8b5	Discharge of Board	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	8b6	Discharge of Board	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	8b7	Discharge of Board	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	8b8	Discharge of Board	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	8b9	Discharge of Board	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	8b10	Discharge of Board	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	8b11	Discharge of Board	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	8b12	Discharge of Board	Management	For	04/25/25	

Proxy Voting History

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	8c	Allocation of Income	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	8d	Remuneration	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	9a	Director Related	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	9b	Appoint/Pay Auditors	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	10a1	Elect Director(s)	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	10a2	Elect Director(s)	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	10a3	Elect Director(s)	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	10a4	Elect Director(s)	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	10a5	Elect Director(s)	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	10a6	Elect Director(s)	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	10a7	Elect Director(s)	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	10a8	Elect Director(s)	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	10a9	Elect Director(s)	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	10b	Elect Director(s)	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	10c	Appoint/Pay Auditors	Management	For	04/25/25	

Proxy Voting History

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	11a	Non-Executive Remuneration	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	11b	Appoint/Pay Auditors	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	12a	Remuneration	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	12b	Incentive Plan	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	13a	Incentive Plan	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	13b	Share Repurchase	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	13c	Incentive Plan	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	13d	Non-Executive Remuneration	Management	For	04/25/25	
Epiroc B	Sweden	05/08/25	Annual General Meeting	EPIB SS	SE0015658117	13e	Employee Equity Plan	Management	For	04/25/25	
Games Workshop Group	United Kingdom	05/15/25	Extraordinary General Meeting	GAW	GB0003718474	01	Remuneration	Management	For	05/07/25	
Games Workshop Group	United Kingdom	05/15/25	Extraordinary General Meeting	GAW	GB0003718474	02	Incentive Plan	Management	For	05/07/25	
Greggs	United Kingdom	05/21/25	Annual General Meeting	GRG	GB00B63QSB39	1	Annual Report	Management	For	05/13/25	
Greggs	United Kingdom	05/21/25	Annual General Meeting	GRG	GB00B63QSB39	2	Appoint/Pay Auditors	Management	For	05/13/25	
Greggs	United Kingdom	05/21/25	Annual General Meeting	GRG	GB00B63QSB39	3	Appoint/Pay Auditors	Management	For	05/13/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Greggs	United Kingdom	05/21/25	Annual General Meeting	GRG	GB00B63QSB39	4	Allocation of Income	Management	For	05/13/25	
Greggs	United Kingdom	05/21/25	Annual General Meeting	GRG	GB00B63QSB39	5	Elect Director(s)	Management	For	05/13/25	
Greggs	United Kingdom	05/21/25	Annual General Meeting	GRG	GB00B63QSB39	6	Elect Director(s)	Management	For	05/13/25	
Greggs	United Kingdom	05/21/25	Annual General Meeting	GRG	GB00B63QSB39	7	Elect Director(s)	Management	For	05/13/25	
Greggs	United Kingdom	05/21/25	Annual General Meeting	GRG	GB00B63QSB39	8	Elect Director(s)	Management	For	05/13/25	
Greggs	United Kingdom	05/21/25	Annual General Meeting	GRG	GB00B63QSB39	9	Elect Director(s)	Management	For	05/13/25	
Greggs	United Kingdom	05/21/25	Annual General Meeting	GRG	GB00B63QSB39	10	Elect Director(s)	Management	For	05/13/25	
Greggs	United Kingdom	05/21/25	Annual General Meeting	GRG	GB00B63QSB39	11	Elect Director(s)	Management	For	05/13/25	
Greggs	United Kingdom	05/21/25	Annual General Meeting	GRG	GB00B63QSB39	12	Elect Director(s)	Management	For	05/13/25	
Greggs	United Kingdom	05/21/25	Annual General Meeting	GRG	GB00B63QSB39	13	Remuneration	Management	For	05/13/25	
Greggs	United Kingdom	05/21/25	Annual General Meeting	GRG	GB00B63QSB39	14	Amendment of Share Capital	Share Management	For	05/13/25	
Greggs	United Kingdom	05/21/25	Annual General Meeting	GRG	GB00B63QSB39	15	Amendment of Share Capital	Share Management	For	05/13/25	
Greggs	United Kingdom	05/21/25	Annual General Meeting	GRG	GB00B63QSB39	16	Amendment of Share Capital	Share Management	For	05/13/25	
Greggs	United Kingdom	05/21/25	Annual General Meeting	GRG	GB00B63QSB39	17	Share Repurchase	Management	For	05/13/25	
Greggs	United Kingdom	05/21/25	Annual General Meeting	GRG	GB00B63QSB39	18	Routine Business	Management	For	05/13/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	1	Annual Report	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	2	Remuneration	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	3	Remuneration	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	4	Allocation of Income	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	5	Elect Director(s)	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	6	Elect Director(s)	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	7	Elect Director(s)	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	8	Elect Director(s)	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	9	Elect Director(s)	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	10	Elect Director(s)	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	11	Elect Director(s)	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	12	Elect Director(s)	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	13	Elect Director(s)	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	14	Elect Director(s)	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	15	Elect Director(s)	Management	For	05/14/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	16	Elect Director(s)	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	17	Elect Director(s)	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	18	Appoint/Pay Auditors	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	19	Appoint/Pay Auditors	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	20	Amendment of Share Capital	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	21	Routine Business	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	22	Articles of Association	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	23	Incentive Plan	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	24	Amendment of Share Capital	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	25	Amendment of Share Capital	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	26	Share Repurchase	Management	For	05/14/25	
Intertek	United Kingdom	05/22/25	Annual General Meeting	ITRK	GB0031638363	27	Routine Business	Management	For	05/14/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	1	Routine Business	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	3	Routine Business	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	5	Routine Business	Management	For	04/28/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	8	Annual Report	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	9	Remuneration	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	10A	Discharge of Board	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	10B	Discharge of Board	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	10C	Discharge of Board	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	10D	Discharge of Board	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	10E	Discharge of Board	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	10F	Discharge of Board	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	10G	Discharge of Board	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	10H	Discharge of Board	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	10I	Discharge of Board	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	10J	Discharge of Board	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	10K	Discharge of Board	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	10L	Discharge of Board	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	10M	Discharge of Board	Management	For	04/28/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	10N	Discharge of Board	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	11	Allocation of Income	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	12A	Director Related	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	12B	Appoint/Pay Auditors	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	13A	Non-Executive Remuneration	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	13B	Appoint/Pay Auditors	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	14A	Elect Director(s)	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	14B	Elect Director(s)	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	14C	Elect Director(s)	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	14D	Elect Director(s)	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	14E	Elect Director(s)	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	14F	Elect Director(s)	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	14G	Elect Director(s)	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	14H	Elect Director(s)	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	14I	Elect Director(s)	Management	For	04/28/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	14J	Elect Director(s)	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	14K	Elect Director(s)	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	14L	Elect Director(s)	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	14M	Elect Director(s)	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	15	Elect Director(s)	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	16	Appoint/Pay Auditors	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	17A	Employee Equity Plan	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	17B	Employee Equity Plan	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	18A	Non-Executive Remuneration	Management	For	04/28/25	
Investor	Sweden	05/07/25	Annual General Meeting	INVEb.ST	SE0015811963	18B	Employee Equity Plan	Management	For	04/28/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	1	Annual Report	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	2	Annual Report	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	3	Remuneration	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	4	Discharge of Board	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	5	Allocation of Income	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	6.1.1	Elect Director(s)	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	6.1.2	Elect Director(s)	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	6.1.3	Elect Director(s)	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	6.1.4	Elect Director(s)	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	6.1.5	Director Related	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	6.1.6	Elect Director(s)	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	6.1.7	Elect Director(s)	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	6.2.1	Elect Director(s)	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	6.2.2	Elect Director(s)	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	6.2.3	Elect Director(s)	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	6.3	Elect Director(s)	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	6.4.1	Non-Executive Remuneration	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	6.4.2	Elect Committee Member	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	6.4.3	Elect Committee Member	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	6.4.4	Elect Committee Member	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	6.4.5	Elect Committee Member	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	7	Appoint/Pay Auditors	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	8	Routine Business	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	9	Non-Executive Remuneration	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	10.1	Remuneration	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	10.2	Remuneration	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Lonza Group	Switzerland	05/09/25	Annual General Meeting	276442	CH0013841017	11	Routine Business	Management	No Vote		We did not vote due to the practice known as "blocking" - the rules in some markets which restrict us from selling your shares during the period between the votes being cast and the date of the meeting.
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Nemetschek	Germany	05/20/25	Annual General Meeting	NEKG.DE	DE00006452907	2	Allocation of Income	Management	For	05/06/25	
Nemetschek	Germany	05/20/25	Annual General Meeting	NEKG.DE	DE00006452907	3	Discharge of Board	Management	For	05/06/25	
Nemetschek	Germany	05/20/25	Annual General Meeting	NEKG.DE	DE00006452907	4.1	Discharge of Board	Management	For	05/06/25	
Nemetschek	Germany	05/20/25	Annual General Meeting	NEKG.DE	DE00006452907	4.2	Discharge of Board	Management	For	05/06/25	
Nemetschek	Germany	05/20/25	Annual General Meeting	NEKG.DE	DE00006452907	4.3	Discharge of Board	Management	For	05/06/25	
Nemetschek	Germany	05/20/25	Annual General Meeting	NEKG.DE	DE00006452907	4.4	Discharge of Board	Management	For	05/06/25	
Nemetschek	Germany	05/20/25	Annual General Meeting	NEKG.DE	DE00006452907	4.5	Discharge of Board	Management	For	05/06/25	
Nemetschek	Germany	05/20/25	Annual General Meeting	NEKG.DE	DE00006452907	4.6	Discharge of Board	Management	For	05/06/25	
Nemetschek	Germany	05/20/25	Annual General Meeting	NEKG.DE	DE00006452907	5	Appoint/Pay Auditors	Management	For	05/06/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Nemetschek	Germany	05/20/25	Annual General Meeting	NEKG.DE	DE00006452907	6	Appointment/Pay Auditors	Management	For	05/06/25	
Nemetschek	Germany	05/20/25	Annual General Meeting	NEKG.DE	DE00006452907	7	Remuneration	Management	Abstain	05/06/25	We abstained on the remuneration report due to ongoing concerns about the absence of an equity component. However, we have gained a better understanding of the rationale behind the current structure and are satisfied with the demonstrated alignment between pay and performance metrics. This understanding influenced our decision to abstain rather than oppose the report.
Nemetschek	Germany	05/20/25	Annual General Meeting	NEKG.DE	DE00006452907	8	Amendment of Share Capital	Management	For	05/06/25	
Nemetschek	Germany	05/20/25	Annual General Meeting	NEKG.DE	DE00006452907	9	Amendment of Share Capital	Management	For	05/06/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Nemetschek	Germany	05/20/25	Annual General Meeting	NEKG	DE0006452907	10	Related Party Transactions	Management	For	05/06/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	1.1	Annual Report	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	1.2	Annual Report	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	2	Allocation of Income	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	3	Discharge of Board	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	4	Remuneration	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	5.1	Remuneration	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	5.2	Non-Executive Remuneration	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	5.3	Remuneration	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	5.4	Remuneration	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	5.5	Remuneration	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	5.6	Non-Executive Remuneration	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	6.1.1	Elect Director(s)	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	6.1.2	Elect Director(s)	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	6.1.3	Elect Director(s)	Management	For	05/13/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	6.1.4	Elect Director(s)	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	6.1.5	Elect Director(s)	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	6.1.6	Elect Director(s)	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	6.1.7	Elect Director(s)	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	6.1.8	Elect Director(s)	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	6.2.1	Elect Committee Member	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	6.2.2	Elect Committee Member	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	6.2.3	Elect Committee Member	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	6.3	Routine Business	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	6.4	Appoint/Pay Auditors	Management	For	05/13/25	
Partners Group	Switzerland	05/21/25	Annual General Meeting	SW PGHN	CH0024608827	7	Routine Business	Management	Against	05/13/25	We opposed the request to authorise other business. We do not believe this is in the best interests of clients who vote by proxy.
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	1	Annual Report	Management	For	05/01/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	2	Remuneration	Management	For	05/01/25	
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	3	Allocation of Income	Management	For	05/01/25	
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	4	Appoint/Pay Auditors	Management	For	05/01/25	
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	5	Appoint/Pay Auditors	Management	For	05/01/25	
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	6	Elect Director(s)	Management	For	05/01/25	
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	7	Elect Director(s)	Management	For	05/01/25	
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	8	Elect Director(s)	Management	For	05/01/25	
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	9	Elect Director(s)	Management	For	05/01/25	
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	10	Elect Director(s)	Management	For	05/01/25	
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	11	Elect Director(s)	Management	For	05/01/25	
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	12	Elect Director(s)	Management	For	05/01/25	
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	13	Elect Director(s)	Management	For	05/01/25	
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	14	Amendment of Share Capital	Management	For	05/01/25	
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	15	Amendment of Share Capital	Management	For	05/01/25	
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	16	Amendment of Share Capital	Management	For	05/01/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	17	Share Repurchase	Management	For	05/01/25	
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	18	Routine Business	Management	For	05/01/25	
Rightmove	United Kingdom	05/09/25	Annual General Meeting	RMV	GB00BGDT3G23	19	Routine Business	Management	For	05/01/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	01	Annual Report	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	02	Remuneration	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	03	Non-Executive Remuneration	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	04	Allocation of Income	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	05	Appoint/Pay Auditors	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	06	Appoint/Pay Auditors	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	07	Elect Director(s)	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	08	Elect Director(s)	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	09	Elect Director(s)	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	10	Elect Director(s)	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	11	Elect Director(s)	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	12	Elect Director(s)	Management	For	05/06/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	13	Elect Director(s)	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	14	Elect Director(s)	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	15	Elect Director(s)	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	16	Elect Director(s)	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	17	Routine Business	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	18	Amendment of Share Capital	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	19	Amendment of Share Capital	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	20	Amendment of Share Capital	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	21	Amendment of Share Capital	Management	Against	05/06/25	We opposed the resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	22	Share Repurchase	Management	For	05/06/25	
Spirax Group	United Kingdom	05/14/25	Annual General Meeting	SPX	GB00BWFGQN14	23	Routine Business	Management	For	05/06/25	
Techtronic Industries	Hong Kong	05/09/25	Annual General Meeting	669.HK	HK0669013440	1	Annual Report	Management	For	05/01/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Techtronic Industries	Hong Kong	05/09/25	Annual General Meeting	669.HK	HK0669013440	2	Allocation of Income	Management	For	05/01/25	
Techtronic Industries	Hong Kong	05/09/25	Annual General Meeting	669.HK	HK0669013440	3.a	Elect Director(s)	Management	For	05/01/25	
Techtronic Industries	Hong Kong	05/09/25	Annual General Meeting	669.HK	HK0669013440	3.b	Elect Director(s)	Management	For	05/01/25	
Techtronic Industries	Hong Kong	05/09/25	Annual General Meeting	669.HK	HK0669013440	3.c	Elect Director(s)	Management	For	05/01/25	
Techtronic Industries	Hong Kong	05/09/25	Annual General Meeting	669.HK	HK0669013440	3.d	Elect Director(s)	Management	For	05/01/25	
Techtronic Industries	Hong Kong	05/09/25	Annual General Meeting	669.HK	HK0669013440	3.e	Elect Director(s)	Management	For	05/01/25	
Techtronic Industries	Hong Kong	05/09/25	Annual General Meeting	669.HK	HK0669013440	3.f	Elect Director(s)	Management	For	05/01/25	
Techtronic Industries	Hong Kong	05/09/25	Annual General Meeting	669.HK	HK0669013440	3.g	Elect Director(s)	Management	For	05/01/25	
Techtronic Industries	Hong Kong	05/09/25	Annual General Meeting	669.HK	HK0669013440	3.h	Elect Director(s)	Management	For	05/01/25	
Techtronic Industries	Hong Kong	05/09/25	Annual General Meeting	669.HK	HK0669013440	3.i	Non-Executive Remuneration	Management	For	05/01/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Techtronic Industries	Hong Kong	05/09/25	Annual General Meeting	669.HK	HK0669013440	4	Appoint/Pay Auditors	Management	Against	05/01/25	We opposed the ratification of the auditor because of the length of tenure. We believe it is best practice for the auditor to be rotated regularly as this works to ensure independent oversight of the company's audit process and internal financial controls.
Techtronic Industries	Hong Kong	05/09/25	Annual General Meeting	669.HK	HK0669013440	5	Amendment of Share Capital	Management	For	05/01/25	
Techtronic Industries	Hong Kong	05/09/25	Annual General Meeting	669.HK	HK0669013440	6	Share Repurchase	Management	For	05/01/25	
Tencent	China	05/14/25	Annual General Meeting	700 HK	KYG875721634	7	Articles of Association	Management	For	05/01/25	
Tencent	China	05/14/25	Annual General Meeting	700 HK	KYG875721634	1	Annual Report	Management	For	05/07/25	
Tencent	China	05/14/25	Annual General Meeting	700 HK	KYG875721634	2	Allocation of Income	Management	For	05/07/25	
Tencent	China	05/14/25	Annual General Meeting	700 HK	KYG875721634	3a	Elect Director(s)	Management	For	05/07/25	
Tencent	China	05/14/25	Annual General Meeting	700 HK	KYG875721634	3b	Elect Director(s)	Management	For	05/07/25	
Tencent	China	05/14/25	Annual General Meeting	700 HK	KYG875721634	3c	Remuneration	Management	For	05/07/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Tencent	China	05/14/25	Annual General Meeting	700 HK	KYG875721634	4	Appoint/Pay Auditors	Management	For	05/07/25	
Tencent	China	05/14/25	Annual General Meeting	700 HK	KYG875721634	5	Amendment of Share Capital	Management	For	05/07/25	
Tencent	China	05/14/25	Annual General Meeting	700 HK	KYG875721634	6	Share Repurchase	Management	For	05/07/25	
Topicus.Com Inc	Canada	05/13/25	Annual General Meeting		CA89072T1021	1.01	Elect Director(s)	Management	For	05/06/25	
Topicus.Com Inc	Canada	05/13/25	Annual General Meeting		CA89072T1021	1.02	Elect Director(s)	Management	For	05/06/25	
Topicus.Com Inc	Canada	05/13/25	Annual General Meeting		CA89072T1021	1.03	Elect Director(s)	Management	For	05/06/25	
Topicus.Com Inc	Canada	05/13/25	Annual General Meeting		CA89072T1021	1.04	Elect Director(s)	Management	For	05/06/25	
Topicus.Com Inc	Canada	05/13/25	Annual General Meeting		CA89072T1021	1.05	Elect Director(s)	Management	For	05/06/25	
Topicus.Com Inc	Canada	05/13/25	Annual General Meeting		CA89072T1021	2	Appoint/Pay Auditors	Management	For	05/06/25	
TotalEnergies	France	05/23/25	AGM/EGM	TOTF.PA	FR0000120271	1	Annual Report	Management	For	05/07/25	
TotalEnergies	France	05/23/25	AGM/EGM	TOTF.PA	FR0000120271	2	Annual Report	Management	For	05/07/25	
TotalEnergies	France	05/23/25	AGM/EGM	TOTF.PA	FR0000120271	3	Allocation of Income	Management	For	05/07/25	
TotalEnergies	France	05/23/25	AGM/EGM	TOTF.PA	FR0000120271	4	Share Repurchase	Management	For	05/07/25	
TotalEnergies	France	05/23/25	AGM/EGM	TOTF.PA	FR0000120271	5	Articles of Association	Management	For	05/07/25	
TotalEnergies	France	05/23/25	AGM/EGM	TOTF.PA	FR0000120271	6	Elect Director(s)	Management	For	05/07/25	
TotalEnergies	France	05/23/25	AGM/EGM	TOTF.PA	FR0000120271	7	Elect Director(s)	Management	For	05/07/25	
TotalEnergies	France	05/23/25	AGM/EGM	TOTF.PA	FR0000120271	8	Elect Director(s)	Management	For	05/07/25	
TotalEnergies	France	05/23/25	AGM/EGM	TOTF.PA	FR0000120271	9	Articles of Association	Management	For	05/07/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
TotalEnergies	France	05/23/25	AGM/EGM	TOTF.PA	FR0000120271	A	Articles of Association	Management	For	05/07/25	
TotalEnergies	France	05/23/25	AGM/EGM	TOTF.PA	FR0000120271	10	Remuneration	Management	For	05/07/25	
TotalEnergies	France	05/23/25	AGM/EGM	TOTF.PA	FR0000120271	11	Non-Executive Remuneration	Management	For	05/07/25	
TotalEnergies	France	05/23/25	AGM/EGM	TOTF.PA	FR0000120271	12	Remuneration	Management	For	05/07/25	
TotalEnergies	France	05/23/25	AGM/EGM	TOTF.PA	FR0000120271	13	Remuneration	Management	For	05/07/25	
TotalEnergies	France	05/23/25	AGM/EGM	TOTF.PA	FR0000120271	14	Amendment of Share Capital	Share Management	For	05/07/25	
TotalEnergies	France	05/23/25	AGM/EGM	TOTF.PA	FR0000120271	15	Amendment of Share Capital	Share Management	For	05/07/25	

Per Arkansas State Code §24-2-805, Voting Ownership Interests



Arkansas Public Employees Retirement System

For the periods 06/01/2025 thru 06/30/2025

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

Proxy Voting History

Monthly Report June 2025

01

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Ashtead	United Kingdom	06/10/25	Court Meeting	aht	GB0000536739	1	Scheme of Arrangement	Management	Against	06/02/25	We opposed the scheme of arrangement, as our clients will not be able to maintain their holding in the newly established parent company, which we do not believe is in their long-term interests.
Ashtead	United Kingdom	06/10/25	Extraordinary General Meeting	aht	GB0000536739	1	Scheme of Arrangement	Management	Against	06/02/25	We opposed seven resolutions related to the scheme of arrangement. We opposed the scheme as our clients will not be able to maintain their holding in the newly established parent company, which we do not believe is in their long-term interests.

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Proxy Voting History

Monthly Report June 2025

02

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Ashtead	United Kingdom	06/10/25	Extraordinary General Meeting	aht	GB0000536739	2	Scheme of Arrangement	Management	Against	06/02/25	We opposed seven resolutions related to the scheme of arrangement. We opposed the scheme as our clients will not be able to maintain their holding in the newly established parent company, which we do not believe is in their long-term interests.
Ashtead	United Kingdom	06/10/25	Extraordinary General Meeting	aht	GB0000536739	3	Scheme of Arrangement	Management	Against	06/02/25	We opposed seven resolutions related to the scheme of arrangement. We opposed the scheme as our clients will not be able to maintain their holding in the newly established parent company, which we do not believe is in their long-term interests.

Proxy Voting History

Monthly Report June 2025

03

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Ashtead	United Kingdom	06/10/25	Extraordinary General Meeting	aht	GB0000536739	4	Scheme of Arrangement	Management	Against	06/02/25	We opposed seven resolutions related to the scheme of arrangement. We opposed the scheme as our clients will not be able to maintain their holding in the newly established parent company, which we do not believe is in their long-term interests.
Ashtead	United Kingdom	06/10/25	Extraordinary General Meeting	aht	GB0000536739	5	Scheme of Arrangement	Management	Against	06/02/25	We opposed seven resolutions related to the scheme of arrangement. We opposed the scheme as our clients will not be able to maintain their holding in the newly established parent company, which we do not believe is in their long-term interests.

Proxy Voting History

Monthly Report June 2025

04

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Ashtead	United Kingdom	06/10/25	Extraordinary General Meeting	aht	GB0000536739	6	Scheme of Arrangement	Management	Against	06/02/25	We opposed seven resolutions related to the scheme of arrangement. We opposed the scheme as our clients will not be able to maintain their holding in the newly established parent company, which we do not believe is in their long-term interests.
Ashtead	United Kingdom	06/10/25	Extraordinary General Meeting	aht	GB0000536739	7	Scheme of Arrangement	Management	Against	06/02/25	We opposed seven resolutions related to the scheme of arrangement. We opposed the scheme as our clients will not be able to maintain their holding in the newly established parent company, which we do not believe is in their long-term interests.

Proxy Voting History

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Keyence	Japan	06/13/25	Annual General Meeting	6861	JP3236200006	1	Allocation of Income	Management	For	06/06/25	
Keyence	Japan	06/13/25	Annual General Meeting	6861	JP3236200006	2.1	Elect Director(s)	Management	For	06/06/25	
Keyence	Japan	06/13/25	Annual General Meeting	6861	JP3236200006	2.2	Elect Director(s)	Management	For	06/06/25	
Keyence	Japan	06/13/25	Annual General Meeting	6861	JP3236200006	2.3	Elect Director(s)	Management	For	06/06/25	
Keyence	Japan	06/13/25	Annual General Meeting	6861	JP3236200006	2.4	Elect Director(s)	Management	For	06/06/25	
Keyence	Japan	06/13/25	Annual General Meeting	6861	JP3236200006	2.5	Elect Director(s)	Management	For	06/06/25	
Keyence	Japan	06/13/25	Annual General Meeting	6861	JP3236200006	2.6	Elect Director(s)	Management	For	06/06/25	
Keyence	Japan	06/13/25	Annual General Meeting	6861	JP3236200006	2.7	Elect Director(s)	Management	For	06/06/25	
Keyence	Japan	06/13/25	Annual General Meeting	6861	JP3236200006	2.8	Elect Director(s)	Management	For	06/06/25	
Keyence	Japan	06/13/25	Annual General Meeting	6861	JP3236200006	2.9	Elect Director(s)	Management	For	06/06/25	
Keyence	Japan	06/13/25	Annual General Meeting	6861	JP3236200006	3	Elect Statutory Auditor	Management	For	06/06/25	
Keyence	Japan	06/13/25	Annual General Meeting	6861	JP3236200006	4	Elect Statutory Auditor	Management	For	06/06/25	
LY Corp	Japan	06/19/25	Annual General Meeting		JP3933800009	1.1	Elect Director(s)	Management	For	06/17/25	
LY Corp	Japan	06/19/25	Annual General Meeting		JP3933800009	1.2	Elect Director(s)	Management	For	06/17/25	
LY Corp	Japan	06/19/25	Annual General Meeting		JP3933800009	2	Elect Director(s)	Management	For	06/17/25	

Proxy Voting History

Monthly Report June 2025

06

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Li Ning	China	06/12/25	Annual General Meeting	2331 HK	KYG5496K1242	1	Annual Report	Management	For	06/05/25	
Li Ning	China	06/12/25	Annual General Meeting	2331 HK	KYG5496K1242	2	Allocation of Income	Management	For	06/05/25	
Li Ning	China	06/12/25	Annual General Meeting	2331 HK	KYG5496K1242	3i.a	Elect Director(s)	Management	Against	06/05/25	We opposed the election of two independent directors to the board and board committees.
Li Ning 1799	China	06/12/25	Annual General Meeting	2331 HK	KYG5496K1242	3i.b	Elect Director(s)	Management	Against	06/05/25	We opposed the election of two independent directors to the board and board committees. These directors both have long tenures which we believe could act to compromise their independence.
Li Ning	China	06/12/25	Annual General Meeting	2331 HK	KYG5496K1242	3i.c	Elect Director(s)	Management	For	06/05/25	
Li Ning	China	06/12/25	Annual General Meeting	2331 HK	KYG5496K1242	3ii	Non-Executive Remuneration	Management	For	06/05/25	
Li Ning	China	06/12/25	Annual General Meeting	2331 HK	KYG5496K1242	4	Appoint/Pay Auditors	Management	For	06/05/25	
Li Ning	China	06/12/25	Annual General Meeting	2331 HK	KYG5496K1242	5	Amendment of Share Capital	Management	For	06/05/25	

Proxy Voting History

Monthly Report June 2025

07

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Li Ning	China	06/12/25	Annual General Meeting	2331 HK	KYG5496K1242	6	Share Repurchase	Management	For	06/05/25	
MercadoLibre	Brazil	06/17/25	Annual General Meeting	MELI US	US58733R1023	1a.	Elect Director(s)	Management	For	06/13/25	
MercadoLibre	Brazil	06/17/25	Annual General Meeting	MELI US	US58733R1023	1b.	Elect Director(s)	Management	For	06/13/25	
MercadoLibre	Brazil	06/17/25	Annual General Meeting	MELI US	US58733R1023	1c.	Elect Director(s)	Management	For	06/13/25	
MercadoLibre	Brazil	06/17/25	Annual General Meeting	MELI US	US58733R1023	1d.	Elect Director(s)	Management	For	06/13/25	
MercadoLibre	Brazil	06/17/25	Annual General Meeting	MELI US	US58733R1023	2.	Remuneration	Management	For	06/13/25	
MercadoLibre	Brazil	06/17/25	Annual General Meeting	MELI US	US58733R1023	3.	Appoint/Pay Auditors	Management	For	06/13/25	
MercadoLibre	Brazil	06/17/25	Annual General Meeting	MELI US	US58733R1023	4.	Articles of Association	Management	Abstain	06/13/25	We abstained on the resolution regarding the company's reincorporation because the company withdrew it ahead of the meeting.
Murata	Japan	06/27/25	Annual General Meeting	6981	JP3914400001	1	Allocation of Income	Management	For	06/25/25	
Murata	Japan	06/27/25	Annual General Meeting	6981	JP3914400001	2.1	Elect Director(s)	Management	For	06/25/25	
Murata	Japan	06/27/25	Annual General Meeting	6981	JP3914400001	2.2	Elect Director(s)	Management	For	06/25/25	
Murata	Japan	06/27/25	Annual General Meeting	6981	JP3914400001	2.3	Elect Director(s)	Management	For	06/25/25	

Proxy Voting History

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Murata	Japan	06/27/25	Annual General Meeting	6981	JP3914400001	2.4	Elect Director(s)	Management	For	06/25/25	
Murata	Japan	06/27/25	Annual General Meeting	6981	JP3914400001	2.5	Elect Director(s)	Management	For	06/25/25	
Murata	Japan	06/27/25	Annual General Meeting	6981	JP3914400001	2.6	Elect Director(s)	Management	For	06/25/25	
Murata	Japan	06/27/25	Annual General Meeting	6981	JP3914400001	2.7	Elect Director(s)	Management	For	06/25/25	
Murata	Japan	06/27/25	Annual General Meeting	6981	JP3914400001	2.8	Elect Director(s)	Management	For	06/25/25	
Murata	Japan	06/27/25	Annual General Meeting	6981	JP3914400001	3	Incentive Plan	Management	For	06/25/25	
Olympus	Japan	06/26/25	Annual General Meeting	7733	JP3201200007	1.1	Elect Director(s)	Management	For	06/23/25	
Olympus	Japan	06/26/25	Annual General Meeting	7733	JP3201200007	1.2	Elect Director(s)	Management	For	06/23/25	
Olympus	Japan	06/26/25	Annual General Meeting	7733	JP3201200007	1.3	Elect Director(s)	Management	For	06/23/25	
Olympus	Japan	06/26/25	Annual General Meeting	7733	JP3201200007	1.4	Elect Director(s)	Management	For	06/23/25	
Olympus	Japan	06/26/25	Annual General Meeting	7733	JP3201200007	1.5	Elect Director(s)	Management	For	06/23/25	
Olympus	Japan	06/26/25	Annual General Meeting	7733	JP3201200007	1.6	Elect Director(s)	Management	For	06/23/25	
Olympus	Japan	06/26/25	Annual General Meeting	7733	JP3201200007	1.7	Elect Director(s)	Management	For	06/23/25	
Olympus	Japan	06/26/25	Annual General Meeting	7733	JP3201200007	1.8	Elect Director(s)	Management	For	06/23/25	
Olympus	Japan	06/26/25	Annual General Meeting	7733	JP3201200007	1.9	Elect Director(s)	Management	For	06/23/25	

Proxy Voting History

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Olympus	Japan	06/26/25	Annual General Meeting	7733	JP3201200007	1.10	Elect Director(s)	Management	For	06/23/25	
Olympus	Japan	06/26/25	Annual General Meeting	7733	JP3201200007	1.11	Elect Director(s)	Management	For	06/23/25	
Recruit Holdings	Japan	06/26/25	Annual General Meeting	6098	JP3970300004	1.1	Elect Director(s)	Management	For	06/17/25	
Recruit Holdings	Japan	06/26/25	Annual General Meeting	6098	JP3970300004	1.2	Elect Director(s)	Management	For	06/17/25	
Recruit Holdings	Japan	06/26/25	Annual General Meeting	6098	JP3970300004	1.3	Elect Director(s)	Management	For	06/17/25	
Recruit Holdings	Japan	06/26/25	Annual General Meeting	6098	JP3970300004	1.4	Elect Director(s)	Management	For	06/17/25	
Recruit Holdings	Japan	06/26/25	Annual General Meeting	6098	JP3970300004	1.5	Elect Director(s)	Management	For	06/17/25	
Recruit Holdings	Japan	06/26/25	Annual General Meeting	6098	JP3970300004	1.6	Elect Director(s)	Management	For	06/17/25	
Recruit Holdings	Japan	06/26/25	Annual General Meeting	6098	JP3970300004	1.7	Elect Director(s)	Management	For	06/17/25	
Recruit Holdings	Japan	06/26/25	Annual General Meeting	6098	JP3970300004	1.8	Elect Director(s)	Management	For	06/17/25	
Recruit Holdings	Japan	06/26/25	Annual General Meeting	6098	JP3970300004	2	Elect Statutory Auditor	Management	For	06/17/25	
SMC	Japan	06/27/25	Annual General Meeting	6273	JP3162600005	1	Allocation of Income	Management	For	06/19/25	
SMC	Japan	06/27/25	Annual General Meeting	6273	JP3162600005	2.1	Elect Director(s)	Management	For	06/19/25	
SMC	Japan	06/27/25	Annual General Meeting	6273	JP3162600005	2.2	Elect Director(s)	Management	For	06/19/25	
SMC	Japan	06/27/25	Annual General Meeting	6273	JP3162600005	2.3	Elect Director(s)	Management	For	06/19/25	

Proxy Voting History

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
SMC	Japan	06/27/25	Annual General Meeting	6273	JP3162600005	2.4	Elect Director(s)	Management	For	06/19/25	
SMC	Japan	06/27/25	Annual General Meeting	6273	JP3162600005	2.5	Elect Director(s)	Management	For	06/19/25	
SMC	Japan	06/27/25	Annual General Meeting	6273	JP3162600005	2.6	Elect Director(s)	Management	For	06/19/25	
SMC	Japan	06/27/25	Annual General Meeting	6273	JP3162600005	2.7	Elect Director(s)	Management	For	06/19/25	
SMC	Japan	06/27/25	Annual General Meeting	6273	JP3162600005	2.8	Elect Director(s)	Management	For	06/19/25	
SMC	Japan	06/27/25	Annual General Meeting	6273	JP3162600005	2.9	Elect Director(s)	Management	For	06/19/25	
SMC	Japan	06/27/25	Annual General Meeting	6273	JP3162600005	2.10	Elect Director(s)	Management	For	06/19/25	
SMC	Japan	06/27/25	Annual General Meeting	6273	JP3162600005	2.11	Elect Director(s)	Management	For	06/19/25	
SMC	Japan	06/27/25	Annual General Meeting	6273	JP3162600005	2.12	Elect Director(s)	Management	For	06/19/25	
Shopify 'A'	Canada	06/17/25	Annual General Meeting	9450FQ	CA82509L1076	1A	Elect Director(s)	Management	For	06/11/25	
Shopify 'A'	Canada	06/17/25	Annual General Meeting	9450FQ	CA82509L1076	1B	Elect Director(s)	Management	For	06/11/25	
Shopify 'A'	Canada	06/17/25	Annual General Meeting	9450FQ	CA82509L1076	1C	Elect Director(s)	Management	For	06/11/25	
Shopify 'A'	Canada	06/17/25	Annual General Meeting	9450FQ	CA82509L1076	1D	Elect Director(s)	Management	For	06/11/25	
Shopify 'A'	Canada	06/17/25	Annual General Meeting	9450FQ	CA82509L1076	1E	Elect Director(s)	Management	For	06/11/25	
Shopify 'A'	Canada	06/17/25	Annual General Meeting	9450FQ	CA82509L1076	1F	Elect Director(s)	Management	For	06/11/25	

Proxy Voting History

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Shopify 'A'	Canada	06/17/25	Annual General Meeting	9450FQ	CA82509L1076	1G	Elect Director(s)	Management	For	06/11/25	
Shopify 'A'	Canada	06/17/25	Annual General Meeting	9450FQ	CA82509L1076	1H	Elect Director(s)	Management	For	06/11/25	
Shopify 'A'	Canada	06/17/25	Annual General Meeting	9450FQ	CA82509L1076	1I	Elect Director(s)	Management	For	06/11/25	
Shopify 'A'	Canada	06/17/25	Annual General Meeting	9450FQ	CA82509L1076	1J	Elect Director(s)	Management	For	06/11/25	
Shopify 'A'	Canada	06/17/25	Annual General Meeting	9450FQ	CA82509L1076	02	Appoint/Pay Auditors	Management	For	06/11/25	
Shopify 'A'	Canada	06/17/25	Annual General Meeting	9450FQ	CA82509L1076	03	Remuneration	Management	For	06/11/25	
Shopify 'A'	Canada	06/17/25	Annual General Meeting	9450FQ	CA82509L1076	1	Allocation of Income	Management	For	06/25/25	
Sysmex Corp	Japan	06/27/25	Annual General Meeting	6869	JP3351100007	2.1	Elect Director(s)	Management	For	06/25/25	
Sysmex Corp	Japan	06/27/25	Annual General Meeting	6869	JP3351100007	2.2	Elect Director(s)	Management	For	06/25/25	
Sysmex Corp	Japan	06/27/25	Annual General Meeting	6869	JP3351100007	2.3	Elect Director(s)	Management	For	06/25/25	
Sysmex Corp	Japan	06/27/25	Annual General Meeting	6869	JP3351100007	2.4	Elect Director(s)	Management	For	06/25/25	
Sysmex Corp	Japan	06/27/25	Annual General Meeting	6869	JP3351100007	2.5	Elect Director(s)	Management	For	06/25/25	
Sysmex Corp	Japan	06/27/25	Annual General Meeting	6869	JP3351100007	2.6	Elect Director(s)	Management	For	06/25/25	
Sysmex Corp	Japan	06/27/25	Annual General Meeting	6869	JP3351100007	2.7	Elect Committee Member	Management	For	06/25/25	
Sysmex Corp	Japan	06/27/25	Annual General Meeting	6869	JP3351100007	2.8	Elect Director(s)	Management	For	06/25/25	

Proxy Voting History

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Sysmex Corp	Japan	06/27/25	Annual General Meeting	6869	JP3351100007	2.9	Elect Director(s)	Management	For	06/25/25	
Sysmex Corp	Japan	06/27/25	Annual General Meeting	6869	JP3351100007	2.10	Elect Director(s)	Management	For	06/25/25	
Sysmex Corp	Japan	06/27/25	Annual General Meeting	6869	JP3351100007	3	Elect Director(s)	Management	For	06/25/25	
Sysmex Corp	Japan	06/27/25	Annual General Meeting	6869	JP3351100007	4	Incentive Plan	Management	For	06/25/25	
TSMC ADR	Taiwan	06/03/25	Annual General Meeting	TSM	USUS8740391003	1.	Annual Report	Management	For	05/21/25	
TSMC ADR	Taiwan	06/03/25	Annual General Meeting	TSM	USUS8740391003	2.	Articles of Association	Management	For	05/21/25	
Tokyo Electron	Japan	06/17/25	Annual General Meeting	8035	JP3571400005	1.1	Elect Director(s)	Management	For	06/13/25	
Tokyo Electron	Japan	06/17/25	Annual General Meeting	8035	JP3571400005	1.2	Elect Director(s)	Management	For	06/13/25	
Tokyo Electron	Japan	06/17/25	Annual General Meeting	8035	JP3571400005	1.3	Elect Director(s)	Management	For	06/13/25	
Tokyo Electron	Japan	06/17/25	Annual General Meeting	8035	JP3571400005	1.4	Elect Director(s)	Management	For	06/13/25	
Tokyo Electron	Japan	06/17/25	Annual General Meeting	8035	JP3571400005	1.5	Elect Director(s)	Management	For	06/13/25	
Tokyo Electron	Japan	06/17/25	Annual General Meeting	8035	JP3571400005	1.6	Elect Director(s)	Management	For	06/13/25	
Tokyo Electron	Japan	06/17/25	Annual General Meeting	8035	JP3571400005	1.7	Elect Director(s)	Management	For	06/13/25	
Tokyo Electron	Japan	06/17/25	Annual General Meeting	8035	JP3571400005	1.8	Elect Director(s)	Management	For	06/13/25	
Tokyo Electron	Japan	06/17/25	Annual General Meeting	8035	JP3571400005	2.1	Elect Statutory Auditor	Management	For	06/13/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Tokyo Electron Japan		06/17/25	Annual General Meeting	8035	JP3571400005	2.2	Elect Statutory Auditor	Management	For	06/13/25	
Tokyo Electron Japan		06/17/25	Annual General Meeting	8035	JP3571400005	3	Incentive Plan	Management	For	06/13/25	
Tokyo Electron Japan		06/17/25	Annual General Meeting	8035	JP3571400005	4	Incentive Plan	Management	For	06/13/25	
Tokyo Electron Japan		06/17/25	Annual General Meeting	8035	JP3571400005	5	Incentive Plan	Management	For	06/13/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Tokyo Electron Japan	Japan	06/17/25	Annual General Meeting	8035	JP3571400005	6	Incentive Plan	Management	Against	06/13/25	We opposed the equity incentive plan due to concerns over the terms of the plan for independent outsiders. A substantial portion of their compensation is delivered in the form of restricted shares, with vesting periods that exceed our preferred maximum of one year. We believe that the design of the plan may lead to independent directors being conflicted and could potentially hinder their long-term outlook or disincentivise them from resigning in protest.
Trainline Plc	United Kingdom	06/26/25	Annual General Meeting		GB00BKDKTK925	01	Annual Report	Management	For	06/13/25	
Trainline Plc	United Kingdom	06/26/25	Annual General Meeting		GB00BKDKTK925	02	Remuneration	Management	For	06/13/25	

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Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Trainline Plc	United Kingdom	06/26/25	Annual General Meeting		GB00BKDTK925	03	Elect Director(s)	Management	For	06/13/25	
Trainline Plc	United Kingdom	06/26/25	Annual General Meeting		GB00BKDTK925	04	Elect Director(s)	Management	For	06/13/25	
Trainline Plc	United Kingdom	06/26/25	Annual General Meeting		GB00BKDTK925	05	Elect Director(s)	Management	For	06/13/25	
Trainline Plc	United Kingdom	06/26/25	Annual General Meeting		GB00BKDTK925	06	Elect Director(s)	Management	For	06/13/25	
Trainline Plc	United Kingdom	06/26/25	Annual General Meeting		GB00BKDTK925	07	Elect Director(s)	Management	For	06/13/25	
Trainline Plc	United Kingdom	06/26/25	Annual General Meeting		GB00BKDTK925	08	Elect Director(s)	Management	For	06/13/25	
Trainline Plc	United Kingdom	06/26/25	Annual General Meeting		GB00BKDTK925	09	Elect Director(s)	Management	For	06/13/25	
Trainline Plc	United Kingdom	06/26/25	Annual General Meeting		GB00BKDTK925	10	Elect Director(s)	Management	For	06/13/25	
Trainline Plc	United Kingdom	06/26/25	Annual General Meeting		GB00BKDTK925	11	Appoint/Pay Auditors	Management	For	06/13/25	
Trainline Plc	United Kingdom	06/26/25	Annual General Meeting		GB00BKDTK925	12	Appoint/Pay Auditors	Management	For	06/13/25	
Trainline Plc	United Kingdom	06/26/25	Annual General Meeting		GB00BKDTK925	13	Routine Business	Management	For	06/13/25	
Trainline Plc	United Kingdom	06/26/25	Annual General Meeting		GB00BKDTK925	14	Amendment of Share Capital	Management	For	06/13/25	
Trainline Plc	United Kingdom	06/26/25	Annual General Meeting		GB00BKDTK925	15	Amendment of Share Capital	Management	For	06/13/25	
Trainline Plc	United Kingdom	06/26/25	Annual General Meeting		GB00BKDTK925	16	Amendment of Share Capital	Management	For	06/13/25	
Trainline Plc	United Kingdom	06/26/25	Annual General Meeting		GB00BKDTK925	17	Share Repurchase	Management	For	06/13/25	

Company Name	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Trainline Plc	United Kingdom	06/26/25	Annual General Meeting		GB00BKDTK925	18	Routine Business	Management	For	06/13/25	

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System
Arkansas State Police Retirement System



Mellon Investments Corporation
BNYM Mellon DB SL ACWI ex-U.S. Fund

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

04/01/25 - 06/30/25

VOTE SUMMARY REPORT

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

Credicorp Ltd.

Meeting Date: 03/27/2025 **Country:** Bermuda **Ticker:** BAP
Record Date: 02/14/2025 **Meeting Type:** Annual
Primary Security ID: G2519Y108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Present Board Chairman Report of the Annual and Sustainability Report	Mgmt			
2	Present Audited Individual and Consolidated Financial Statements of Credicorp and its Subsidiaries for FY 2024, Including External Auditors' Report	Mgmt			
3	Approve Tanaka, Valdivia & Asociados, Member Firm of Ernst & Young, as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Compania de Minas Buenaventura SAA

Meeting Date: 03/28/2025 **Country:** Peru **Ticker:** BUENAVC1
Record Date: 03/03/2025 **Meeting Type:** Annual
Primary Security ID: P66805147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Approve Annual Report	Mgmt	For	For	For
2	Approve Financial Statements	Mgmt	For	For	For
3	Approve Remuneration of Directors	Mgmt	For	For	For
4	Appoint Auditors	Mgmt	For	For	For
5	Approve Distribution of Dividends	Mgmt	For	For	For

Spotify Technology SA

Meeting Date: 04/09/2025

Country: Luxembourg

Ticker: SPOT

Record Date: 02/13/2025

Meeting Type: Annual

Primary Security ID: L8681T102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Approve Financial Statements and Consolidated Financial Statements	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Discharge of Directors	Mgmt	For	For	For
4a	Elect Daniel Ek as Director	Mgmt	For	Against	Against
4b	Elect Martin Lorentzon as Director	Mgmt	For	Against	Against
4c	Elect Shishir Samir Mehrotra as Director	Mgmt	For	For	For
4d	Elect Christopher Marshall as Director	Mgmt	For	For	For
4e	Elect Barry McCarthy as Director	Mgmt	For	For	For
4f	Elect Heidi O'Neill as Director	Mgmt	For	For	For
4g	Elect Ted Sarandos as Director	Mgmt	For	For	For
4h	Elect Thomas Owen Staggs as Director	Mgmt	For	For	For
4i	Elect Mona Sutphen as Director	Mgmt	For	For	For
4j	Elect Padmasree Warrior as Director	Mgmt	For	For	For
5	Appoint Ernst & Young S.A. (Luxembourg) as Auditor	Mgmt	For	For	For
6	Approve Remuneration of Directors	Mgmt	For	Against	Against
7	Authorize Guy Harles and Alexandre Gobert to Execute and Deliver, and with Full Power of Substitution, Any Documents Necessary or Useful in Connection with the Annual Filing and Registration Required by the Luxembourg Laws	Mgmt	For	For	For

AerCap Holdings NV

Meeting Date: 04/16/2025

Country: Netherlands

Ticker: AER

Record Date: 03/19/2025

Meeting Type: Annual

Primary Security ID: N00985106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Board Report (Non-Voting)	Mgmt			
3	Adopt Financial Statements	Mgmt	For	For	For
4	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
5	Approve Discharge of Directors	Mgmt	For	Against	Against
6a	Reelect Aengus Kelly as Executive Director	Mgmt	For	For	For
6b	Reelect Paul Dacier as Non-Executive Director	Mgmt	For	Against	Against
6c	Reelect James Lawrence as Non-Executive Director	Mgmt	For	For	For
6d	Reelect Michael Walsh as Non-Executive Director	Mgmt	For	For	For
6e	Reelect Jennifer VanBelle as Non-Executive Director	Mgmt	For	For	For
6f	Elect Victoria Jarman as Non-Executive Director	Mgmt	For	For	For
7	Approve Appointment of Peter L. Juhas as the Person Referred to in Article 16, Paragraph 8 of the Company's Articles of Association	Mgmt	For	For	For
8	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
9a	Grant Board Authority to Issue Shares and Grant Rights to Subscribe for Shares	Mgmt	For	For	For
9b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 9a	Mgmt	For	For	For
10a	Authorize Repurchase Shares	Mgmt	For	For	For
10b	Conditional Authorization to Repurchase Additional Shares	Mgmt	For	For	For
11	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
12	Allow Questions	Mgmt			
13	Close Meeting	Mgmt			

RB Global, Inc.

Meeting Date: 05/05/2025	Country: Canada	Ticker: RBA
Record Date: 03/20/2025	Meeting Type: Annual/Special	
Primary Security ID: 74935Q107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert George Elton	Mgmt	For	Refer	For
1b	Elect Director Jim Kessler	Mgmt	For	Refer	For
1c	Elect Director Brian Bales	Mgmt	For	Refer	For
1d	Elect Director Adam DeWitt	Mgmt	For	Refer	For
1e	Elect Director Gregory B. Morrison	Mgmt	For	Refer	For
1f	Elect Director Timothy O'Day	Mgmt	For	Refer	For
1g	Elect Director Sarah Raiss	Mgmt	For	Refer	For
1h	Elect Director Michael Sieger	Mgmt	For	Refer	For
1i	Elect Director Debbie Stein	Mgmt	For	Refer	For
1j	Elect Director Carol M. Stephenson	Mgmt	For	Refer	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Shareholder Rights Plan	Mgmt	For	Refer	For

Coca-Cola Europacific Partners plc

Meeting Date: 05/22/2025	Country: United Kingdom	Ticker: CCEP
Record Date: 05/20/2025	Meeting Type: Annual	
Primary Security ID: G25839104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Sol Daurella as Director	Mgmt	For	For	For
4	Elect Robert Appleby as Director	Mgmt	For	For	For
5	Re-elect Manolo Arroyo as Director	Mgmt	For	Against	Against

Coca-Cola Europacific Partners plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Guillaume Bacuvier as Director	Mgmt	For	For	For
7	Re-elect John Bryant as Director	Mgmt	For	For	For
8	Re-elect Jose Ignacio Comenge as Director	Mgmt	For	Against	Against
9	Re-elect Damian Gammell as Director	Mgmt	For	For	For
10	Re-elect Nathalie Gaveau as Director	Mgmt	For	For	For
11	Re-elect Alvaro Gomez-Trenor Aguilar as Director	Mgmt	For	For	For
12	Re-elect Mary Harris as Director	Mgmt	For	For	For
13	Re-elect Thomas Johnson as Director	Mgmt	For	For	For
14	Re-elect Alfonso Libano Daurella as Director	Mgmt	For	For	For
15	Re-elect Nicolas Mirzayantz as Director	Mgmt	For	For	For
16	Re-elect Mark Price as Director	Mgmt	For	For	For
17	Re-elect Nancy Quan as Director	Mgmt	For	For	For
18	Re-elect Mario Rotllant Sola as Director	Mgmt	For	For	For
19	Re-elect Dessi Temperley as Director	Mgmt	For	For	For
20	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
21	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
23	Authorise Issue of Equity	Mgmt	For	For	For
24	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	Against	Against
25	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
26	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
28	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For

Coca-Cola Europacific Partners plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
29	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Southern Copper Corporation

Meeting Date: 05/23/2025Country: USATicker: SCCO

Record Date: 03/27/2025Meeting Type: Annual

Primary Security ID: 84265V105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Germán Larrea Mota-Velasco	Mgmt	For	Refer	For
1b	Elect Director Oscar González Rocha	Mgmt	For	Refer	For
1c	Elect Director Vicente Ariztegui Andreve	Mgmt	For	Refer	For
1d	Elect Director Javier Arrigunaga Gomez del Campo	Mgmt	For	Refer	For
1e	Elect Director Enrique Castillo Sánchez Mejorada	Mgmt	For	Refer	For
1f	Elect Director Leonardo Contreras Lerdo de Tejada	Mgmt	For	Refer	For
1g	Elect Director Luis Miguel Palomino Bonilla	Mgmt	For	Refer	Withhold
1h	Elect Director Carlos Ruiz Sacristán	Mgmt	For	Refer	Withhold
1i	Elect Director Jose Pedro Valenzuela Rionda	Mgmt	For	Refer	For
2	Amend Non-Employee Director Restricted Stock Plan	Mgmt	For	Refer	For
3	Ratify Galaz, Yamazaki, Ruiz Urquiza S.C. as Auditors	Mgmt	For	Refer	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Yum China Holdings, Inc.

Meeting Date: 05/23/2025Country: USATicker: YUMC

Record Date: 03/25/2025Meeting Type: Annual

Primary Security ID: 98850P109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred Hu	Mgmt	For	Refer	For
1b	Elect Director Joey Wat	Mgmt	For	Refer	For
1c	Elect Director Robert B. Aiken	Mgmt	For	Refer	For
1d	Elect Director Mikel A. Durham	Mgmt	For	Refer	For
1e	Elect Director Edouard Ettedgui	Mgmt	For	Refer	For
1f	Elect Director Grace Xin Ge	Mgmt	For	Refer	For
1g	Elect Director David Hoffmann	Mgmt	For	Refer	For
1h	Elect Director Ruby Lu	Mgmt	For	Refer	For
1i	Elect Director Zili Shao	Mgmt	For	Refer	For
1j	Elect Director William Wang	Mgmt	For	Refer	For
1k	Elect Director Min (Jenny) Zhang	Mgmt	For	Refer	For
1l	Election Director Christina Xiaojing Zhu	Mgmt	For	Refer	For
2	Ratify KPMG Huazhen LLP and KPMG as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Approve Issuance of Shares for a Private Placement	Mgmt	For	Refer	For
5	Authorize Share Repurchase Program	Mgmt	For	Refer	For

XP Inc.

Meeting Date: 05/30/2025

Record Date: 04/29/2025

Primary Security ID: G98239109

Country: Cayman Islands

Meeting Type: Annual

Ticker: XP

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

Teva Pharmaceutical Industries Limited

Meeting Date: 06/05/2025

Record Date: 04/14/2025

Primary Security ID: M8769Q102

Country: Israel

Meeting Type: Annual

Ticker: TEVA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1A	Elect Director Chen Lichtenstein	Mgmt	For	Refer	For
1B	Elect Director Amir Elstein	Mgmt	For	Refer	For
1C	Elect Director Roberto A. Mignone	Mgmt	For	Refer	For
1D	Elect Director Perry D. Nisen	Mgmt	For	Refer	For
1E	Elect Director Tal Zaks	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Compensation Policy for the Directors and Officers of the Company	Mgmt	For	Refer	For
4	Amend Employment Terms of the CEO of the Company	Mgmt	For	Refer	For
5A	Approve Compensation Terms of Non-Employee Directors	Mgmt	For	Refer	For
5B	Approve Compensation Terms of Non-Executive Chairman	Mgmt	For	Refer	For
6	Ratify Kesselman & Kesselman as Auditors	Mgmt	For	Refer	For

Legend Biotech Corporation

Meeting Date: 06/12/2025

Record Date: 05/07/2025

Primary Security ID: 52490G102

Country: Cayman Islands

Meeting Type: Annual

Ticker: LEGN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Elect Director Patrick Casey	Mgmt	For	For	For

Legend Biotech Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Director Yau Wai Man Philip	Mgmt	For	For	For
5	Elect Director Fangliang Zhang	Mgmt	For	For	For
6	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Brookfield Renewable Corporation

Meeting Date: 06/16/2025

Record Date: 04/28/2025

Primary Security ID: 11285B108

Country: Canada

Meeting Type: Annual

Ticker: BEPC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey Blidner	Mgmt	For	Withhold	Withhold
1.2	Elect Director Sarah Deasley	Mgmt	For	For	For
1.3	Elect Director Nancy Dorn	Mgmt	For	For	For
1.4	Elect Director Eleazar de Carvalho Filho	Mgmt	For	For	For
1.5	Elect Director Randy MacEwen	Mgmt	For	For	For
1.6	Elect Director Lou Maroun	Mgmt	For	For	For
1.7	Elect Director Stephen Westwell	Mgmt	For	For	For
1.8	Elect Director Patricia Zuccotti	Mgmt	For	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

CyberArk Software Ltd.

Meeting Date: 06/24/2025

Record Date: 05/16/2025

Primary Security ID: M2682V108

Country: Israel

Meeting Type: Annual

Ticker: CYBR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Reelect Gadi Tirosh as Director	Mgmt	For	For	For
1b	Reelect Amnon Shoshani as Director	Mgmt	For	For	For
1c	Reelect Avril England as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Grant of Equity Based Compensation to Matthew Cohen, CEO	Mgmt	For	For	For
3	Approval of an Equity Incentive Plan for the Years 2025-2027, to Ehud (Udi) Mokady, the Company's Executive Chairman	Mgmt	For	For	For
4	Approve Amended Compensation Policy for the Executives and Directors of the Company	Mgmt	For	For	For
5	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

QIAGEN NV

Meeting Date: 06/26/2025

Record Date: 05/29/2025

Primary Security ID: N72482206

Country: Netherlands

Meeting Type: Annual

Ticker: QGEN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.	Receive Report of Management Board (Non-Voting)	Mgmt			
3.	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
4.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
5.	Approve Remuneration Report	Mgmt	For	For	For
6.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
7.	Approve Dividends	Mgmt	For	For	For
8.	Approve Discharge of Management Board	Mgmt	For	For	For
9.	Approve Discharge of Supervisory Board	Mgmt	For	For	For
10.a.	Reelect Metin Colpan to Supervisory Board	Mgmt	For	For	For
10.b.	Reelect Toralf Haag to Supervisory Board	Mgmt	For	For	For
10.c.	Reelect Ross L. Levine to Supervisory Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.d.	Reelect Eva Pisa to Supervisory Board	Mgmt	For	For	For
10.e.	Reelect Stephen H. Rusckowski to Supervisory Board	Mgmt	For	For	For
10.f.	Reelect Elizabeth E. Tallett to Supervisory Board	Mgmt	For	For	For
10.g.	Reelect Bert van Meurs to Supervisory Board	Mgmt	For	For	For
10.h.	Reelect Eva van Pelt to Supervisory Board	Mgmt	For	For	For
11.a.	Reelect Thierry Bernard to Management Board	Mgmt	For	For	For
11.b.	Reelect Roland Sackers to Management Board	Mgmt	For	For	For
12	Approve Remuneration Policy	Mgmt	For	For	For
13.a.	Grant Supervisory Board Authority to Issue Shares	Mgmt	For	For	For
13.b.	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
14.	Authorize Repurchase of Shares	Mgmt	For	For	For
15.	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	Mgmt	For	For	For
16.	Approve Cancellation of Shares	Mgmt	For	For	For
17.	Allow Questions	Mgmt			
18.	Close Meeting	Mgmt			

Autohome Inc.

Meeting Date: 06/27/2025

Record Date: 06/02/2025

Primary Security ID: G06634102

Country: Cayman Islands

Meeting Type: Annual

Ticker: 2518

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Elect Song Yang as Director	Mgmt	For	For	For

H World Group Limited

Meeting Date: 06/27/2025

Country: Cayman Islands

Ticker: 1179

Record Date: 05/09/2025

Meeting Type: Annual

Primary Security ID: G46587112

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
2	Elect Director Jie Zheng	Mgmt	For	Against	Against
3	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Kanzhun Limited

Meeting Date: 06/27/2025

Country: Cayman Islands

Ticker: 2076

Record Date: 05/22/2025

Meeting Type: Annual

Primary Security ID: G5224V103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Elect Director Yu Zhang	Mgmt	For	For	For
3	Elect Director Xu Chen	Mgmt	For	For	For
4	Elect Director Haiyang Yu	Mgmt	For	For	For
5	Elect Director Yonggang Sun	Mgmt	For	For	For
6	Elect Director Hongyu Liu	Mgmt	For	For	For
7	Approve Remuneration of Directors	Mgmt	For	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
9	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Kanzhun Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against

KE Holdings Inc.

Meeting Date: 06/27/2025

Country: Cayman Islands

Ticker: 2423

Record Date: 05/13/2025

Meeting Type: Annual

Primary Security ID: G5223Y108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2a.1	Elect Director Jeffrey Zhaohui Li	Mgmt	For	For	For
2a.2	Elect Director Xiaohong Chen	Mgmt	For	For	For
2b	Approve Remuneration of Directors	Mgmt	For	For	For
3	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
4	Authorize Share Repurchase Program	Mgmt	For	For	For
5	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
6	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against

Tencent Music Entertainment Group

Meeting Date: 06/27/2025

Country: Cayman Islands

Ticker: 1698

Record Date: 05/20/2025

Meeting Type: Annual

Primary Security ID: G87577113

Tencent Music Entertainment Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
2	Elect Director Wai Yip Tsang	Mgmt	For	Against	Against

Qifu Technology, Inc.

Meeting Date: 06/30/2025

Record Date: 05/27/2025

Primary Security ID: G8851G100

Country: Cayman Islands

Meeting Type: Annual

Ticker: 3660

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Change Company Name to Qfin Holdings, Inc.	Mgmt	For	For	For
2	Amend Memorandum and Articles of Association	Mgmt	For	For	For
3	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Elect Director Xiangge Liu	Mgmt	For	Against	Against

Equity Residential

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Mark S. Shapiro	Mgmt	For	Refer	For
1j	Elect Director Stephen E. Sterrett	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System



Mellon Investments Corporation

NYM Mellon DB NSL REIT Index Fund

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

04/01/25 - 06/30/25

VOTE SUMMARY REPORT

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

Alexander & Baldwin, Inc.

Meeting Date: 04/22/2025 **Country:** USA **Ticker:** ALEX
Record Date: 02/13/2025 **Meeting Type:** Annual
Primary Security ID: 014491104

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

Getty Realty Corp.

Meeting Date: 04/22/2025 **Country:** USA **Ticker:** GTY
Record Date: 02/26/2025 **Meeting Type:** Annual
Primary Security ID: 374297109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher J. Constant	Mgmt	For	For	For
1b	Elect Director Milton Cooper	Mgmt	For	For	For
1c	Elect Director Philip E. Coviello	Mgmt	For	For	For
1d	Elect Director Evelyn Leon Infurna	Mgmt	For	For	For
1e	Elect Director Mary Lou Malanoski	Mgmt	For	For	For
1f	Elect Director Howard B. Safenowitz	Mgmt	For	For	For

Getty Realty Corp.

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

Brixmor Property Group Inc.

Meeting Date: 04/23/2025Country: USATicker: BRX

Record Date: 02/14/2025Meeting Type: Annual

Primary Security ID: 11120U105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James M. Taylor, Jr.	Mgmt	For	For	For
1.2	Elect Director Sheryl M. Crosland	Mgmt	For	For	For
1.3	Elect Director Michael Berman	Mgmt	For	For	For
1.4	Elect Director Julie Bowerman	Mgmt	For	For	For
1.5	Elect Director Thomas W. Dickson	Mgmt	For	For	For
1.6	Elect Director Daniel B. Hurwitz	Mgmt	For	For	For
1.7	Elect Director Sandra A.J. Lawrence	Mgmt	For	For	For
1.8	Elect Director William D. Rahm	Mgmt	For	For	For
1.9	Elect Director John Peter Suarez	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Healthpeak Properties, Inc.

Meeting Date: 04/24/2025Country: USATicker: DOC

Record Date: 03/04/2025Meeting Type: Annual

Primary Security ID: 42250P103

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System
Arkansas State Police Retirement System



Mellon Investments Corporation
BNYM Mellon DB SL Stock Index Fund

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

04/01/25 - 06/30/25

VOTE SUMMARY REPORT

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

D.R. Horton, Inc.

Meeting Date: 01/16/2025

Record Date: 11/29/2024

Primary Security ID: 23331A109

Country: USA

Meeting Type: Annual

Ticker: DHI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David V. Auld	Mgmt	For	Refer	For
1b	Elect Director Paul J. Romanowski	Mgmt	For	Refer	For
1c	Elect Director Brad S. Anderson	Mgmt	For	Refer	For
1d	Elect Director Michael R. Buchanan	Mgmt	For	Refer	For
1e	Elect Director Benjamin S. Carson, Sr.	Mgmt	For	Refer	For
1f	Elect Director M. Chad Crow	Mgmt	For	Refer	For
1g	Elect Director Elaine D. Crowley	Mgmt	For	Refer	For
1h	Elect Director Maribess L. Miller	Mgmt	For	Refer	For
1i	Elect Director Barbara R. Smith	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Micron Technology, Inc.

Meeting Date: 01/16/2025

Record Date: 11/18/2024

Primary Security ID: 595112103

Country: USA

Meeting Type: Annual

Ticker: MU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	Refer	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	Refer	For
1c	Elect Director Steven J. Gomo	Mgmt	For	Refer	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	Refer	For

Micron Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Mary Pat McCarthy	Mgmt	For	Refer	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	Refer	For
1g	Elect Director Robert Swan	Mgmt	For	Refer	For
1h	Elect Director MaryAnn Wright	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Air Products and Chemicals, Inc.

Meeting Date: 01/23/2025

Country: USA

Ticker: APD

Record Date: 11/27/2024

Meeting Type: Proxy Contest

Primary Security ID: 009158106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
1a	Elect Management Nominee Director Tonit M. Calaway	Mgmt	For	Refer	Do Not Vote
1b	Elect Management Nominee Director Charles "Casey" Cogut	Mgmt	For	Refer	Do Not Vote
1c	Elect Management Nominee Director Lisa A. Davis	Mgmt	For	Refer	Do Not Vote
1d	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Mgmt	For	Refer	Do Not Vote
1e	Elect Management Nominee Director Jessica Trocchi Graziano	Mgmt	For	Refer	Do Not Vote
1f	Elect Management Nominee Director Edward L. Monser	Mgmt	For	Refer	Do Not Vote
1g	Elect Management Nominee Director Bhavesh V. "Bob" Patel	Mgmt	For	Refer	Do Not Vote
1h	Elect Management Nominee Director Wayne T. Smith	Mgmt	For	Refer	Do Not Vote
1i	Elect Management Nominee Director Alfred Stern	Mgmt	For	Refer	Do Not Vote

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Dissident Nominee Director Andrew Evans	SH	Withhold	Refer	Do Not Vote
1k	Elect Dissident Nominee Director Paul Hilal	SH	Withhold	Refer	Do Not Vote
1l	Elect Dissident Nominee Director Tracy McKibben	SH	Withhold	Refer	Do Not Vote
1m	Elect Dissident Nominee Director Dennis Reilley	SH	Withhold	Refer	Do Not Vote
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Do Not Vote
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	Do Not Vote
4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	SH	Against	Refer	Do Not Vote
	Dissident Universal Proxy (Blue Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
1a	Elect Dissident Nominee Director Andrew Evans	SH	For	Refer	For
1b	Elect Dissident Nominee Director Paul Hilal	SH	For	Refer	For
1c	Elect Dissident Nominee Director Tracy McKibben	SH	For	Refer	For
1d	Elect Dissident Nominee Director Dennis Reilley	SH	For	Refer	For
1e	Elect Management Nominee Director Charles "Casey" Cogut	Mgmt	Withhold	Refer	Withhold
1f	Elect Management Nominee Director Lisa A. Davis	Mgmt	Withhold	Refer	Withhold
1g	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Mgmt	Withhold	Refer	Withhold
1h	Elect Management Nominee Director Edward L. Monser	Mgmt	Withhold	Refer	Withhold
1i	Elect Management Nominee Director Tonit M. Calaway	Mgmt	For	Refer	For
1j	Elect Management Nominee Director Jessica Trocchi Graziano	Mgmt	For	Refer	For
1k	Elect Management Nominee Director Bhavesh V. "Bob" Patel	Mgmt	For	Refer	For
1l	Elect Management Nominee Director Wayne T. Smith	Mgmt	For	Refer	For

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Management Nominee Director Alfred Stern	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	Refer	Against
4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	SH	For	Refer	For

Costco Wholesale Corporation

Meeting Date: 01/23/2025

Record Date: 11/15/2024

Primary Security ID: 22160K105

Country: USA

Meeting Type: Annual

Ticker: COST

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

Intuit Inc.

Meeting Date: 01/23/2025

Record Date: 11/25/2024

Primary Security ID: 461202103

Country: USA

Meeting Type: Annual

Ticker: INTU

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

Jabil Inc.

Meeting Date: 01/23/2025

Record Date: 11/29/2024

Primary Security ID: 466313103

Country: USA

Meeting Type: Annual

Ticker: JBL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anousheh Ansari	Mgmt	For	Refer	For
1b	Elect Director Michael Dastoor	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Christopher S. Holland	Mgmt	For	Refer	For
1d	Elect Director Mark T. Mondello	Mgmt	For	Refer	For
1e	Elect Director John C. Plant	Mgmt	For	Refer	For
1f	Elect Director Steven A. Raymund	Mgmt	For	Refer	Against
1g	Elect Director James Siminoff	Mgmt	For	Refer	For
1h	Elect Director N.V. "Tiger" Tyagarajan	Mgmt	For	Refer	For
1i	Elect Director Kathleen A. Walters	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Refer	Against
5	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Refer	Against

Becton, Dickinson and Company

Meeting Date: 01/28/2025

Record Date: 12/09/2024

Primary Security ID: 075887109

Country: USA

Meeting Type: Annual

Ticker: BDx

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William M. Brown	Mgmt	For	Refer	For
1.2	Elect Director Catherine M. Burzik	Mgmt	For	Refer	For
1.3	Elect Director Carrie L. Byington	Mgmt	For	Refer	For
1.4	Elect Director R. Andrew Eckert	Mgmt	For	Refer	For
1.5	Elect Director Claire M. Fraser	Mgmt	For	Refer	For
1.6	Elect Director Jeffrey W. Henderson	Mgmt	For	Refer	For
1.7	Elect Director Christopher Jones	Mgmt	For	Refer	For
1.8	Elect Director Thomas E. Polen	Mgmt	For	Refer	For

Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Timothy M. Ring	Mgmt	For	Refer	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	Refer	For
1.11	Elect Director Joanne Waldstreicher	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Hormel Foods Corporation

Meeting Date: 01/28/2025

Record Date: 11/29/2024

Primary Security ID: 440452100

Country: USA

Meeting Type: Annual

Ticker: HRL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gary C. Bhojwani	Mgmt	For	Refer	For
1b	Elect Director Stephen M. Lacy	Mgmt	For	Refer	For
1c	Elect Director Elsa A. Murano	Mgmt	For	Refer	For
1d	Elect Director William A. Newlands	Mgmt	For	Refer	For
1e	Elect Director Christopher J. Policinski	Mgmt	For	Refer	For
1f	Elect Director Debbra L. Schoneman	Mgmt	For	Refer	For
1g	Elect Director Sally J. Smith	Mgmt	For	Refer	For
1h	Elect Director James P. Snee	Mgmt	For	Refer	For
1i	Elect Director Steven A. White	Mgmt	For	Refer	For
1j	Elect Director Michael P. Zechmeister	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Publish Measurable Timebound Targets for Increasing Group Sow Housing in Supply Chain	SH	Against	Refer	Against

Visa Inc.

Meeting Date: 01/28/2025

Record Date: 12/02/2024

Primary Security ID: 92826C839

Country: USA

Meeting Type: Annual

Ticker: V

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

Jacobs Solutions, Inc.

Meeting Date: 01/29/2025

Record Date: 12/02/2024

Primary Security ID: 46982L108

Country: USA

Meeting Type: Annual

Ticker: J

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert V. Pragada	Mgmt	For	Refer	For
1b	Elect Director Louis V. Pinkham	Mgmt	For	Refer	For
1c	Elect Director Priya Abani	Mgmt	For	Refer	For
1d	Elect Director Michael M. Collins	Mgmt	For	Refer	For
1e	Elect Director Manny Fernandez	Mgmt	For	Refer	For
1f	Elect Director Mary M. Jackson	Mgmt	For	Refer	For
1g	Elect Director Georgette D. Kiser	Mgmt	For	Refer	For
1h	Elect Director Robert A. McNamara	Mgmt	For	Refer	For
1i	Elect Director Peter J. Robertson	Mgmt	For	Refer	For
1j	Elect Director Julie A. Sloat	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Eliminate Supermajority Vote Requirement for Changes to the Authorized Number of Shares of Preferred Stock	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	Refer	For
5	Eliminate Supermajority Vote Requirement for Certain Significant Transactions	Mgmt	For	Refer	For
6	Eliminate Supermajority Vote Requirement to Amend Charter	Mgmt	For	Refer	For
7	Amend Charter to Remove Voluntary Reorganization Provision	Mgmt	For	Refer	For
8	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Walgreens Boots Alliance, Inc.

Meeting Date: 01/30/2025 **Country:** USA **Ticker:** WBA
Record Date: 12/02/2024 **Meeting Type:** Annual
Primary Security ID: 931427108

Walgreens Boots Alliance, Inc.

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

Emerson Electric Co.

Meeting Date: 02/04/2025 **Country:** USA **Ticker:** EMR
Record Date: 11/26/2024 **Meeting Type:** Annual
Primary Security ID: 291011104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joshua B. Bolten	Mgmt	For	Refer	For

Emerson Electric Co.

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

Franklin Resources, Inc.

Meeting Date: 02/04/2025Country: USATicker: BEN

Record Date: 12/09/2024Meeting Type: Annual

Primary Security ID: 354613101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	Mgmt	For	Refer	For
1b	Elect Director Alexander S. Friedman	Mgmt	For	Refer	For
1c	Elect Director Gregory E. Johnson	Mgmt	For	Refer	For
1d	Elect Director Jennifer M. Johnson	Mgmt	For	Refer	For
1e	Elect Director Rupert H. Johnson, Jr.	Mgmt	For	Refer	For
1f	Elect Director John Y. Kim	Mgmt	For	Refer	For
1g	Elect Director Karen M. King	Mgmt	For	Refer	For

Franklin Resources, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Anthony J. Noto	Mgmt	For	Refer	For
1i	Elect Director John W. Thiel	Mgmt	For	Refer	For
1j	Elect Director Seth H. Waugh	Mgmt	For	Refer	For
1k	Elect Director Geoffrey Y. Yang	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Rockwell Automation, Inc.

Meeting Date: 02/04/2025	Country: USA	Ticker: ROK
Record Date: 12/09/2024	Meeting Type: Annual	
Primary Security ID: 773903109		

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

Atmos Energy Corporation

Meeting Date: 02/05/2025	Country: USA	Ticker: ATO
Record Date: 12/13/2024	Meeting Type: Annual	
Primary Security ID: 049560105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	Mgmt	For	Refer	For
1b	Elect Director John C. Ale	Mgmt	For	Refer	For
1c	Elect Director Kim R. Cocklin	Mgmt	For	Refer	For
1d	Elect Director Kelly H. Compton	Mgmt	For	Refer	For
1e	Elect Director Sean Donohue	Mgmt	For	Refer	For

Atmos Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Rafael G. Garza	Mgmt	For	Refer	For
1g	Elect Director Edward J. Geiser	Mgmt	For	Refer	For
1h	Elect Director Nancy K. Quinn	Mgmt	For	Refer	For
1i	Elect Director Richard A. Sampson	Mgmt	For	Refer	For
1j	Elect Director Telisa Toliver	Mgmt	For	Refer	For
1k	Elect Director Frank Yoho	Mgmt	For	Refer	For
2	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Accenture plc

Meeting Date: 02/06/2025	Country: Ireland	Ticker: ACN
Record Date: 12/09/2024	Meeting Type: Annual	
Primary Security ID: G1151C101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	Refer	For
1b	Elect Director Martin Brudermuller	Mgmt	For	Refer	For
1c	Elect Director Alan Jope	Mgmt	For	Refer	For
1d	Elect Director Nancy McKinstry	Mgmt	For	Refer	For
1e	Elect Director Jennifer Nason	Mgmt	For	Refer	For
1f	Elect Director Paula A. Price	Mgmt	For	Refer	For
1g	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	Refer	For
1h	Elect Director Arun Sarin	Mgmt	For	Refer	For
1i	Elect Director Julie Sweet	Mgmt	For	Refer	For
1j	Elect Director Tracey T. Travis	Mgmt	For	Refer	For
1k	Elect Director Masahiko Uotani	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors and Authorise Their Remuneration	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Capital Reduction of the Share Premium Account	Mgmt	For	Refer	For
5	Authorize Board to Issue Shares under Irish Law	Mgmt	For	Refer	For
6	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	Refer	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	Refer	For

Tyson Foods, Inc.

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John H. Tyson	Mgmt	For	Refer	Against
1b	Elect Director Les R. Baledge	Mgmt	For	Refer	Against
1c	Elect Director Mike Beebe	Mgmt	For	Refer	Against
1d	Elect Director Maria Claudia Borras	Mgmt	For	Refer	Against
1e	Elect Director David J. Bronczek	Mgmt	For	Refer	Against
1f	Elect Director Donnie King	Mgmt	For	Refer	For
1g	Elect Director Maria N. Martinez	Mgmt	For	Refer	For
1h	Elect Director Kevin M. McNamara	Mgmt	For	Refer	For
1i	Elect Director Cheryl S. Miller	Mgmt	For	Refer	Against
1j	Elect Director Kate B. Quinn	Mgmt	For	Refer	Against
1k	Elect Director Jeffrey K. Schomburger	Mgmt	For	Refer	Against
1l	Elect Director Barbara A. Tyson	Mgmt	For	Refer	Against
1m	Elect Director Noel White	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
4	Disclosure of Voting Results Based on Class of Shares	SH	Against	Refer	For

PTC Inc.

Meeting Date: 02/12/2025

Record Date: 12/13/2024

Primary Security ID: 69370C100

Country: USA

Meeting Type: Annual

Ticker: PTC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Neil Barua	Mgmt	For	Refer	For
1.2	Elect Director Mark Benjamin	Mgmt	For	Refer	For
1.3	Elect Director Robert Bernshteyn	Mgmt	For	Refer	For
1.4	Elect Director Janice Chaffin	Mgmt	For	Refer	For
1.5	Elect Director Amar Hanspal	Mgmt	For	Refer	For
1.6	Elect Director Michal Katz	Mgmt	For	Refer	For
1.7	Elect Director Paul Lacy	Mgmt	For	Refer	For
1.8	Elect Director Corinna Lathan	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Capital One Financial Corporation

Meeting Date: 02/18/2025

Record Date: 12/27/2024

Primary Security ID: 14040H105

Country: USA

Meeting Type: Special

Ticker: COF

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

Raymond James Financial, Inc.

Meeting Date: 02/20/2025

Record Date: 12/18/2024

Primary Security ID: 754730109

Country: USA

Meeting Type: Annual

Ticker: RJF

Raymond James Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marlene Debel	Mgmt	For	Refer	For
1b	Elect Director Jeffrey N. Edwards	Mgmt	For	Refer	For
1c	Elect Director Benjamin C. Esty	Mgmt	For	Refer	For
1d	Elect Director Art A. Garcia	Mgmt	For	Refer	For
1e	Elect Director Anne Gates	Mgmt	For	Refer	For
1f	Elect Director Gordon L. Johnson	Mgmt	For	Refer	For
1g	Elect Director Raymond W. McDaniel, Jr.	Mgmt	For	Refer	For
1h	Elect Director Roderick C. McGeary	Mgmt	For	Refer	For
1i	Elect Director Cecily M. Mistarz	Mgmt	For	Refer	For
1j	Elect Director Paul C. Reilly	Mgmt	For	Refer	For
1k	Elect Director Raj Seshadri	Mgmt	For	Refer	For
1l	Elect Director Paul M. Shoukry	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Amcor Plc

Meeting Date: 02/25/2025	Country: Jersey	Ticker: AMCR
Record Date: 01/17/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: G0250X107		

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

Apple Inc.

Meeting Date: 02/25/2025	Country: USA	Ticker: AAPL
Record Date: 01/02/2025	Meeting Type: Annual	
Primary Security ID: 037833100		

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

Charter Communications, Inc.

Meeting Date: 02/26/2025

Record Date: 01/13/2025

Primary Security ID: 16119P108

Country: USA

Meeting Type: Special

Ticker: CHTR

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

Deere & Company

Meeting Date: 02/26/2025

Record Date: 12/30/2024

Primary Security ID: 244199105

Country: USA

Meeting Type: Annual

Ticker: DE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	Refer	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	Refer	For
1c	Elect Director R. Preston Feight	Mgmt	For	Refer	For
1d	Elect Director Alan C. Heuberger	Mgmt	For	Refer	For
1e	Elect Director L. Neil Hunn	Mgmt	For	Refer	For
1f	Elect Director Michael O. Johanns	Mgmt	For	Refer	For
1g	Elect Director John C. May	Mgmt	For	Refer	For
1h	Elect Director Gregory R. Page	Mgmt	For	Refer	For
1i	Elect Director Sherry M. Smith	Mgmt	For	Refer	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	Refer	For
1k	Elect Director Sheila G. Talton	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Report on Statistical Differences in Hiring Across Race and Gender	SH	Against	Refer	Against
5	Report on Effectiveness of Efforts to Create a Meritocratic Workplace	SH	Against	Refer	Against
6	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Refer	Against
7	Report on a Civil Rights Audit	SH	Against	Refer	Against
8	Report on Discrimination in Charitable Contributions	SH	Against	Refer	Against

Hologic Inc.

Meeting Date: 02/26/2025

Record Date: 01/06/2025

Primary Security ID: 436440101

Country: USA

Meeting Type: Annual

Ticker: HOLX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	For	Refer	For
1b	Elect Director Charles J. Dockendorff	Mgmt	For	Refer	For
1c	Elect Director Ludwig N. Hantson	Mgmt	For	Refer	For
1d	Elect Director Martin Madaus	Mgmt	For	Refer	For
1e	Elect Director Nanaz Mohtashami	Mgmt	For	Refer	For
1f	Elect Director Christiana Stamoulis	Mgmt	For	Refer	For
1g	Elect Director Stacey D. Stewart	Mgmt	For	Refer	For
1h	Elect Director Amy M. Wendell	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Adopt Simple Majority Vote	SH	None	Refer	For

Nordson Corporation

Meeting Date: 03/04/2025

Record Date: 01/03/2025

Primary Security ID: 655663102

Country: USA

Meeting Type: Annual

Ticker: NDSN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Annette K. Clayton	Mgmt	For	Refer	For
1.2	Elect Director John A. DeFord	Mgmt	For	Refer	For
1.3	Elect Director Jennifer A. Parmentier	Mgmt	For	Refer	For
1.4	Elect Director Victor L. Richey, Jr.	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Fair Isaac Corporation

Meeting Date: 03/05/2025

Record Date: 01/06/2025

Primary Security ID: 303250104

Country: USA

Meeting Type: Annual

Ticker: FICO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Braden R. Kelly	Mgmt	For	Refer	For
1b	Elect Director Fabiola R. Arredondo	Mgmt	For	Refer	For
1c	Elect Director William J. Lansing	Mgmt	For	Refer	For
1d	Elect Director Eva Manolis	Mgmt	For	Refer	For
1e	Elect Director Marc F. McMorris	Mgmt	For	Refer	For
1f	Elect Director Joanna Rees	Mgmt	For	Refer	For
1g	Elect Director David A. Rey	Mgmt	For	Refer	For
1h	Elect Director H. Tayloe Stansbury	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Applied Materials, Inc.

Meeting Date: 03/06/2025

Record Date: 01/08/2025

Primary Security ID: 038222105

Country: USA

Meeting Type: Annual

Ticker: AMAT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	Refer	For
1b	Elect Director Judy Bruner	Mgmt	For	Refer	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	Refer	For
1d	Elect Director Aart J. de Geus	Mgmt	For	Refer	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	Refer	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	Refer	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	Refer	For
1h	Elect Director Kevin P. March	Mgmt	For	Refer	For

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Yvonne McGill	Mgmt	For	Refer	For
1j	Elect Director Scott A. McGregor	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Cencora, Inc.

Meeting Date: 03/06/2025	Country: USA	Ticker: COR
Record Date: 01/10/2025	Meeting Type: Annual	
Primary Security ID: 03073E105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	Refer	For
1b	Elect Director Werner Baumann	Mgmt	For	Refer	For
1c	Elect Director Frank K. Clyburn	Mgmt	For	Refer	For
1d	Elect Director Steven H. Collis	Mgmt	For	Refer	For
1e	Elect Director D. Mark Durcan	Mgmt	For	Refer	For
1f	Elect Director Lon R. Greenberg	Mgmt	For	Refer	For
1g	Elect Director Lorence H. Kim	Mgmt	For	Refer	For
1h	Elect Director Robert P. Mauch	Mgmt	For	Refer	For
1i	Elect Director Redonda G. Miller	Mgmt	For	Refer	For
1j	Elect Director Dennis M. Nally	Mgmt	For	Refer	For
1k	Elect Director Lauren M. Tyler	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

TransDigm Group Incorporated

Meeting Date: 03/06/2025	Country: USA	Ticker: TDG
Record Date: 01/10/2025	Meeting Type: Annual	
Primary Security ID: 893641100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Barr	Mgmt	For	Refer	For
1.2	Elect Director Jane M. Cronin	Mgmt	For	Refer	For
1.3	Elect Director Michael Graff	Mgmt	For	Refer	For
1.4	Elect Director Sean P. Hennessy	Mgmt	For	Refer	For
1.5	Elect Director W. Nicholas Howley	Mgmt	For	Refer	For
1.6	Elect Director Gary E. McCullough	Mgmt	For	Refer	For
1.7	Elect Director Michele L. Santana	Mgmt	For	Refer	For
1.8	Elect Director Robert J. Small	Mgmt	For	Refer	For
1.9	Elect Director Kevin M. Stein	Mgmt	For	Refer	For
1.10	Elect Director Jorge L. Valladares, III	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Analog Devices, Inc.

Meeting Date: 03/12/2025Country: USATicker: ADI

Record Date: 01/03/2025Meeting Type: Annual

Primary Security ID: 032654105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	Refer	For
1b	Elect Director Stephen M. Jennings	Mgmt	For	Refer	For
1c	Elect Director Andre Andonian	Mgmt	For	Refer	For
1d	Elect Director Edward H. Frank	Mgmt	For	Refer	For
1e	Elect Director Laurie H. Glimcher	Mgmt	For	Refer	For
1f	Elect Director Karen M. Golz	Mgmt	For	Refer	For
1g	Elect Director Peter B. Henry	Mgmt	For	Refer	For
1h	Elect Director Mercedes Johnson	Mgmt	For	Refer	For

Analog Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Ray Stata	Mgmt	For	Refer	For
1j	Elect Director Andrea F. Wainer	Mgmt	For	Refer	For
1k	Elect Director Susie Wee	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Reduce Certain Supermajority Vote Requirement	Mgmt	For	Refer	For

Johnson Controls International plc

Meeting Date: 03/12/2025

Record Date: 01/07/2025

Primary Security ID: G51502105

Country: Ireland

Meeting Type: Annual

Ticker: JCI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy M. Archer	Mgmt	For	Refer	For
1b	Elect Director Jean Blackwell	Mgmt	For	Refer	For
1c	Elect Director Pierre Cohade	Mgmt	For	Refer	For
1d	Elect Director Patrick K. Decker	Mgmt	For	Refer	For
1e	Elect Director W. Roy Dunbar	Mgmt	For	Refer	For
1f	Elect Director Gretchen R. Haggerty	Mgmt	For	Refer	For
1g	Elect Director Ayesha Khanna	Mgmt	For	Refer	For
1h	Elect Director Seetarama (Swamy) Kotagiri	Mgmt	For	Refer	For
1i	Elect Director George R. Oliver	Mgmt	For	Refer	For
1j	Elect Director Jurgen Tinggren	Mgmt	For	Refer	For
1k	Elect Director Mark Vergnano	Mgmt	For	Refer	For
1l	Elect Director John D. Young	Mgmt	For	Refer	For
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	Refer	For
3	Authorize Market Purchases of Company Shares	Mgmt	For	Refer	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	Refer	For

Johnson Controls International plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
6	Approve the Directors' Authority to Allot Shares	Mgmt	For	Refer	For
7	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	For	Refer	For

Starbucks Corporation

Meeting Date: 03/12/2025

Record Date: 01/10/2025

Primary Security ID: 855244109

Country: USA

Meeting Type: Annual

Ticker: SBUX

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

TE Connectivity Plc

Meeting Date: 03/12/2025

Record Date: 01/13/2025

Primary Security ID: G87052109

Country: Ireland

Meeting Type: Annual

Ticker: TEL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Clamadieu	Mgmt	For	Refer	For
1b	Elect Director Terrence R. Curtin	Mgmt	For	Refer	For
1c	Elect Director Carol A. (John) Davidson	Mgmt	For	Refer	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	Refer	For
1e	Elect Director Sam Eldessouky	Mgmt	For	Refer	For
1f	Elect Director William A. Jeffrey	Mgmt	For	Refer	For
1g	Elect Director Syaru Shirley Lin	Mgmt	For	Refer	For
1h	Elect Director Heath A. Mitts	Mgmt	For	Refer	Against
1i	Elect Director Abhijit Y. Talwalkar	Mgmt	For	Refer	For
1j	Elect Director Mark C. Trudeau	Mgmt	For	Refer	For
1k	Elect Director Dawn C. Willoughby	Mgmt	For	Refer	For
1l	Elect Director Laura H. Wright	Mgmt	For	Refer	For
2	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Authorize Share Repurchase Program	Mgmt	For	Refer	For
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	Refer	For

Agilent Technologies, Inc.

Meeting Date: 03/13/2025

Record Date: 01/23/2025

Primary Security ID: 00846U101

Country: USA

Meeting Type: Annual

Ticker: A

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Otis W. Brawley	Mgmt	For	Refer	For

Agilent Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Mikael Dolsten	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For
5	Declassify the Board of Directors	SH	None	Refer	For

F5, Inc.

Meeting Date: 03/13/2025

Record Date: 01/07/2025

Primary Security ID: 315616102

Country: USA

Meeting Type: Annual

Ticker: FFIV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne N. Budnik	Mgmt	For	Refer	For
1b	Elect Director Elizabeth L. Buse	Mgmt	For	Refer	For
1c	Elect Director Michel Combes	Mgmt	For	Refer	For
1d	Elect Director Michael L. Dreyer	Mgmt	For	Refer	For
1e	Elect Director Tami Erwin	Mgmt	For	Refer	For
1f	Elect Director Julie M. Gonzalez	Mgmt	For	Refer	For
1g	Elect Director Alan J. Higginson	Mgmt	For	Refer	For
1h	Elect Director Peter S. Klein	Mgmt	For	Refer	For
1i	Elect Director Francois Locoh-Donou	Mgmt	For	Refer	For
1j	Elect Director Maya McReynolds	Mgmt	For	Refer	For
1k	Elect Director Nikhil Mehta	Mgmt	For	Refer	For
1l	Elect Director Michael F. Montoya	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Omnicom Group Inc.

Meeting Date: 03/18/2025

Record Date: 01/27/2025

Primary Security ID: 681919106

Country: USA

Meeting Type: Special

Ticker: OMC

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

QUALCOMM Incorporated

Meeting Date: 03/18/2025

Record Date: 01/17/2025

Primary Security ID: 747525103

Country: USA

Meeting Type: Annual

Ticker: QCOM

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

The Interpublic Group of Companies, Inc.

Meeting Date: 03/18/2025

Record Date: 01/27/2025

Primary Security ID: 460690100

Country: USA

Meeting Type: Special

Ticker: IPG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	Against
3	Adjourn Meeting	Mgmt	For	Refer	For

Keysight Technologies, Inc.

Meeting Date: 03/20/2025

Record Date: 01/22/2025

Primary Security ID: 49338L103

Country: USA

Meeting Type: Annual

Ticker: KEYS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James G. Cullen	Mgmt	For	Refer	For
1.2	Elect Director Michelle J. Holthaus	Mgmt	For	Refer	For
1.3	Elect Director Jean M. Nye	Mgmt	For	Refer	For
1.4	Elect Director Joanne B. Olsen	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Declassify the Board of Directors	SH	Against	Refer	For

The Walt Disney Company

Meeting Date: 03/20/2025

Record Date: 01/21/2025

Primary Security ID: 254687106

Country: USA

Meeting Type: Annual

Ticker: DIS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	Refer	For

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Amy L. Chang	Mgmt	For	Refer	For
1c	Elect Director D. Jeremy Darroch	Mgmt	For	Refer	For
1d	Elect Director Carolyn N. Everson	Mgmt	For	Refer	For
1e	Elect Director Michael B.G. Froman	Mgmt	For	Refer	For
1f	Elect Director James P. Gorman	Mgmt	For	Refer	For
1g	Elect Director Robert A. Iger	Mgmt	For	Refer	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	Refer	For
1i	Elect Director Calvin R. McDonald	Mgmt	For	Refer	For
1j	Elect Director Derica W. Rice	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Report on Climate Risk in Retirement Plan Options	SH	Against	Refer	Against
5	Reconsider Participation in Human Rights Campaign's Corporate Equality Index	SH	Against	Refer	For
6	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Refer	Against

Hewlett Packard Enterprise Company

Meeting Date: 04/02/2025	Country: USA	Ticker: HPE
Record Date: 02/03/2025	Meeting Type: Annual	
Primary Security ID: 42824C109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela L. Carter	Mgmt	For	Refer	For
1b	Elect Director Frank A. D'Amelio	Mgmt	For	Refer	For
1c	Elect Director Regina E. Dugan	Mgmt	For	Refer	For
1d	Elect Director Jean M. Hobby	Mgmt	For	Refer	For
1e	Elect Director Raymond J. Lane	Mgmt	For	Refer	For

Hewlett Packard Enterprise Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Ann M. Livermore	Mgmt	For	Refer	For
1g	Elect Director Bethany J. Mayer	Mgmt	For	Refer	For
1h	Elect Director Antonio F. Neri	Mgmt	For	Refer	For
1i	Elect Director Charles H. Noski	Mgmt	For	Refer	For
1j	Elect Director Raymond E. Ozzie	Mgmt	For	Refer	For
1k	Elect Director Gary M. Reiner	Mgmt	For	Refer	For
1l	Elect Director Patricia F. Russo	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
6	Report on Lobbying Payments and Policy	SH	Against	Refer	Against

Schlumberger N.V.

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Coleman	Mgmt	For	Refer	For
1.2	Elect Director Patrick de La Chevardiére	Mgmt	For	Refer	For
1.3	Elect Director Miguel Galuccio	Mgmt	For	Refer	Against
1.4	Elect Director Jim Hackett	Mgmt	For	Refer	For
1.5	Elect Director Olivier Le Peuch	Mgmt	For	Refer	For
1.6	Elect Director Samuel Leupold	Mgmt	For	Refer	For
1.7	Elect Director Maria Moraeus Hanssen	Mgmt	For	Refer	For
1.8	Elect Director Vanitha Narayanan	Mgmt	For	Refer	For
1.9	Elect Director Jeff Sheets	Mgmt	For	Refer	For

Schlumberger N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Adopt and Approve Financials and Dividends	Mgmt	For	Refer	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For

The Cooper Companies, Inc.

Meeting Date: 04/02/2025	Country: USA	Ticker: COO
Record Date: 02/07/2025	Meeting Type: Annual	
Primary Security ID: 216648501		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert S. Weiss	Mgmt	For	Refer	For
1b	Elect Director Colleen E. Jay	Mgmt	For	Refer	For
1c	Elect Director Lawrence E. Kurzius	Mgmt	For	Refer	For
1d	Elect Director Cynthia L. Lucchese	Mgmt	For	Refer	Against
1e	Elect Director Teresa S. Madden	Mgmt	For	Refer	For
1f	Elect Director Maria Rivas	Mgmt	For	Refer	For
1g	Elect Director Albert G. White, III	Mgmt	For	Refer	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

A. O. Smith Corporation

Meeting Date: 04/08/2025	Country: USA	Ticker: AOS
Record Date: 02/18/2025	Meeting Type: Annual	
Primary Security ID: 831865209		

A. O. Smith Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Todd W. Fister	Mgmt	For	Withhold	Withhold
1.2	Elect Director Michael M. Larsen	Mgmt	For	Withhold	Withhold
1.3	Elect Director Lois M. Martin	Mgmt	For	Withhold	Withhold
1.4	Elect Director Adrian I. Peace *Withdrawn Resolution*	Mgmt			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	SH	Against	Against	Against

Carrier Global Corporation

Meeting Date: 04/09/2025Country: USATicker: CARR

Record Date: 02/13/2025Meeting Type: Annual

Primary Security ID: 14448C104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Garnier	Mgmt	For	Refer	For
1b	Elect Director David L. Gitlin	Mgmt	For	Refer	For
1c	Elect Director John J. Greisch	Mgmt	For	Refer	For
1d	Elect Director Charles M. Holley, Jr.	Mgmt	For	Refer	For
1e	Elect Director Michael M. McNamara	Mgmt	For	Refer	For
1f	Elect Director Amy E. Miles	Mgmt	For	Refer	For
1g	Elect Director Susan N. Story	Mgmt	For	Refer	For
1h	Elect Director Michael A. Todman	Mgmt	For	Refer	For
1i	Elect Director Maximilian (Max) Viessmann	Mgmt	For	Refer	For
1j	Elect Director Virginia M. Wilson	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Carrier Global Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
5	Report on Lobbying Payments and Policy	SH	Against	Refer	Against

Lennar Corporation

Meeting Date: 04/09/2025	Country: USA	Ticker: LEN
Record Date: 02/12/2025	Meeting Type: Annual	
Primary Security ID: 526057104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy Banse	Mgmt	For	Refer	For
1b	Elect Director Theron (Tig) Gilliam	Mgmt	For	Refer	For
1c	Elect Director Sherrill W. Hudson	Mgmt	For	Refer	For
1d	Elect Director Jonathan M. Jaffe	Mgmt	For	Refer	For
1e	Elect Director Teri P. McClure	Mgmt	For	Refer	For
1f	Elect Director Stuart Miller	Mgmt	For	Refer	Against
1g	Elect Director Armando Olivera	Mgmt	For	Refer	For
1h	Elect Director Dacona Smith	Mgmt	For	Refer	For
1i	Elect Director Jeffrey Sonnenfeld	Mgmt	For	Refer	Against
1j	Elect Director Serena Wolfe	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Require Independent Board Chair	SH	Against	Refer	Against
5	Disclose GHG Emissions Reductions Targets for Full Value Chain	SH	Against	Refer	Against
6	Report on Diversity Equity and Inclusion Efforts	SH	Against	Refer	Against

Dow Inc.

Meeting Date: 04/10/2025

Record Date: 02/14/2025

Primary Security ID: 260557103

Country: USA

Meeting Type: Annual

Ticker: DOW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	For	Refer	For
1b	Elect Director Gaurdie E. Banister, Jr.	Mgmt	For	Refer	For
1c	Elect Director Wesley G. Bush	Mgmt	For	Refer	For
1d	Elect Director Richard K. Davis	Mgmt	For	Refer	For
1e	Elect Director Jerri DeVard	Mgmt	For	Refer	For
1f	Elect Director Debra L. Dial	Mgmt	For	Refer	For
1g	Elect Director Jeff M. Fetting	Mgmt	For	Refer	For
1h	Elect Director Jim Fitterling	Mgmt	For	Refer	For
1i	Elect Director Jacqueline C. Hinman	Mgmt	For	Refer	For
1j	Elect Director Rebecca B. Liebert	Mgmt	For	Refer	For
1k	Elect Director Luis Alberto Moreno	Mgmt	For	Refer	For
1l	Elect Director Jill S. Wyant	Mgmt	For	Refer	For
1m	Elect Director Daniel W. Yohannes	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Synopsys, Inc.

Meeting Date: 04/10/2025

Record Date: 02/10/2025

Primary Security ID: 871607107

Country: USA

Meeting Type: Annual

Ticker: SNPS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aart J. de Geus	Mgmt	For	Refer	For
1b	Elect Director John G. Schwarz	Mgmt	For	Refer	For
1c	Elect Director Sassine Ghazi	Mgmt	For	Refer	For
1d	Elect Director Luis Borgen	Mgmt	For	Refer	For

Synopsys, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Janice D. Chaffin	Mgmt	For	Refer	For
1f	Elect Director Bruce R. Chizen	Mgmt	For	Refer	For
1g	Elect Director Mercedes Johnson	Mgmt	For	Refer	For
1h	Elect Director Robert G. Painter	Mgmt	For	Refer	For
1i	Elect Director Jeannine P. Sargent	Mgmt	For	Refer	For
2	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
6	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

HP Inc.

Meeting Date: 04/14/2025

Country: USA

Ticker: HPQ

Record Date: 02/20/2025

Meeting Type: Annual

Primary Security ID: 40434L105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chip Bergh	Mgmt	For	Refer	For
1b	Elect Director Bruce Broussard	Mgmt	For	Refer	For
1c	Elect Director Stacy Brown-Philpot	Mgmt	For	Refer	For
1d	Elect Director Stephanie A. Burns	Mgmt	For	Refer	For
1e	Elect Director Mary Anne Citrino	Mgmt	For	Refer	For
1f	Elect Director Richard L. Clemmer	Mgmt	For	Refer	For
1g	Elect Director Fama Francisco	Mgmt	For	Refer	For
1h	Elect Director Enrique J. Lores	Mgmt	For	Refer	For
1i	Elect Director David Meline	Mgmt	For	Refer	For
1j	Elect Director Judith "Jami" Miscik	Mgmt	For	Refer	For
1k	Elect Director Gianluca Pettiti	Mgmt	For	Refer	For
1l	Elect Director Kim K.W. Rucker	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Songyee Yoon	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Fifth Third Bancorp

Meeting Date: 04/15/2025

Country: USA

Ticker: FITB

Record Date: 02/21/2025

Meeting Type: Annual

Primary Security ID: 316773100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicholas K. Akins	Mgmt	For	Refer	For
1b	Elect Director B. Evan Bayh, III	Mgmt	For	Refer	For
1c	Elect Director Jorge L. Benitez	Mgmt	For	Refer	For
1d	Elect Director Katherine B. Blackburn	Mgmt	For	Refer	For
1e	Elect Director Linda W. Clement-Holmes	Mgmt	For	Refer	For
1f	Elect Director C. Bryan Daniels	Mgmt	For	Refer	For
1g	Elect Director Laurent Desmangles	Mgmt	For	Refer	For
1h	Elect Director Mitchell S. Feiger	Mgmt	For	Refer	For
1i	Elect Director Thomas H. Harvey	Mgmt	For	Refer	For
1j	Elect Director Gary R. Heminger	Mgmt	For	Refer	For
1k	Elect Director Eileen A. Mallesch	Mgmt	For	Refer	For
1l	Elect Director Kathleen A. Rogers	Mgmt	For	Refer	For
1m	Elect Director Timothy N. Spence	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

M&T Bank Corporation

Meeting Date: 04/15/2025

Record Date: 02/20/2025

Primary Security ID: 55261F104

Country: USA

Meeting Type: Annual

Ticker: MTB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John P. Barnes	Mgmt	For	Refer	For
1.2	Elect Director Carlton J. Charles	Mgmt	For	Refer	For
1.3	Elect Director Jane Chwick	Mgmt	For	Refer	For
1.4	Elect Director William F. Cruger, Jr.	Mgmt	For	Refer	For
1.5	Elect Director Gary N. Geisel	Mgmt	For	Refer	For
1.6	Elect Director Leslie V. Godridge	Mgmt	For	Refer	For
1.7	Elect Director Rene F. Jones	Mgmt	For	Refer	For
1.8	Elect Director Richard H. Ledgett, Jr.	Mgmt	For	Refer	For
1.9	Elect Director Melinda R. Rich	Mgmt	For	Refer	For
1.10	Elect Director Robert E. Sadler, Jr.	Mgmt	For	Refer	For
1.11	Elect Director Denis J. Salamone	Mgmt	For	Refer	For
1.12	Elect Director Rudina Seseeri	Mgmt	For	Refer	For
1.13	Elect Director Kirk W. Walters	Mgmt	For	Refer	For
1.14	Elect Director Herbert L. Washington	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Moody's Corporation

Meeting Date: 04/15/2025

Record Date: 02/19/2025

Primary Security ID: 615369105

Country: USA

Meeting Type: Annual

Ticker: MCO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jorge A. Bermudez	Mgmt	For	Refer	For

Moody's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Therese Esperdy	Mgmt	For	Refer	For
1c	Elect Director Robert Fauber	Mgmt	For	Refer	For
1d	Elect Director Vincent A. Forlenza	Mgmt	For	Refer	For
1e	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	Refer	For
1f	Elect Director Jose M. Minaya	Mgmt	For	Refer	For
1g	Elect Director Leslie F. Seidman	Mgmt	For	Refer	For
1h	Elect Director Zig Serafin	Mgmt	For	Refer	For
1i	Elect Director Bruce Van Saun	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

The Bank of New York Mellon Corporation

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

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

The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Alfred W. "Al" Zollar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

U.S. Bancorp

Meeting Date: 04/15/2025	Country: USA	Ticker: USB
Record Date: 02/18/2025	Meeting Type: Annual	
Primary Security ID: 902973304		

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

Carnival Corporation

Meeting Date: 04/16/2025

Country: Panama

Ticker: CCL

Record Date: 02/18/2025

Meeting Type: Annual

Primary Security ID: 143658300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Re-elect Micky Arison as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
2	Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
3	Re-elect Jason Glen Cahilly as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
4	Elect Nelda J. Connors as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
5	Re-elect Helen Deeble as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
6	Re-elect Jeffrey J. Gearhart as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
7	Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
8	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
9	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
10	Re-elect Josh Weinstein as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
11	Re-elect Randy Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Carnival Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Directors' Remuneration Report (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	For	Refer	For
14	Approve Directors' Remuneration Policy (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	For	Refer	For
15	Appoint Deloitte LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of Deloitte & Touche LLP as the Independent Registered Public Accounting Firm of Carnival Corporation	Mgmt	For	Refer	For
16	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	Refer	For
17	Receive the Accounts and Reports of the Directors and Auditors of Carnival plc for the Year Ended November 30, 2024 (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	For	Refer	For
18	Approve Issuance of Equity	Mgmt	For	Refer	For
19	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Refer	For
20	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For

CenterPoint Energy, Inc.

Meeting Date: 04/16/2025	Country: USA	Ticker: CNP
Record Date: 02/18/2025	Meeting Type: Annual	
Primary Security ID: 15189T107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wendy Montoya Cloonan	Mgmt	For	Refer	For
1b	Elect Director Barbara J. Duganier	Mgmt	For	Refer	For
1c	Elect Director Laurie L. Fitch	Mgmt	For	Refer	For
1d	Elect Director Christopher H. Franklin	Mgmt	For	Refer	For

CenterPoint Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Raquelle W. Lewis	Mgmt	For	Refer	For
1f	Elect Director Thaddeus J. Malik	Mgmt	For	Refer	For
1g	Elect Director Manuel B. Miranda	Mgmt	For	Refer	For
1h	Elect Director Theodore F. Pound	Mgmt	For	Refer	For
1i	Elect Director Dean L. Seavers	Mgmt	For	Refer	For
1j	Elect Director Phillip R. Smith	Mgmt	For	Refer	For
1k	Elect Director Jason P. Wells	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Non-Employee Director Stock Plan	Mgmt	For	Refer	For

EQT Corporation

Meeting Date: 04/16/2025

Country: USA

Ticker: EQT

Record Date: 02/03/2025

Meeting Type: Annual

Primary Security ID: 26884L109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicky A. Bailey	Mgmt	For	Refer	For
1b	Elect Director Lee M. Canaan	Mgmt	For	Refer	For
1c	Elect Director Frank C. Hu	Mgmt	For	Refer	For
1d	Elect Director Kathryn J. Jackson	Mgmt	For	Refer	For
1e	Elect Director Thomas F. Karam	Mgmt	For	Refer	For
1f	Elect Director John F. McCartney	Mgmt	For	Refer	For
1g	Elect Director Daniel J. Rice, IV	Mgmt	For	Refer	For
1h	Elect Director Toby Z. Rice	Mgmt	For	Refer	For
1i	Elect Director Robert F. Vagt	Mgmt	For	Refer	For
1j	Elect Director Hallie A. Vanderhider	Mgmt	For	Refer	For

EQT Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Refer	For
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Huntington Bancshares Incorporated

Meeting Date: 04/16/2025	Country: USA	Ticker: HBAN
Record Date: 02/18/2025	Meeting Type: Annual	
Primary Security ID: 446150104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ann B. (Tanny) Crane	Mgmt	For	Refer	For
1.2	Elect Director Rafael Andres Diaz-Granados	Mgmt	For	Refer	For
1.3	Elect Director John C. (Chris) Inglis	Mgmt	For	Refer	For
1.4	Elect Director Katherine M. A. (Allie) Kline	Mgmt	For	Refer	For
1.5	Elect Director Richard W. Neu	Mgmt	For	Refer	For
1.6	Elect Director Kenneth J. Phelan	Mgmt	For	Refer	For
1.7	Elect Director David L. Porteous	Mgmt	For	Refer	For
1.8	Elect Director Teresa H. Shea	Mgmt	For	Refer	For
1.9	Elect Director Roger J. Sit	Mgmt	For	Refer	For
1.10	Elect Director Stephen D. Steinour	Mgmt	For	Refer	For
1.11	Elect Director Jeffrey L. Tate	Mgmt	For	Refer	For
1.12	Elect Director Gary Torgow	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Regions Financial Corporation

Meeting Date: 04/16/2025

Record Date: 02/18/2025

Primary Security ID: 7591EP100

Country: USA

Meeting Type: Annual

Ticker: RF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Crosswhite	Mgmt	For	Refer	For
1b	Elect Director Noopur Davis	Mgmt	For	Refer	For
1c	Elect Director Zhanna Golodryga	Mgmt	For	Refer	For
1d	Elect Director J. Thomas Hill	Mgmt	For	Refer	For
1e	Elect Director Roger W. Jenkins	Mgmt	For	Refer	For
1f	Elect Director Joia M. Johnson	Mgmt	For	Refer	For
1g	Elect Director Ruth Ann Marshall	Mgmt	For	Refer	For
1h	Elect Director James T. Prokopanko	Mgmt	For	Refer	For
1i	Elect Director Alison S. Rand	Mgmt	For	Refer	For
1j	Elect Director William C. Rhodes, III	Mgmt	For	Refer	For
1k	Elect Director Lee J. Styslinger, III	Mgmt	For	Refer	For
1l	Elect Director Jose S. Suquet	Mgmt	For	Refer	For
1m	Elect Director John M. Turner, Jr.	Mgmt	For	Refer	For
1n	Elect Director Timothy Vines	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
5	Adopt Simple Majority Vote	SH	None	Refer	For

The Sherwin-Williams Company

Meeting Date: 04/16/2025

Record Date: 02/19/2025

Primary Security ID: 824348106

Country: USA

Meeting Type: Annual

Ticker: SHW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kerrii B. Anderson	Mgmt	For	Refer	For
1b	Elect Director Jeff M. Fetting	Mgmt	For	Refer	For
1c	Elect Director Robert J. Gamgort	Mgmt	For	Refer	For
1d	Elect Director Heidi G. Petz	Mgmt	For	Refer	For
1e	Elect Director Aaron M. Powell	Mgmt	For	Refer	For
1f	Elect Director Marta R. Stewart	Mgmt	For	Refer	For
1g	Elect Director Michael H. Thaman	Mgmt	For	Refer	For
1h	Elect Director Matthew Thornton, III	Mgmt	For	Refer	For
1i	Elect Director Thomas L. Williams	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
5	Eliminate Supermajority Vote Requirement of Paragraph (B) of Article Sixth of the Charter	Mgmt	For	Refer	For
6	Eliminate Supermajority Vote Requirement of Section 6(b) of Article Fourth, Division A of the Charter	Mgmt	For	Refer	For

Humana Inc.

Meeting Date: 04/17/2025

Record Date: 02/28/2025

Primary Security ID: 444859102

Country: USA

Meeting Type: Annual

Ticker: HUM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Raquel C. Bono	Mgmt	For	Refer	For
1b	Elect Director Frank A. D'Amelio	Mgmt	For	Refer	For
1c	Elect Director David T. Feinberg	Mgmt	For	Refer	For

Humana Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Wayne A. I. Frederick	Mgmt	For	Refer	For
1e	Elect Director John W. Garratt	Mgmt	For	Refer	For
1f	Elect Director Kurt J. Hilzinger	Mgmt	For	Refer	For
1g	Elect Director Karen W. Katz	Mgmt	For	Refer	For
1h	Elect Director Marcy S. Klevorn	Mgmt	For	Refer	For
1i	Elect Director Jorge S. Mesquita	Mgmt	For	Refer	For
1j	Elect Director James A. Rehtin	Mgmt	For	Refer	For
1k	Elect Director Gordon Smith	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

PPG Industries, Inc.

Meeting Date: 04/17/2025

Record Date: 02/21/2025

Primary Security ID: 693506107

Country: USA

Meeting Type: Annual

Ticker: PPG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathy L. Fortmann	Mgmt	For	Refer	For
1b	Elect Director Melanie L. Healey	Mgmt	For	Refer	For
1c	Elect Director Gary R. Heminger	Mgmt	For	Refer	For
1d	Elect Director Timothy M. Knavish	Mgmt	For	Refer	For
1e	Elect Director Michael W. Lamach	Mgmt	For	Refer	For
1f	Elect Director Kathleen A. Ligocki	Mgmt	For	Refer	For
1g	Elect Director Michael T. Nally	Mgmt	For	Refer	For
1h	Elect Director Guillermo Novo	Mgmt	For	Refer	For
1i	Elect Director Christopher N. Roberts, III	Mgmt	For	Refer	For
1j	Elect Director Catherine R. Smith	Mgmt	For	Refer	For

PPG Industries, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

Texas Instruments Incorporated

Meeting Date: 04/17/2025

Country: USA

Ticker: TXN

Record Date: 02/20/2025

Meeting Type: Annual

Primary Security ID: 882508104

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

L3Harris Technologies, Inc.

Meeting Date: 04/18/2025

Record Date: 02/28/2025

Primary Security ID: 502431109

Country: USA

Meeting Type: Annual

Ticker: LHX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sallie B. Bailey	Mgmt	For	Refer	For
1b	Elect Director Thomas A. Dattilo	Mgmt	For	Refer	For
1c	Elect Director Roger B. Fradin	Mgmt	For	Refer	For
1d	Elect Director Joanna L. Geraghty	Mgmt	For	Refer	For
1e	Elect Director Kirk S. Hachigian	Mgmt	For	Refer	For
1f	Elect Director Harry B. Harris, Jr.	Mgmt	For	Refer	For
1g	Elect Director Lewis Hay, III	Mgmt	For	Refer	For
1h	Elect Director Christopher E. Kubasik	Mgmt	For	Refer	For
1i	Elect Director Rita S. Lane	Mgmt	For	Refer	For
1j	Elect Director Robert B. Millard	Mgmt	For	Refer	For
1k	Elect Director David S. Regnery	Mgmt	For	Refer	For
1l	Elect Director Edward A. Rice, Jr.	Mgmt	For	Refer	For
1m	Elect Director Christina L. Zamarro	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Report on Lobbying Payments and Policy	SH	Against	Refer	Against

Broadcom Inc.

Meeting Date: 04/21/2025

Record Date: 02/21/2025

Primary Security ID: 11135F101

Country: USA

Meeting Type: Annual

Ticker: AVGO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Diane M. Bryant	Mgmt	For	Refer	For
1b	Elect Director Gayla J. Delly	Mgmt	For	Refer	For

Broadcom Inc.

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

Adobe Inc.

Meeting Date: 04/22/2025

Record Date: 02/21/2025

Primary Security ID: 00724F101

Country: USA

Meeting Type: Annual

Ticker: ADBE

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

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

Bank of America Corporation

Meeting Date: 04/22/2025

Country: USA

Ticker: BAC

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 060505104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	For	Refer	For
1b	Elect Director Jose (Joe) E. Almeida	Mgmt	For	Refer	For
1c	Elect Director Pierre J.P. de Weck	Mgmt	For	Refer	For
1d	Elect Director Arnold W. Donald	Mgmt	For	Refer	For
1e	Elect Director Linda P. Hudson	Mgmt	For	Refer	For
1f	Elect Director Monica C. Lozano	Mgmt	For	Refer	For
1g	Elect Director Maria N. Martinez	Mgmt	For	Refer	For
1h	Elect Director Brian T. Moynihan	Mgmt	For	Refer	For
1i	Elect Director Lionel L. Nowell, III	Mgmt	For	Refer	For
1j	Elect Director Denise L. Ramos	Mgmt	For	Refer	For
1k	Elect Director Clayton S. Rose	Mgmt	For	Refer	For
1l	Elect Director Michael D. White	Mgmt	For	Refer	For
1m	Elect Director Thomas D. Woods	Mgmt	For	Refer	For
1n	Elect Director Maria T. Zuber	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Require More Director Nominations Than Open Seats	SH	Against	Refer	Against

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Board Oversight of Material Risks Related to Animal Welfare	SH	Against	Refer	Against
7	Report on Climate Lobbying	SH	Against	Refer	Against
8	Report on Clean Energy Supply Financing Ratio	SH	Against	Refer	Against

Charter Communications, Inc.

Meeting Date: 04/22/2025	Country: USA	Ticker: CHTR
Record Date: 02/21/2025	Meeting Type: Annual	
Primary Security ID: 16119P108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eric L. Zinterhofer	Mgmt	For	Refer	For
1b	Elect Director W. Lance Conn	Mgmt	For	Refer	For
1c	Elect Director Kim C. Goodman	Mgmt	For	Refer	For
1d	Elect Director John D. Markley, Jr.	Mgmt	For	Refer	For
1e	Elect Director David C. Merritt	Mgmt	For	Refer	For
1f	Elect Director Steven A. Miron	Mgmt	For	Refer	For
1g	Elect Director Balan Nair	Mgmt	For	Refer	For
1h	Elect Director Michael A. Newhouse	Mgmt	For	Refer	For
1i	Elect Director Martin E. Patterson	Mgmt	For	Refer	For
1j	Elect Director Mauricio Ramos	Mgmt	For	Refer	For
1k	Elect Director Carolyn J. Slaski	Mgmt	For	Refer	For
1l	Elect Director J. David Wargo	Mgmt	For	Refer	For
1m	Elect Director Christopher L. Winfrey	Mgmt	For	Refer	For
2	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Report on Political Contributions	SH	Against	Refer	Against

MSCI Inc.

Meeting Date: 04/22/2025

Record Date: 02/28/2025

Primary Security ID: 55354G100

Country: USA

Meeting Type: Annual

Ticker: MSCI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert G. Ashe	Mgmt	For	Refer	For
1b	Elect Director Henry A. Fernandez	Mgmt	For	Refer	For
1c	Elect Director Robin L. Matlock	Mgmt	For	Refer	For
1d	Elect Director Jacques P. Perold	Mgmt	For	Refer	For
1e	Elect Director C.D. Baer Pettit	Mgmt	For	Refer	Against
1f	Elect Director Sandy C. Rattray	Mgmt	For	Refer	For
1g	Elect Director Linda H. Riefler	Mgmt	For	Refer	For
1h	Elect Director Michelle Seitz	Mgmt	For	Refer	For
1i	Elect Director Marcus L. Smith	Mgmt	For	Refer	For
1j	Elect Director Rajat Taneja	Mgmt	For	Refer	For
1k	Elect Director Paula Volent	Mgmt	For	Refer	For
1l	Elect Director June Yang	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Northern Trust Corporation

Meeting Date: 04/22/2025

Record Date: 02/24/2025

Primary Security ID: 665859104

Country: USA

Meeting Type: Annual

Ticker: NTRS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan Crown	Mgmt	For	Refer	For
1b	Elect Director Chandra Dhandapani	Mgmt	For	Refer	For
1c	Elect Director Dean M. Harrison	Mgmt	For	Refer	For
1d	Elect Director Jay L. Henderson	Mgmt	For	Refer	For

Northern Trust Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Marcy S. Klevorn	Mgmt	For	Refer	For
1f	Elect Director Siddharth N. "Bobby" Mehta	Mgmt	For	Refer	For
1g	Elect Director Robert E. Moritz	Mgmt	For	Refer	For
1h	Elect Director Michael G. O'Grady	Mgmt	For	Refer	For
1i	Elect Director Richard M. Petrino	Mgmt	For	Refer	For
1j	Elect Director Martin P. Slark	Mgmt	For	Refer	For
1k	Elect Director David H. B. Smith, Jr.	Mgmt	For	Refer	For
1l	Elect Director Donald Thompson	Mgmt	For	Refer	For
1m	Elect Director Charles A. Tribbett, III	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Public Service Enterprise Group Incorporated

Meeting Date: 04/22/2025

Record Date: 02/21/2025

Primary Security ID: 744573106

Country: USA

Meeting Type: Annual

Ticker: PEG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph A. LaRossa	Mgmt	For	Refer	For
1b	Elect Director Susan Tomasky	Mgmt	For	Refer	For
1c	Elect Director Willie A. Deese	Mgmt	For	Refer	For
1d	Elect Director Jamie M. Gentoso	Mgmt	For	Refer	For
1e	Elect Director Barry H. Ostrowsky	Mgmt	For	Refer	For
1f	Elect Director Ricardo G. Pérez	Mgmt	For	Refer	For
1g	Elect Director Valerie A. Smith	Mgmt	For	Refer	For
1h	Elect Director Scott G. Stephenson	Mgmt	For	Refer	For
1i	Elect Director Laura A. Sugg	Mgmt	For	Refer	For
1j	Elect Director John P. Surma	Mgmt	For	Refer	For
1k	Elect Director Kenneth Y. Tanji	Mgmt	For	Refer	For

Public Service Enterprise Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3a	Eliminate Supermajority Vote Requirement for Certain Business Combinations	Mgmt	For	Refer	For
3b	Eliminate Supermajority Vote Requirements to Remove a Director Without Cause	Mgmt	For	Refer	For
3c	Eliminate Supermajority Vote Requirement to Make Certain Amendments to Our By-Laws	Mgmt	For	Refer	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Revvity, Inc.

Meeting Date: 04/22/2025	Country: USA	Ticker: RVTY
Record Date: 02/25/2025	Meeting Type: Annual	
Primary Security ID: 714046109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Barrett	Mgmt	For	Refer	For
1b	Elect Director Samuel R. Chapin	Mgmt	For	Refer	For
1c	Elect Director Michael A. Klobuchar	Mgmt	For	Refer	For
1d	Elect Director Michelle McMurry-Heath	Mgmt	For	Refer	For
1e	Elect Director Alexis P. Michas	Mgmt	For	Refer	For
1f	Elect Director Prahlad R. Singh	Mgmt	For	Refer	For
1g	Elect Director Sophie V. Vandebroek	Mgmt	For	Refer	For
1h	Elect Director Michel Vounatsos	Mgmt	For	Refer	For
1i	Elect Director Frank Witney	Mgmt	For	Refer	For
1j	Elect Director Pascale Witz	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For

Revvity, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Refer	Against

Rollins, Inc.

Meeting Date: 04/22/2025

Country: USA

Ticker: ROL

Record Date: 02/28/2025

Meeting Type: Annual

Primary Security ID: 775711104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Susan R. Bell	Mgmt	For	Refer	For
1.2	Elect Director Donald P. Carson	Mgmt	For	Refer	For
1.3	Elect Director Paul D. Donahue	Mgmt	For	Refer	For
1.4	Elect Director Louise S. Sams	Mgmt	For	Refer	For
1.5	Elect Director John F. Wilson	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Aptiv PLC

Meeting Date: 04/23/2025

Country: Jersey

Ticker: APTV

Record Date: 02/28/2025

Meeting Type: Annual

Primary Security ID: G3265R107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kevin P. Clark	Mgmt	For	Refer	For
1b	Elect Director Nancy E. Cooper	Mgmt	For	Refer	For
1c	Elect Director Joseph L. Hooley	Mgmt	For	Refer	For
1d	Elect Director Vasumati P. Jakkal	Mgmt	For	Refer	For
1e	Elect Director Merit E. Janow	Mgmt	For	Refer	For
1f	Elect Director Sean O. Mahoney	Mgmt	For	Refer	For
1g	Elect Director Paul M. Meister	Mgmt	For	Refer	For
1h	Elect Director Robert K. Ortberg	Mgmt	For	Refer	For
1i	Elect Director Colin J. Parris	Mgmt	For	Refer	For

Aptiv PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Ana G. Pinczuk	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Domino's Pizza, Inc.

Meeting Date: 04/23/2025

Record Date: 02/28/2025

Primary Security ID: 25754A201

Country: USA

Meeting Type: Annual

Ticker: DPZ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Brandon	Mgmt	For	Refer	For
1.2	Elect Director C. Andrew Ballard	Mgmt	For	Refer	For
1.3	Elect Director Andrew B. Balson	Mgmt	For	Refer	For
1.4	Elect Director Corie S. Barry	Mgmt	For	Refer	For
1.5	Elect Director Diane L. Cafritz	Mgmt	For	Refer	For
1.6	Elect Director Richard L. Federico	Mgmt	For	Refer	For
1.7	Elect Director James A. Goldman	Mgmt	For	Refer	For
1.8	Elect Director Patricia E. Lopez	Mgmt	For	Refer	For
1.9	Elect Director Russell J. Weiner	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For
5	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Refer	For
6	Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	SH	Against	Refer	For

Eaton Corporation plc

Meeting Date: 04/23/2025

Record Date: 02/25/2025

Primary Security ID: G29183103

Country: Ireland

Meeting Type: Annual

Ticker: ETN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	Refer	For
1b	Elect Director Silvio Napoli	Mgmt	For	Refer	For
1c	Elect Director Gregory R. Page	Mgmt	For	Refer	For
1d	Elect Director Sandra Pianalto	Mgmt	For	Refer	For
1e	Elect Director Robert V. Pragada	Mgmt	For	Refer	For
1f	Elect Director Paulo Ruiz	Mgmt	For	Refer	For
1g	Elect Director Lori J. Ryerkerk	Mgmt	For	Refer	For
1h	Elect Director Andre Schulten	Mgmt	For	Refer	For
1i	Elect Director Gerald B. Smith	Mgmt	For	Refer	For
1j	Elect Director Karenann Terrell	Mgmt	For	Refer	For
1k	Elect Director Dorothy C. Thompson	Mgmt	For	Refer	For
1l	Elect Director Darryl L. Wilson	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors and Authorize Their Remuneration	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	For	Refer	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
6	Authorize Share Repurchase of Issued Share Capital	Mgmt	For	Refer	For

Teledyne Technologies Incorporated

Meeting Date: 04/23/2025

Record Date: 03/03/2025

Primary Security ID: 879360105

Country: USA

Meeting Type: Annual

Ticker: TDY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert Mehrabian	Mgmt	For	Refer	For

Teledyne Technologies Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Jane C. Sherburne	Mgmt	For	Refer	For
1.3	Elect Director Michael T. Smith	Mgmt	For	Refer	Against
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	For

Textron Inc.

Meeting Date: 04/23/2025

Record Date: 02/24/2025

Primary Security ID: 883203101

Country: USA

Meeting Type: Annual

Ticker: TXT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard F. Ambrose	Mgmt	For	Refer	For
1b	Elect Director Kathleen M. Bader	Mgmt	For	Refer	For
1c	Elect Director R. Kerry Clark	Mgmt	For	Refer	For
1d	Elect Director Scott C. Donnelly	Mgmt	For	Refer	For
1e	Elect Director Michael X. Garrett	Mgmt	For	Refer	For
1f	Elect Director Deborah Lee James	Mgmt	For	Refer	For
1g	Elect Director Thomas A. Kennedy	Mgmt	For	Refer	For
1h	Elect Director Rob Mionis	Mgmt	For	Refer	For
1i	Elect Director Lionel L. Nowell III	Mgmt	For	Refer	For
1j	Elect Director Maria T. Zuber	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

The Cigna Group

Meeting Date: 04/23/2025

Record Date: 03/04/2025

Primary Security ID: 125523100

Country: USA

Meeting Type: Annual

Ticker: CI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David M. Cordani	Mgmt	For	Refer	For
1b	Elect Director Eric J. Foss	Mgmt	For	Refer	For
1c	Elect Director Elder Granger	Mgmt	For	Refer	For
1d	Elect Director Neesha Hathi	Mgmt	For	Refer	For
1e	Elect Director George Kurian	Mgmt	For	Refer	For
1f	Elect Director Kathleen M. Mazzarella	Mgmt	For	Refer	For
1g	Elect Director Mark B. McClellan	Mgmt	For	Refer	For
1h	Elect Director Philip O. Ozuah	Mgmt	For	Refer	For
1i	Elect Director Kimberly A. Ross	Mgmt	For	Refer	For
1j	Elect Director Eric C. Wiseman	Mgmt	For	Refer	For
1k	Elect Director Donna F. Zarcone	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Right to Call Special Meeting	SH	Against	Refer	Against

The Goldman Sachs Group, Inc.

Meeting Date: 04/23/2025

Record Date: 02/24/2025

Primary Security ID: 38141G104

Country: USA

Meeting Type: Annual

Ticker: GS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michele Burns	Mgmt	For	Refer	For
1b	Elect Director Mark Flaherty	Mgmt	For	Refer	For
1c	Elect Director Kimberley Harris	Mgmt	For	Refer	For
1d	Elect Director John Hess	Mgmt	For	Refer	For
1e	Elect Director Kevin Johnson	Mgmt	For	Refer	For

The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Ellen Kullman	Mgmt	For	Refer	For
1g	Elect Director KC McClure	Mgmt	For	Refer	For
1h	Elect Director Lakshmi Mittal	Mgmt	For	Refer	For
1i	Elect Director Thomas Montag	Mgmt	For	Refer	For
1j	Elect Director Peter Oppenheimer	Mgmt	For	Refer	For
1k	Elect Director David Solomon	Mgmt	For	Refer	For
1l	Elect Director Jan Tighe	Mgmt	For	Refer	For
1m	Elect Director David Viniar	Mgmt	For	Refer	For
1n	Elect Director John Waldron	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
5	Consider Abolishing DEI Goals from Compensation Inducements	SH	Against	Refer	Against
6	Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives	SH	Against	Refer	Against
7	Report on Clean Energy Supply Financing Ratio	SH	Against	Refer	Against

The PNC Financial Services Group, Inc.

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph Alvarado	Mgmt	For	Refer	For
1b	Elect Director Debra A. Cafaro	Mgmt	For	Refer	For
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	Refer	For
1d	Elect Director Douglas A. Dachille	Mgmt	For	Refer	For
1e	Elect Director William S. Demchak	Mgmt	For	Refer	For

The PNC Financial Services Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Andrew T. Feldstein	Mgmt	For	Refer	For
1g	Elect Director Richard J. Harshman	Mgmt	For	Refer	For
1h	Elect Director Daniel R. Hesse	Mgmt	For	Refer	For
1i	Elect Director Renu Khator	Mgmt	For	Refer	For
1j	Elect Director Linda R. Medler	Mgmt	For	Refer	For
1k	Elect Director Robert A. Niblock	Mgmt	For	Refer	For
1l	Elect Director Martin Pfinsgraff	Mgmt	For	Refer	For
1m	Elect Director Bryan S. Salesky	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Avery Dennison Corporation

Meeting Date: 04/24/2025Country: USATicker: AVY

Record Date: 02/24/2025Meeting Type: Annual

Primary Security ID: 053611109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradley A. Alford	Mgmt	For	Refer	For
1b	Elect Director Mitchell R. Butier	Mgmt	For	Refer	For
1c	Elect Director Ward H. Dickson	Mgmt	For	Refer	For
1d	Elect Director Andres A. Lopez	Mgmt	For	Refer	For
1e	Elect Director Maria Fernanda Mejia	Mgmt	For	Refer	For
1f	Elect Director Francesca Reverberi	Mgmt	For	Refer	For
1g	Elect Director Patrick T. Siewert	Mgmt	For	Refer	For
1h	Elect Director Deon M. Stander	Mgmt	For	Refer	For
1i	Elect Director William R. Wagner	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Avery Dennison Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

Citizens Financial Group, Inc.

Meeting Date: 04/24/2025	Country: USA	Ticker: CFG
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: 174610105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce Van Saun	Mgmt	For	Refer	For
1.2	Elect Director Lee Alexander	Mgmt	For	Refer	For
1.3	Elect Director Tracy A. Atkinson	Mgmt	For	Refer	For
1.4	Elect Director Christine M. Cumming	Mgmt	For	Refer	For
1.5	Elect Director Kevin J. Cummings	Mgmt	For	Refer	For
1.6	Elect Director William P. Hankowsky	Mgmt	For	Refer	For
1.7	Elect Director Edward J. Kelly, III	Mgmt	For	Refer	For
1.8	Elect Director Robert G. Leary	Mgmt	For	Refer	For
1.9	Elect Director Terrance J. Lillis	Mgmt	For	Refer	For
1.10	Elect Director Michele N. Siekerka	Mgmt	For	Refer	For
1.11	Elect Director Christopher J. Swift	Mgmt	For	Refer	For
1.12	Elect Director Claude E. Wade	Mgmt	For	Refer	For
1.13	Elect Director Marita Zuraitis	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Edison International

Meeting Date: 04/24/2025	Country: USA	Ticker: EIX
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: 281020107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	For	Refer	For
1b	Elect Director Michael C. Camunez	Mgmt	For	Refer	For
1c	Elect Director Jennifer M. Granholm	Mgmt	For	Refer	For
1d	Elect Director James T. Morris	Mgmt	For	Refer	For
1e	Elect Director Timothy T. O'Toole	Mgmt	For	Refer	For
1f	Elect Director Pedro J. Pizarro	Mgmt	For	Refer	For
1g	Elect Director Marcy L. Reed	Mgmt	For	Refer	For
1h	Elect Director Carey A. Smith	Mgmt	For	Refer	For
1i	Elect Director Linda G. Stuntz	Mgmt	For	Refer	For
1j	Elect Director Peter J. Taylor	Mgmt	For	Refer	For
1k	Elect Director Keith Trent	Mgmt	For	Refer	For
2	Ratify PwC as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

Fastenal Company

Meeting Date: 04/24/2025

Record Date: 02/24/2025

Primary Security ID: 311900104

Country: USA

Meeting Type: Annual

Ticker: FAST

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott A. Satterlee	Mgmt	For	Refer	For
1b	Elect Director Michael J. Ancius	Mgmt	For	Refer	For
1c	Elect Director Stephen L. Eastman	Mgmt	For	Refer	For
1d	Elect Director Brady D. Ericson	Mgmt	For	Refer	For
1e	Elect Director Daniel L. Florness	Mgmt	For	Refer	For

Fastenal Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Rita J. Heise	Mgmt	For	Refer	For
1g	Elect Director Hsenghung Sam Hsu	Mgmt	For	Refer	For
1h	Elect Director Daniel L. Johnson	Mgmt	For	Refer	For
1i	Elect Director Sarah N. Nielsen	Mgmt	For	Refer	For
1j	Elect Director Irene A. Quarshie	Mgmt	For	Refer	For
1k	Elect Director Reyne K. Wisecup	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Global Payments Inc.

Meeting Date: 04/24/2025	Country: USA	Ticker: GPN
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 37940X102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director F. Thaddeus Arroyo	Mgmt	For	Refer	For
1b	Elect Director Robert H.B. Baldwin, Jr.	Mgmt	For	Refer	For
1c	Elect Director Cameron M. Bready	Mgmt	For	Refer	For
1d	Elect Director John G. Bruno	Mgmt	For	Refer	For
1e	Elect Director Joia M. Johnson	Mgmt	For	Refer	For
1f	Elect Director Kirsten M. Kliphouse	Mgmt	For	Refer	For
1g	Elect Director Connie D. McDaniel	Mgmt	For	Refer	For
1h	Elect Director Joseph H. Osnoss	Mgmt	For	Refer	For
1i	Elect Director William B. Plummer	Mgmt	For	Refer	For
1j	Elect Director M. Troy Woods	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Global Payments Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For

Globe Life Inc.

Meeting Date: 04/24/2025	Country: USA	Ticker: GL
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 37959E102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Matthew J. Adams	Mgmt	For	Refer	For
1.2	Elect Director Linda L. Addison	Mgmt	For	Refer	For
1.3	Elect Director Marilyn A. Alexander	Mgmt	For	Refer	For
1.4	Elect Director Cheryl D. Alston	Mgmt	For	Refer	For
1.5	Elect Director Mark A. Blinn	Mgmt	For	Refer	For
1.6	Elect Director James P. Brannen	Mgmt	For	Refer	For
1.7	Elect Director Alice S. Cho	Mgmt	For	Refer	For
1.8	Elect Director J. Matthew Darden	Mgmt	For	Refer	For
1.9	Elect Director Phillip M. Jacobs	Mgmt	For	Refer	For
1.10	Elect Director David A. Rodriguez	Mgmt	For	Refer	For
1.11	Elect Director Frank M. Svoboda	Mgmt	For	Refer	For
1.12	Elect Director Mary E. Thigpen	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

HCA Healthcare, Inc.

Meeting Date: 04/24/2025	Country: USA	Ticker: HCA
Record Date: 02/24/2025	Meeting Type: Annual	
Primary Security ID: 40412C101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas F. Frist, III	Mgmt	For	Refer	For
1b	Elect Director Samuel N. Hazen	Mgmt	For	Refer	For
1c	Elect Director Robert J. Dennis	Mgmt	For	Refer	For
1d	Elect Director Nancy-Ann DeParle	Mgmt	For	Refer	For
1e	Elect Director William R. Frist	Mgmt	For	Refer	For
1f	Elect Director Hugh F. Johnston	Mgmt	For	Refer	For
1g	Elect Director Michael W. Michelson	Mgmt	For	Refer	For
1h	Elect Director Wayne J. Riley	Mgmt	For	Refer	For
1i	Elect Director Andrea B. Smith	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Refer	For
6	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against
7	Amend Patient Safety and Quality of Care Committee Charter	SH	Against	Refer	Against
8	Report on Healthcare Consequences of Acquisition Strategy	SH	Against	Refer	Against

Healthpeak Properties, Inc.

Meeting Date: 04/24/2025

Record Date: 03/04/2025

Primary Security ID: 42250P103

Country: USA

Meeting Type: Annual

Ticker: DOC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott M. Brinker	Mgmt	For	Refer	For
1b	Elect Director Katherine M. Sandstrom	Mgmt	For	Refer	For

Healthpeak Properties, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director John T. Thomas	Mgmt	For	Refer	For
1d	Elect Director Brian G. Cartwright	Mgmt	For	Refer	For
1e	Elect Director James B. Connor	Mgmt	For	Refer	For
1f	Elect Director R. Kent Griffin, Jr.	Mgmt	For	Refer	For
1g	Elect Director Pamela J. Kessler	Mgmt	For	Refer	For
1h	Elect Director Sara G. Lewis	Mgmt	For	Refer	For
1i	Elect Director Ava E. Lias-Booker	Mgmt	For	Refer	For
1j	Elect Director Tommy G. Thompson	Mgmt	For	Refer	For
1k	Elect Director Richard A. Weiss	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

IQVIA Holdings Inc.

Meeting Date: 04/24/2025

Record Date: 02/24/2025

Primary Security ID: 46266C105

Country: USA

Meeting Type: Annual

Ticker: IQV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ari Bousbib	Mgmt	For	Refer	For
1b	Elect Director Carol J. Burt	Mgmt	For	Refer	For
1c	Elect Director John G. Danhaki	Mgmt	For	Refer	For
1d	Elect Director James A. Fasano	Mgmt	For	Refer	For
1e	Elect Director Colleen A. Goggins	Mgmt	For	Refer	For
1f	Elect Director John M. Leonard	Mgmt	For	Refer	For
1g	Elect Director Leslie Wims Morris	Mgmt	For	Refer	For
1h	Elect Director Todd B. Sisitsky	Mgmt	For	Refer	For
1i	Elect Director Sheila A. Stamps	Mgmt	For	Refer	For

IQVIA Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	Refer	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Refer	Against

J.B. Hunt Transport Services, Inc.

Meeting Date: 04/24/2025

Record Date: 02/18/2025

Primary Security ID: 445658107

Country: USA

Meeting Type: Annual

Ticker: JBHT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brett Biggs	Mgmt	For	Refer	For
1.2	Elect Director Francesca M. Edwardson	Mgmt	For	Refer	For
1.3	Elect Director Sharilyn S. Gasaway	Mgmt	For	Refer	For
1.4	Elect Director Thad (John B., III) Hill	Mgmt	For	Refer	For
1.5	Elect Director Bryan Hunt	Mgmt	For	Refer	For
1.6	Elect Director Persio Lisboa	Mgmt	For	Refer	For
1.7	Elect Director John N. Roberts, III	Mgmt	For	Refer	For
1.8	Elect Director James L. Robo	Mgmt	For	Refer	For
1.9	Elect Director Shelley Simpson	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Johnson & Johnson

Meeting Date: 04/24/2025

Record Date: 02/25/2025

Primary Security ID: 478160104

Country: USA

Meeting Type: Annual

Ticker: JNJ

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

Pfizer Inc.

Meeting Date: 04/24/2025

Record Date: 02/26/2025

Primary Security ID: 717081103

Country: USA

Meeting Type: Annual

Ticker: PFE

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Joseph J. Echevarria	Mgmt	For	Refer	For
1.6	Elect Director Scott Gottlieb	Mgmt	For	Refer	For
1.7	Elect Director Susan Hockfield	Mgmt	For	Refer	For
1.8	Elect Director Dan R. Littman	Mgmt	For	Refer	For
1.9	Elect Director Shantanu Narayen	Mgmt	For	Refer	For
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	Refer	For
1.11	Elect Director James Quincey	Mgmt	For	Refer	For
1.12	Elect Director James C. Smith	Mgmt	For	Refer	For
1.13	Elect Director Cyrus Taraporevala	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Refer	Against

Snap-on Incorporated

Meeting Date: 04/24/2025	Country: USA	Ticker: SNA
Record Date: 02/24/2025	Meeting Type: Annual	
Primary Security ID: 833034101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David C. Adams	Mgmt	For	Refer	Against
1.2	Elect Director Karen L. Daniel	Mgmt	For	Refer	For
1.3	Elect Director Ruth Ann M. Gillis	Mgmt	For	Refer	For
1.4	Elect Director James P. Holden	Mgmt	For	Refer	For
1.5	Elect Director Nathan J. Jones	Mgmt	For	Refer	For
1.6	Elect Director Henry W. Knueppel	Mgmt	For	Refer	For
1.7	Elect Director W. Dudley Lehman	Mgmt	For	Refer	For

Snap-on Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Nicholas T. Pinchuk	Mgmt	For	Refer	For
1.9	Elect Director Gregg M. Sherrill	Mgmt	For	Refer	For
1.10	Elect Director Donald J. Stebbins	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

The Boeing Company

Meeting Date: 04/24/2025	Country: USA	Ticker: BA
Record Date: 02/24/2025	Meeting Type: Annual	
Primary Security ID: 097023105		

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

The Boeing Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Oversee and Report a Civil Rights Audit	SH	Against	Refer	Against

Abbott Laboratories

Meeting Date: 04/25/2025	Country: USA	Ticker: ABT
Record Date: 02/26/2025	Meeting Type: Annual	
Primary Security ID: 002824100		

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

Stanley Black & Decker, Inc.

Meeting Date: 04/25/2025	Country: USA	Ticker: SWK
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: 854502101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald Allan, Jr.	Mgmt	For	Refer	For
1b	Elect Director Andrea J. Ayers	Mgmt	For	Refer	For
1c	Elect Director Susan K. Carter	Mgmt	For	Refer	For
1d	Elect Director Debra A. Crew	Mgmt	For	Refer	For
1e	Elect Director John L. Garrison, Jr.	Mgmt	For	Refer	For
1f	Elect Director Michael D. Hankin	Mgmt	For	Refer	For
1g	Elect Director Robert J. Manning	Mgmt	For	Refer	For
1h	Elect Director Adrian V. Mitchell	Mgmt	For	Refer	For
1i	Elect Director Jane M. Palmieri	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Steel Dynamics, Inc.

Meeting Date: 04/25/2025

Record Date: 03/06/2025

Primary Security ID: 858119100

Country: USA

Meeting Type: Annual

Ticker: STLD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Mark D. Millett	Mgmt	For	Refer	For
1B	Elect Director Sheree L. Bargabos	Mgmt	For	Refer	For
1C	Elect Director Kenneth W. Cornew	Mgmt	For	Refer	For
1D	Elect Director Traci M. Dolan	Mgmt	For	Refer	For
1E	Elect Director Jennifer L. Hamann	Mgmt	For	Refer	For
1F	Elect Director Bradley S. Seaman	Mgmt	For	Refer	For
1G	Elect Director Gabriel L. Shaheen	Mgmt	For	Refer	For
1H	Elect Director Luis M. Sierra	Mgmt	For	Refer	For

Steel Dynamics, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1I	Elect Director Richard P. Teets, Jr.	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Right to Call Special Meeting	SH	Against	Refer	Against

Genuine Parts Company

Meeting Date: 04/28/2025	Country: USA	Ticker: GPC
Record Date: 02/19/2025	Meeting Type: Annual	
Primary Security ID: 372460105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard Cox, Jr.	Mgmt	For	Refer	For
1b	Elect Director Paul D. Donahue	Mgmt	For	Refer	For
1c	Elect Director P. Russell Hardin	Mgmt	For	Refer	For
1d	Elect Director John R. Holder	Mgmt	For	Refer	For
1e	Elect Director Donna W. Hyland	Mgmt	For	Refer	For
1f	Elect Director Jean-Jacques Lafont	Mgmt	For	Refer	Against
1g	Elect Director Robert C. "Robin" Loudermilk, Jr.	Mgmt	For	Refer	For
1h	Elect Director Juliette W. Pryor	Mgmt	For	Refer	For
1i	Elect Director Darren Rebelez	Mgmt	For	Refer	For
1j	Elect Director Laurie Schupmann	Mgmt	For	Refer	For
1k	Elect Director William P. Stengel, II	Mgmt	For	Refer	For
1l	Elect Director Charles K. Stevens, III	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Amend Articles of Incorporation	Mgmt	For	Refer	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Genuine Parts Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	SH	Against	Refer	Against

American Electric Power Company, Inc.

Meeting Date: 04/29/2025	Country: USA	Ticker: AEP
Record Date: 03/04/2025	Meeting Type: Annual	
Primary Security ID: 025537101		

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

American Express Company

Meeting Date: 04/29/2025	Country: USA	Ticker: AXP
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 025816109		

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

Citigroup Inc.

Meeting Date: 04/29/2025

Record Date: 03/03/2025

Primary Security ID: 172967424

Country: USA

Meeting Type: Annual

Ticker: C

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Titi Cole	Mgmt	For	Refer	For
1b	Elect Director Ellen M. Costello	Mgmt	For	Refer	For

Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Grace E. Dailey	Mgmt	For	Refer	For
1d	Elect Director John C. Dugan	Mgmt	For	Refer	For
1e	Elect Director Jane N. Fraser	Mgmt	For	Refer	For
1f	Elect Director Duncan P. Hennes	Mgmt	For	Refer	For
1g	Elect Director Peter B. Henry	Mgmt	For	Refer	For
1h	Elect Director Renee J. James	Mgmt	For	Refer	For
1i	Elect Director Gary M. Reiner	Mgmt	For	Refer	For
1j	Elect Director Diana L. Taylor	Mgmt	For	Refer	For
1k	Elect Director James S. Turley	Mgmt	For	Refer	For
1l	Elect Director Casper W. von Koskull	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Refer	Against
6	Report on Respecting Indigenous Peoples' Rights	SH	Against	Refer	Against
7	Issue Audited Report on Financial Statement Assumptions and Climate Change	SH	Against	Refer	Against
8	Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	SH	Against	Refer	Against

Constellation Energy Corporation

Meeting Date: 04/29/2025

Record Date: 03/05/2025

Primary Security ID: 21037T109

Country: USA

Meeting Type: Annual

Ticker: CEG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yves C. de Balmann	Mgmt	For	Refer	For
1.2	Elect Director Robert J. Lawless	Mgmt	For	Refer	For

Constellation Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Peter Oppenheimer	Mgmt	For	Refer	For
1.4	Elect Director Eileen Paterson	Mgmt	For	Refer	For
1.5	Elect Director John M. Richardson	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Exelon Corporation

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

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

International Business Machines Corporation

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

International Business Machines Corporation

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

Kimco Realty Corporation

Meeting Date: 04/29/2025

Record Date: 03/04/2025

Primary Security ID: 49446R109

Country: USA

Meeting Type: Annual

Ticker: KIM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ross Cooper	Mgmt	For	Refer	Against
1b	Elect Director Philip E. Coviello	Mgmt	For	Refer	For
1c	Elect Director Conor C. Flynn	Mgmt	For	Refer	For

Kimco Realty Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Nancy Lashine	Mgmt	For	Refer	For
1e	Elect Director Frank Lourenso	Mgmt	For	Refer	For
1f	Elect Director Henry Moniz	Mgmt	For	Refer	For
1g	Elect Director Mary Hogan Preusse	Mgmt	For	Refer	For
1h	Elect Director Valerie Richardson	Mgmt	For	Refer	For
1i	Elect Director Richard B. Saltzman	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Approve Omnibus Stock Plan	Mgmt	For	Refer	For

PACCAR Inc

Meeting Date: 04/29/2025

Record Date: 03/04/2025

Primary Security ID: 693718108

Country: USA

Meeting Type: Annual

Ticker: PCAR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark C. Pigott	Mgmt	For	Refer	For
1.2	Elect Director Pierre R. Breber	Mgmt	For	Refer	For
1.3	Elect Director Dame Alison J. Carnwath	Mgmt	For	Refer	For
1.4	Elect Director R. Preston Feight	Mgmt	For	Refer	For
1.5	Elect Director Kirk S. Hachigian	Mgmt	For	Refer	For
1.6	Elect Director Brice A. Hill	Mgmt	For	Refer	For
1.7	Elect Director Barbara B. Hulit	Mgmt	For	Refer	For
1.8	Elect Director Cynthia A. Niekamp	Mgmt	For	Refer	For
1.9	Elect Director John M. Pigott	Mgmt	For	Refer	For
1.10	Elect Director Luiz A. S. Pretti	Mgmt	For	Refer	For
1.11	Elect Director Ganesh Ramaswamy	Mgmt	For	Refer	For
1.12	Elect Director Mark A. Schulz	Mgmt	For	Refer	For

PACCAR Inc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

The Williams Companies, Inc.

Meeting Date: 04/29/2025	Country: USA	Ticker: WMB
Record Date: 03/06/2025	Meeting Type: Annual	
Primary Security ID: 969457100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan S. Armstrong	Mgmt	For	Refer	For
1.2	Elect Director Stephen W. Bergstrom	Mgmt	For	Refer	For
1.3	Elect Director Michael A. Creel	Mgmt	For	Refer	For
1.4	Elect Director Stacey H. Dore	Mgmt	For	Refer	For
1.5	Elect Director Carri A. Lockhart	Mgmt	For	Refer	For
1.6	Elect Director Richard E. Muncrief	Mgmt	For	Refer	For
1.7	Elect Director Peter A. Ragauss	Mgmt	For	Refer	For
1.8	Elect Director Rose M. Robeson	Mgmt	For	Refer	For
1.9	Elect Director Scott D. Sheffield	Mgmt	For	Refer	For
1.10	Elect Director William H. Spence	Mgmt	For	Refer	For
1.11	Elect Director Jesse J. Tyson	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Truist Financial Corporation

Meeting Date: 04/29/2025	Country: USA	Ticker: TFC
Record Date: 02/20/2025	Meeting Type: Annual	
Primary Security ID: 89832Q109		

Truist Financial Corporation

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

VICI Properties Inc.

Meeting Date: 04/29/2025 **Country:** USA **Ticker:** VICI
Record Date: 03/03/2025 **Meeting Type:** Annual
Primary Security ID: 925652109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James R. Abrahamson	Mgmt	For	Refer	For
1b	Elect Director Diana F. Cantor	Mgmt	For	Refer	For
1c	Elect Director Monica H. Douglas	Mgmt	For	Refer	For
1d	Elect Director Elizabeth I. Holland	Mgmt	For	Refer	For

VICI Properties Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Craig Macnab	Mgmt	For	Refer	For
1f	Elect Director Edward B. Pitoniak	Mgmt	For	Refer	For
1g	Elect Director Michael D. Rumbolz	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Wells Fargo & Company

Meeting Date: 04/29/2025	Country: USA	Ticker: WFC
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 949746101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	For	Refer	For
1b	Elect Director Mark A. Chancy	Mgmt	For	Refer	For
1c	Elect Director Celeste A. Clark	Mgmt	For	Refer	For
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	For	Refer	For
1e	Elect Director Richard K. Davis	Mgmt	For	Refer	For
1f	Elect Director Fabian T. Garcia	Mgmt	For	Refer	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	Refer	For
1h	Elect Director CeCelia G. Morken	Mgmt	For	Refer	For
1i	Elect Director Maria R. Morris	Mgmt	For	Refer	For
1j	Elect Director Felicia F. Norwood	Mgmt	For	Refer	For
1k	Elect Director Ronald L. Sargent	Mgmt	For	Refer	For
1l	Elect Director Charles W. Scharf	Mgmt	For	Refer	For
1m	Elect Director Suzanne M. Vautrinot	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Report on Prevention of Workplace Harassment and Discrimination	SH	Against	Refer	Against
5	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Refer	Against
6	Report Annually on Energy Supply Ratio	SH	Against	Refer	Against
7	Report on Respecting Indigenous Peoples' Rights	SH	Against	Refer	Against

Ameriprise Financial, Inc.

Meeting Date: 04/30/2025	Country: USA	Ticker: AMP
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 03076C106		

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

Ball Corporation

Meeting Date: 04/30/2025	Country: USA	Ticker: BALL
Record Date: 02/20/2025	Meeting Type: Annual	
Primary Security ID: 058498106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John A. Bryant	Mgmt	For	Refer	For
1b	Elect Director Michael J. Cave	Mgmt	For	Refer	For
1c	Elect Director Aaron M. Erter	Mgmt	For	Refer	For
1d	Elect Director Daniel W. Fisher	Mgmt	For	Refer	For
1e	Elect Director Dune E. Ives	Mgmt	For	Refer	For
1f	Elect Director Cynthia A. Niekamp	Mgmt	For	Refer	For
1g	Elect Director Todd A. Penegor	Mgmt	For	Refer	For
1h	Elect Director Cathy D. Ross	Mgmt	For	Refer	For
1i	Elect Director Betty J. Sapp	Mgmt	For	Refer	For
1j	Elect Director Stuart A. Taylor, II	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Articles of Incorporation to Eliminate Default Board Size	Mgmt	For	Refer	For

Corteva, Inc.

Meeting Date: 04/30/2025

Record Date: 03/05/2025

Primary Security ID: 22052L104

Country: USA

Meeting Type: Annual

Ticker: CTVA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lamberto Andreotti	Mgmt	For	Refer	For
1b	Elect Director Klaus A. Engel	Mgmt	For	Refer	For
1c	Elect Director David C. Everitt	Mgmt	For	Refer	For
1d	Elect Director Janet P. Giesselman	Mgmt	For	Refer	For
1e	Elect Director Karen H. Grimes	Mgmt	For	Refer	For
1f	Elect Director Michael O. Johanns	Mgmt	For	Refer	For
1g	Elect Director Marcos M. Lutz	Mgmt	For	Refer	For

Corteva, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Charles V. Magro	Mgmt	For	Refer	For
1i	Elect Director Nayaki R. Nayyar	Mgmt	For	Refer	For
1j	Elect Director Gregory R. Page	Mgmt	For	Refer	For
1k	Elect Director Kerry J. Preete	Mgmt	For	Refer	For
1l	Elect Director Patrick J. Ward	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Coterra Energy Inc.

Meeting Date: 04/30/2025

Record Date: 03/06/2025

Primary Security ID: 127097103

Country: USA

Meeting Type: Annual

Ticker: CTRA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dorothy M. Ables	Mgmt	For	Refer	For
1.2	Elect Director Amanda M. Brock	Mgmt	For	Refer	For
1.3	Elect Director Paul N. Eckley	Mgmt	For	Refer	For
1.4	Elect Director Hans Helmerich	Mgmt	For	Refer	For
1.5	Elect Director Jacinto J. Hernandez	Mgmt	For	Refer	For
1.6	Elect Director Thomas E. Jorden	Mgmt	For	Refer	For
1.7	Elect Director Jeffrey E. Shellebarger	Mgmt	For	Refer	For
1.8	Elect Director Lisa A. Stewart	Mgmt	For	Refer	For
1.9	Elect Director Frances M. Vallejo	Mgmt	For	Refer	For
1.10	Elect Director Marcus A. Watts	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Huntington Ingalls Industries, Inc.

Meeting Date: 04/30/2025

Record Date: 03/06/2025

Primary Security ID: 446413106

Country: USA

Meeting Type: Annual

Ticker: HII

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Augustus L. Collins	Mgmt	For	For	For
1.2	Elect Director Leo P. Denault	Mgmt	For	For	For
1.3	Elect Director Kirkland H. Donald	Mgmt	For	For	For
1.4	Elect Director Craig S. Faller	Mgmt	For	For	For
1.5	Elect Director Victoria D. Harker	Mgmt	For	For	For
1.6	Elect Director Frank R. Jimenez	Mgmt	For	For	For
1.7	Elect Director Christopher D. Kastner	Mgmt	For	For	For
1.8	Elect Director Anastasia D. Kelly	Mgmt	For	For	For
1.9	Elect Director Tracy B. McKibben	Mgmt	For	For	For
1.10	Elect Director Stephanie L. O'Sullivan	Mgmt	For	For	For
1.11	Elect Director Thomas C. Schievelbein	Mgmt	For	For	For
1.12	Elect Director John K. Welch	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Eliminate the Personal Liability of Certain Officers	Mgmt	For	For	For
5	Provide Right to Call Special Meeting	Mgmt	For	For	For

Marathon Petroleum Corporation

Meeting Date: 04/30/2025

Record Date: 03/03/2025

Primary Security ID: 56585A102

Country: USA

Meeting Type: Annual

Ticker: MPC

Marathon Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Evan Bayh	Mgmt	For	Refer	For
1b	Elect Director Jeffrey C. Campbell	Mgmt	For	Refer	For
1c	Elect Director Kimberly N. Ellison-Taylor	Mgmt	For	Refer	For
1d	Elect Director Kim K.W. Rucker	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Declassify the Board of Directors	Mgmt	For	Refer	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For
6	Adopt Simple Majority Vote	SH	Against	Refer	For

Moderna, Inc.

Meeting Date: 04/30/2025Country: USATicker: MRNA

Record Date: 03/05/2025Meeting Type: Annual

Primary Security ID: 60770K107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Noubar B. Afeyan	Mgmt	For	Refer	For
1b	Elect Director Stéphane Bancel	Mgmt	For	Refer	For
1c	Elect Director François Nader	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Molina Healthcare, Inc.

Meeting Date: 04/30/2025Country: USATicker: MOH

Record Date: 03/07/2025Meeting Type: Annual

Primary Security ID: 60855R100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barbara L. Brasier	Mgmt	For	Refer	Against
1b	Elect Director Leo P. Grohowski	Mgmt	For	Refer	For
1c	Elect Director Stephen H. Lockhart	Mgmt	For	Refer	For
1d	Elect Director Steven J. Orlando	Mgmt	For	Refer	For
1e	Elect Director Ronna E. Romney	Mgmt	For	Refer	Against
1f	Elect Director Richard M. Schapiro	Mgmt	For	Refer	For
1g	Elect Director Dale B. Wolf	Mgmt	For	Refer	Against
1h	Elect Director Richard C. Zoretic	Mgmt	For	Refer	For
1i	Elect Director Joseph M. Zubretsky	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	For

Newmont Corporation

Meeting Date: 04/30/2025

Record Date: 03/03/2025

Primary Security ID: 651639106

Country: USA

Meeting Type: Annual

Ticker: NEM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregory H. Boyce	Mgmt	For	Refer	Against
1.2	Elect Director Bruce R. Brook	Mgmt	For	Refer	For
1.3	Elect Director Maura J. Clark	Mgmt	For	Refer	For
1.4	Elect Director Harry M. (Red) Conger, IV	Mgmt	For	Refer	For
1.5	Elect Director Emma FitzGerald	Mgmt	For	Refer	For

Newmont Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Sally-Anne Layman	Mgmt	For	Refer	For
1.7	Elect Director José Manuel Madero	Mgmt	For	Refer	For
1.8	Elect Director René Médori	Mgmt	For	Refer	For
1.9	Elect Director Jane Nelson	Mgmt	For	Refer	For
1.10	Elect Director Tom Palmer	Mgmt	For	Refer	For
1.11	Elect Director Julio M. Quintana	Mgmt	For	Refer	For
1.12	Elect Director David T. Seaton	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Pool Corporation

Meeting Date: 04/30/2025

Record Date: 03/12/2025

Primary Security ID: 73278L105

Country: USA

Meeting Type: Annual

Ticker: POOL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter D. Arvan	Mgmt	For	Refer	For
1b	Elect Director Martha S. Gervasi	Mgmt	For	Refer	For
1c	Elect Director James D. Hope	Mgmt	For	Refer	For
1d	Elect Director Kevin M. Murphy	Mgmt	For	Refer	For
1e	Elect Director Debra S. Oler	Mgmt	For	Refer	For
1f	Elect Director Manuel J. Perez de la Mesa	Mgmt	For	Refer	For
1g	Elect Director Carlos A. Sabater	Mgmt	For	Refer	For
1h	Elect Director John E. Stokely	Mgmt	For	Refer	For
1i	Elect Director David G. Whalen	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

PulteGroup, Inc.

Meeting Date: 04/30/2025

Record Date: 03/06/2025

Primary Security ID: 745867101

Country: USA

Meeting Type: Annual

Ticker: PHM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kristen Actis-Grande	Mgmt	For	Refer	For
1b	Elect Director Brian P. Anderson	Mgmt	For	Refer	For
1c	Elect Director Bryce Blair	Mgmt	For	Refer	For
1d	Elect Director Thomas J. Folliard	Mgmt	For	Refer	For
1e	Elect Director Cheryl W. Grisé	Mgmt	For	Refer	For
1f	Elect Director André J. Hawaux	Mgmt	For	Refer	For
1g	Elect Director Ryan R. Marshall	Mgmt	For	Refer	For
1h	Elect Director John R. Peshkin	Mgmt	For	Refer	For
1i	Elect Director Scott F. Powers	Mgmt	For	Refer	For
1j	Elect Director Lila Snyder	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Clawback Policy	SH	Against	Refer	Against
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Refer	Against

Solventum Corp.

Meeting Date: 04/30/2025

Record Date: 03/05/2025

Primary Security ID: 83444M101

Country: USA

Meeting Type: Annual

Ticker: SOLV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glenn A. Eisenberg	Mgmt	For	Refer	For
1b	Elect Director Elizabeth A. Mily	Mgmt	For	Refer	For
1c	Elect Director John H. Weiland	Mgmt	For	Refer	For
1d	Elect Director Amy A. Wendell	Mgmt	For	Refer	For

Solventum Corp.

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

The Coca-Cola Company

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

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

The Coca-Cola Company

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

Vistra Corp.

Meeting Date: 04/30/2025

Country: USA

Ticker: VST

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 92840M102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott B. Helm	Mgmt	For	Refer	For
1.2	Elect Director Hilary E. Ackermann	Mgmt	For	Refer	For
1.3	Elect Director Arcilia C. Acosta	Mgmt	For	Refer	For
1.4	Elect Director Gavin R. Baiera	Mgmt	For	Refer	For
1.5	Elect Director Paul M. Barbas	Mgmt	For	Refer	For
1.6	Elect Director James A. Burke	Mgmt	For	Refer	For
1.7	Elect Director Lisa Crutchfield	Mgmt	For	Refer	For
1.8	Elect Director Julie A. Lagacy	Mgmt	For	Refer	For
1.9	Elect Director John W. (Bill) Pitesa	Mgmt	For	Refer	For
1.10	Elect Director John R. (J. R.) Sult	Mgmt	For	Refer	For
1.11	Elect Director Robert C. Walters	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation	Mgmt	For	Refer	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For

Vistra Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
7	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

W.W. Grainger, Inc.

Meeting Date: 04/30/2025	Country: USA	Ticker: GWW
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 384802104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	Refer	For
1b	Elect Director George S. Davis	Mgmt	For	Refer	For
1c	Elect Director Katherine D. Jaspon	Mgmt	For	Refer	For
1d	Elect Director Christopher J. Klein	Mgmt	For	Refer	For
1e	Elect Director D.G. Macpherson	Mgmt	For	Refer	For
1f	Elect Director Cindy J. Miller	Mgmt	For	Refer	For
1g	Elect Director Neil S. Novich	Mgmt	For	Refer	For
1h	Elect Director Beatriz R. Perez	Mgmt	For	Refer	For
1i	Elect Director E. Scott Santi	Mgmt	For	Refer	For
1j	Elect Director Susan Slavik Williams	Mgmt	For	Refer	For
1k	Elect Director Lucas E. Watson	Mgmt	For	Refer	For
1l	Elect Director Steven A. White	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Eliminate Cumulative Voting	Mgmt	For	Refer	For

Wynn Resorts, Limited

Meeting Date: 04/30/2025	Country: USA	Ticker: WYNN
Record Date: 03/05/2025	Meeting Type: Annual	
Primary Security ID: 983134107		

Wynn Resorts, Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig S. Billings	Mgmt	For	For	For
1b	Elect Director Anthony M. Sanfilippo	Mgmt	For	For	For
1c	Elect Director Winifred M. Webb	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Potential Cost Savings Through Adoption of a Smokefree Policy	SH	Against	Against	Against

Boston Scientific Corporation

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

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

Church & Dwight Co., Inc.

Meeting Date: 05/01/2025

Country: USA

Ticker: CHD

Record Date: 03/05/2025

Meeting Type: Annual

Primary Security ID: 171340102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradlen S. Cashaw	Mgmt	For	Refer	For
1b	Elect Director Richard A. Dierker	Mgmt	For	Refer	For
1c	Elect Director Matthew T. Farrell	Mgmt	For	Refer	For
1d	Elect Director Bradley C. Irwin	Mgmt	For	Refer	For
1e	Elect Director Penry W. Price	Mgmt	For	Refer	For
1f	Elect Director Susan G. Saideman	Mgmt	For	Refer	For
1g	Elect Director Ravichandra K. Saligram	Mgmt	For	Refer	For
1h	Elect Director Robert K. Shearer	Mgmt	For	Refer	For
1i	Elect Director Michael R. Smith	Mgmt	For	Refer	For
1j	Elect Director Janet S. Vergis	Mgmt	For	Refer	For
1k	Elect Director Arthur B. Winkleblack	Mgmt	For	Refer	For
1l	Elect Director Laurie J. Yoler	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Amend Right to Call Special Meeting	SH	Against	Refer	Against

Corning Incorporated

Meeting Date: 05/01/2025

Country: USA

Ticker: GLW

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 219350105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leslie A. Brun	Mgmt	For	Refer	For
1b	Elect Director Stephanie A. Burns	Mgmt	For	Refer	For

Corning Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Pamela J. Craig	Mgmt	For	Refer	For
1d	Elect Director Robert F. Cummings, Jr.	Mgmt	For	Refer	For
1e	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	Refer	For
1f	Elect Director Thomas D. French	Mgmt	For	Refer	For
1g	Elect Director Daniel P. Huttenlocher	Mgmt	For	Refer	For
1h	Elect Director Kevin J. Martin	Mgmt	For	Refer	For
1i	Elect Director Wendell P. Weeks	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Duke Energy Corporation

Meeting Date: 05/01/2025

Record Date: 03/03/2025

Primary Security ID: 26441C204

Country: USA

Meeting Type: Annual

Ticker: DUK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Derrick Burks	Mgmt	For	Refer	For
1b	Elect Director Annette K. Clayton	Mgmt	For	Refer	For
1c	Elect Director Theodore F. Craver, Jr.	Mgmt	For	Refer	For
1d	Elect Director Robert M. Davis	Mgmt	For	Refer	For
1e	Elect Director Caroline Dorsa	Mgmt	For	Refer	For
1f	Elect Director W. Roy Dunbar	Mgmt	For	Refer	For
1g	Elect Director Nicholas C. Fanandakis	Mgmt	For	Refer	For
1h	Elect Director John T. Herron	Mgmt	For	Refer	For
1i	Elect Director Idalene F. Kesner	Mgmt	For	Refer	For
1j	Elect Director E. Marie McKee	Mgmt	For	Refer	For
1k	Elect Director Michael J. Pacilio	Mgmt	For	Refer	For
1l	Elect Director Harry K. Sideris	Mgmt	For	Refer	For

Duke Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Thomas E. Skains	Mgmt	For	Refer	For
1n	Elect Director William E. Webster, Jr.	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Adopt Simple Majority Vote	SH	For	Refer	For
5	Report on Net Zero Activities	SH	Against	Refer	Against

Eastman Chemical Company

Meeting Date: 05/01/2025

Record Date: 03/10/2025

Primary Security ID: 277432100

Country: USA

Meeting Type: Annual

Ticker: EMN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Humberto P. Alfonso	Mgmt	For	Refer	For
1.2	Elect Director Brett D. Begemann	Mgmt	For	Refer	For
1.3	Elect Director Eric L. Butler	Mgmt	For	Refer	For
1.4	Elect Director Mark J. Costa	Mgmt	For	Refer	For
1.5	Elect Director Linnie M. Haynesworth	Mgmt	For	Refer	For
1.6	Elect Director Julie F. Holder	Mgmt	For	Refer	For
1.7	Elect Director Renee J. Hornbaker	Mgmt	For	Refer	For
1.8	Elect Director Kim Ann Mink	Mgmt	For	Refer	For
1.9	Elect Director James J. O'Brien	Mgmt	For	Refer	For
1.10	Elect Director Donald W. Slager	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Require Independent Board Chair	SH	Against	Refer	For

Eversource Energy

Meeting Date: 05/01/2025

Record Date: 03/04/2025

Primary Security ID: 30040W108

Country: USA

Meeting Type: Annual

Ticker: ES

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cotton M. Cleveland	Mgmt	For	Refer	For
1.2	Elect Director Linda Dorcena Forry	Mgmt	For	Refer	For
1.3	Elect Director Gregory M. Jones	Mgmt	For	Refer	For
1.4	Elect Director Loretta D. Keane	Mgmt	For	Refer	For
1.5	Elect Director John Y. Kim	Mgmt	For	Refer	For
1.6	Elect Director David H. Long	Mgmt	For	Refer	For
1.7	Elect Director Joseph R. Nolan, Jr.	Mgmt	For	Refer	For
1.8	Elect Director Daniel J. Nova	Mgmt	For	Refer	For
1.9	Elect Director Frederica M. Williams	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Amend Declaration of Trust to Eliminate Supermajority Vote Requirement and Allow Virtual Annual Meetings	Mgmt	For	Refer	For
5	Require Independent Board Chair	SH	Against	Refer	For

International Flavors & Fragrances Inc.

Meeting Date: 05/01/2025

Record Date: 03/07/2025

Primary Security ID: 459506101

Country: USA

Meeting Type: Annual

Ticker: IFF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathryn J. Boor	Mgmt	For	Refer	For
1b	Elect Director Mark J. Costa	Mgmt	For	Refer	For
1c	Elect Director John F. Ferraro	Mgmt	For	Refer	For
1d	Elect Director J. Erik Fyrwald	Mgmt	For	Refer	For

International Flavors & Fragrances Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Vincent J. Intrieri	Mgmt	For	Refer	For
1f	Elect Director Cynthia T. Jamison	Mgmt	For	Refer	For
1g	Elect Director Mehmood Khan	Mgmt	For	Refer	For
1h	Elect Director Kevin O'Byrne	Mgmt	For	Refer	For
1i	Elect Director Margarita Palau-Hernandez	Mgmt	For	Refer	For
1j	Elect Director Dawn C. Willoughby	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Intuitive Surgical, Inc.

Meeting Date: 05/01/2025	Country: USA	Ticker: ISRG
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 46120E602		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	For	Refer	For
1b	Elect Director Joseph C. Beery	Mgmt	For	Refer	For
1c	Elect Director Lewis Chew	Mgmt	For	Refer	For
1d	Elect Director Gary S. Guthart	Mgmt	For	Refer	For
1e	Elect Director Amal M. Johnson	Mgmt	For	Refer	For
1f	Elect Director Sreelakshmi Kolli	Mgmt	For	Refer	For
1g	Elect Director Amy L. Ladd	Mgmt	For	Refer	For
1h	Elect Director Keith R. Leonard, Jr.	Mgmt	For	Refer	For
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For	Refer	For
1j	Elect Director Monica P. Reed	Mgmt	For	Refer	For
1k	Elect Director David J. Rosa	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Improve Executive Compensation Program	SH	Against	Refer	Against
6	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

Kimberly-Clark Corporation

Meeting Date: 05/01/2025	Country: USA	Ticker: KMB
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 494368103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sylvia M. Burwell	Mgmt	For	Refer	For
1.2	Elect Director John W. Culver	Mgmt	For	Refer	For
1.3	Elect Director Michael D. Hsu	Mgmt	For	Refer	For
1.4	Elect Director Mae C. Jemison	Mgmt	For	Refer	For
1.5	Elect Director Deeptha Khanna	Mgmt	For	Refer	For
1.6	Elect Director S. Todd Maclin	Mgmt	For	Refer	For
1.7	Elect Director Deirdre A. Mahlan	Mgmt	For	Refer	For
1.8	Elect Director Sherilyn S. McCoy	Mgmt	For	Refer	For
1.9	Elect Director Christa S. Quarles	Mgmt	For	Refer	For
1.10	Elect Director Jaime A. Ramirez	Mgmt	For	Refer	For
1.11	Elect Director Joseph Romanelli	Mgmt	For	Refer	For
1.12	Elect Director Dunia A. Shive	Mgmt	For	Refer	For
1.13	Elect Director Mark T. Smucker	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Mettler-Toledo International Inc.

Meeting Date: 05/01/2025	Country: USA	Ticker: MTD
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 592688105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roland Diggelmann	Mgmt	For	Refer	For
1.2	Elect Director Domitille Doat-Le Bigot	Mgmt	For	Refer	For
1.3	Elect Director Elisha W. Finney	Mgmt	For	Refer	For
1.4	Elect Director Michael A. Kelly	Mgmt	For	Refer	For
1.5	Elect Director Thomas P. Salice	Mgmt	For	Refer	For
1.6	Elect Director Brian Shepherd	Mgmt	For	Refer	For
1.7	Elect Director Wolfgang Wienand	Mgmt	For	Refer	For
1.8	Elect Director Ingrid Zhang	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

NRG Energy, Inc.

Meeting Date: 05/01/2025

Record Date: 03/03/2025

Primary Security ID: 629377508

Country: USA

Meeting Type: Annual

Ticker: NRG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director E. Spencer Abraham	Mgmt	For	Refer	For
1b	Elect Director Antonio Carrillo	Mgmt	For	Refer	For
1c	Elect Director Matthew Carter, Jr.	Mgmt	For	Refer	For
1d	Elect Director Lawrence S. Coben	Mgmt	For	Refer	For
1e	Elect Director Heather Cox	Mgmt	For	Refer	For
1f	Elect Director Elisabeth B. Donohue	Mgmt	For	Refer	For
1g	Elect Director Marwan Fawaz	Mgmt	For	Refer	For
1h	Elect Director Kevin T. Howell	Mgmt	For	Refer	For
1i	Elect Director Alexander Pourbaix	Mgmt	For	Refer	For
1j	Elect Director Alexandra Pruner	Mgmt	For	Refer	For

NRG Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Marcie C. Zlotnik	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirements and Eliminate Related Obsolete References	Mgmt	For	Refer	For

RTX Corporation

Meeting Date: 05/01/2025

Record Date: 03/04/2025

Primary Security ID: 75513E101

Country: USA

Meeting Type: Annual

Ticker: RTX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tracy A. Atkinson	Mgmt	For	Refer	For
1b	Elect Director Christopher T. Calio	Mgmt	For	Refer	For
1c	Elect Director Leanne G. Caret	Mgmt	For	Refer	For
1d	Elect Director Bernard A. Harris, Jr.	Mgmt	For	Refer	For
1e	Elect Director George R. Oliver	Mgmt	For	Refer	For
1f	Elect Director Ellen M. Pawlikowski	Mgmt	For	Refer	For
1g	Elect Director Denise L. Ramos	Mgmt	For	Refer	For
1h	Elect Director Fredric G. Reynolds	Mgmt	For	Refer	For
1i	Elect Director Brian C. Rogers	Mgmt	For	Refer	For
1j	Elect Director James A. Winnefeld, Jr.	Mgmt	For	Refer	For
1k	Elect Director Robert O. Work	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Report on Lobbying Payments and Policy	SH	Against	Refer	Against

CMS Energy Corporation

Meeting Date: 05/02/2025

Record Date: 03/04/2025

Primary Security ID: 125896100

Country: USA

Meeting Type: Annual

Ticker: CMS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deborah H. Butler	Mgmt	For	Refer	For
1b	Elect Director Kurt L. Darrow	Mgmt	For	Refer	For
1c	Elect Director Ralph Izzo	Mgmt	For	Refer	For
1d	Elect Director Garrick J. Rochow	Mgmt	For	Refer	For
1e	Elect Director John G. Russell	Mgmt	For	Refer	For
1f	Elect Director Suzanne F. Shank	Mgmt	For	Refer	For
1g	Elect Director Myrna M. Soto	Mgmt	For	Refer	For
1h	Elect Director John G. Sznewajs	Mgmt	For	Refer	For
1i	Elect Director Ronald J. Tanski	Mgmt	For	Refer	For
1j	Elect Director Laura H. Wright	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	For

Dayforce, Inc.

Meeting Date: 05/02/2025

Record Date: 03/06/2025

Primary Security ID: 15677J108

Country: USA

Meeting Type: Annual

Ticker: DAY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brent Bickett	Mgmt	For	For	For
1b	Elect Director Ronald Clarke	Mgmt	For	For	For
1c	Elect Director Deborah Farrington	Mgmt	For	Refer	Against
1d	Elect Director Thomas Hagerty	Mgmt	For	For	For
1e	Elect Director Linda Mantia	Mgmt	For	For	For

Dayforce, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director David Ossip	Mgmt	For	For	For
1g	Elect Director Ganesh Rao	Mgmt	For	For	For
1h	Elect Director Andrea Rosen	Mgmt	For	For	For
1i	Elect Director Gerald Throop	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation	Mgmt	For	For	For

Dover Corporation

Meeting Date: 05/02/2025

Record Date: 03/10/2025

Primary Security ID: 260003108

Country: USA

Meeting Type: Annual

Ticker: DOV

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

Entergy Corporation

Meeting Date: 05/02/2025

Record Date: 03/07/2025

Primary Security ID: 29364G103

Country: USA

Meeting Type: Annual

Ticker: ETR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gina F. Adams	Mgmt	For	Refer	For
1b	Elect Director John H. Black	Mgmt	For	Refer	For
1c	Elect Director John R. Burbank	Mgmt	For	Refer	For
1d	Elect Director Kirkland H. Donald	Mgmt	For	Refer	For
1e	Elect Director Brian W. Ellis	Mgmt	For	Refer	For
1f	Elect Director Philip L. Frederickson	Mgmt	For	Refer	For
1g	Elect Director M. Elise Hyland	Mgmt	For	Refer	For
1h	Elect Director Stuart L. Levenick	Mgmt	For	Refer	For
1i	Elect Director Andrew S. Marsh	Mgmt	For	Refer	For
1j	Elect Director Karen A. Puckett	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Illinois Tool Works Inc.

Meeting Date: 05/02/2025

Record Date: 03/03/2025

Primary Security ID: 452308109

Country: USA

Meeting Type: Annual

Ticker: ITW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	For	Refer	For
1b	Elect Director Susan Crown	Mgmt	For	Refer	For
1c	Elect Director Darrell L. Ford	Mgmt	For	Refer	For
1d	Elect Director Kelly J. Grier	Mgmt	For	Refer	For
1e	Elect Director James W. Griffith	Mgmt	For	Refer	For
1f	Elect Director Jay L. Henderson	Mgmt	For	Refer	For
1g	Elect Director Jaime Irick	Mgmt	For	Refer	For

Illinois Tool Works Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Richard H. Lenny	Mgmt	For	Refer	For
1i	Elect Director Christopher A. O'Herlihy	Mgmt	For	Refer	For
1j	Elect Director E. Scott Santi	Mgmt	For	Refer	For
1k	Elect Director David B. Smith, Jr.	Mgmt	For	Refer	For
1l	Elect Director Pamela B. Strobel	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

Leidos Holdings, Inc.

Meeting Date: 05/02/2025	Country: USA	Ticker: LDOS
Record Date: 03/05/2025	Meeting Type: Annual	
Primary Security ID: 525327102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Bell	Mgmt	For	Refer	For
1b	Elect Director Gregory R. Dahlberg	Mgmt	For	Refer	For
1c	Elect Director David G. Fubini	Mgmt	For	Refer	For
1d	Elect Director Noel B. Geer	Mgmt	For	Refer	For
1e	Elect Director Tina W. Jonas	Mgmt	For	Refer	For
1f	Elect Director Harry M. J. Kraemer, Jr.	Mgmt	For	Refer	For
1g	Elect Director Gary S. May	Mgmt	For	Refer	For
1h	Elect Director Nancy A. Norton	Mgmt	For	Refer	For
1i	Elect Director Patrick M. Shanahan	Mgmt	For	Refer	For
1j	Elect Director Robert S. Shapard	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Leidos Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Right to Call Special Meeting	Mgmt	For	Refer	For
5	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	Refer	For

Occidental Petroleum Corporation

Meeting Date: 05/02/2025

Country: USA

Ticker: OXY

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: 674599105

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

Smurfit WestRock Plc

Meeting Date: 05/02/2025

Country: Ireland

Ticker: SW

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: G8267P108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Irial Finan	Mgmt	For	Refer	For
1.2	Elect Director Anthony Smurfit	Mgmt	For	Refer	For
1.3	Elect Director Ken Bowles	Mgmt	For	Refer	Against
1.4	Elect Director Colleen F. Arnold	Mgmt	For	Refer	For
1.5	Elect Director Timothy J. Bernlohr	Mgmt	For	Refer	For
1.6	Elect Director Carole L. Brown	Mgmt	For	Refer	For
1.7	Elect Director Terrell K. Crews	Mgmt	For	Refer	For
1.8	Elect Director Carol Fairweather	Mgmt	For	Refer	For
1.9	Elect Director Mary Lynn Ferguson-McHugh	Mgmt	For	Refer	For
1.10	Elect Director Suzan F. Harrison	Mgmt	For	Refer	For
1.11	Elect Director Kaisa Hietala	Mgmt	For	Refer	For
1.12	Elect Director Lourdes Melgar	Mgmt	For	Refer	For
1.13	Elect Director Jorgen Buhl Rasmussen	Mgmt	For	Refer	For
1.14	Elect Director Alan D. Wilson	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	One Year
4a	Ratify KPMG as Auditors	Mgmt	For	Refer	For
4b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	Refer	For
5	Authorize Issue of Equity	Mgmt	For	Refer	For
6	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
7	Determine Price Range at which Company can Re-issue Treasury Shares	Mgmt	For	Refer	For

Berkshire Hathaway Inc.

Meeting Date: 05/03/2025

Record Date: 03/05/2025

Primary Security ID: 084670702

Country: USA

Meeting Type: Annual

Ticker: BRK.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	For	Refer	For
1.2	Elect Director Gregory E. Abel	Mgmt	For	Refer	For
1.3	Elect Director Howard G. Buffett	Mgmt	For	Refer	For
1.4	Elect Director Susan A. Buffett	Mgmt	For	Refer	For
1.5	Elect Director Stephen B. Burke	Mgmt	For	Refer	Withhold
1.6	Elect Director Kenneth I. Chenault	Mgmt	For	Refer	Withhold
1.7	Elect Director Christopher C. Davis	Mgmt	For	Refer	For
1.8	Elect Director Susan L. Decker	Mgmt	For	Refer	Withhold
1.9	Elect Director Charlotte Guyman	Mgmt	For	Refer	Withhold
1.10	Elect Director Ajit Jain	Mgmt	For	Refer	For
1.11	Elect Director Thomas S. Murphy, Jr.	Mgmt	For	Refer	Withhold
1.12	Elect Director Wallace R. Weitz	Mgmt	For	Refer	For
1.13	Elect Director Meryl B. Witmer	Mgmt	For	Refer	For
2	Report on Costs and Benefits of Voluntary Carbon Reduction Commitments	SH	Against	Refer	Against
3	Report on Pay Disparity	SH	Against	Refer	Against
4	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Refer	Against
5	Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives	SH	Against	Refer	Against
6	Designate Board Committee to Oversee DEI Strategy	SH	Against	Refer	Against
7	Report on Clean Energy Supply Financing Ratio	SH	Against	Refer	Against
8	Establish Board Committee on Artificial Intelligence	SH	Against	Refer	Against

Cincinnati Financial Corporation

Meeting Date: 05/03/2025	Country: USA	Ticker: CINF
Record Date: 03/05/2025	Meeting Type: Annual	
Primary Security ID: 172062101		

Cincinnati Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy C. Benacci	Mgmt	For	Refer	For
1.2	Elect Director Linda W. Clement-Holmes	Mgmt	For	Refer	For
1.3	Elect Director Dirk J. Debbink	Mgmt	For	Refer	Against
1.4	Elect Director Steven J. Johnston	Mgmt	For	Refer	For
1.5	Elect Director Jill P. Meyer	Mgmt	For	Refer	For
1.6	Elect Director David P. Osborn	Mgmt	For	Refer	For
1.7	Elect Director Gretchen W. Schar	Mgmt	For	Refer	For
1.8	Elect Director Charles O. Schiff	Mgmt	For	Refer	For
1.9	Elect Director Douglas S. Skidmore	Mgmt	For	Refer	For
1.10	Elect Director Stephen M. Spray	Mgmt	For	Refer	For
1.11	Elect Director John F. Steele, Jr.	Mgmt	For	Refer	For
1.12	Elect Director Larry R. Webb	Mgmt	For	Refer	For
1.13	Elect Director Cheng-sheng Peter Wu	Mgmt	For	Refer	For
2	Reduce Supermajority Vote Requirement	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Aflac Incorporated

Meeting Date: 05/05/2025

Record Date: 02/25/2025

Primary Security ID: 001055102

Country: USA

Meeting Type: Annual

Ticker: AFL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel P. Amos	Mgmt	For	Refer	For
1b	Elect Director W. Paul Bowers	Mgmt	For	Refer	For
1c	Elect Director Arthur R. Collins	Mgmt	For	Refer	For
1d	Elect Director Miwako Hosoda	Mgmt	For	Refer	For

Aflac Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Michael A. Forrester	Mgmt	For	Refer	For
1f	Elect Director Thomas J. Kenny	Mgmt	For	Refer	For
1g	Elect Director Georgette D. Kiser	Mgmt	For	Refer	For
1h	Elect Director Karole F. Lloyd	Mgmt	For	Refer	For
1i	Elect Director Nobuchika Mori	Mgmt	For	Refer	For
1j	Elect Director Joseph L. Moskowitz	Mgmt	For	Refer	For
1k	Elect Director Katherine T. Rohrer	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Eli Lilly and Company

Meeting Date: 05/05/2025	Country: USA	Ticker: LLY
Record Date: 02/26/2025	Meeting Type: Annual	
Primary Security ID: 532457108		

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

Paycom Software, Inc.

Meeting Date: 05/05/2025

Record Date: 03/12/2025

Primary Security ID: 70432V102

Country: USA

Meeting Type: Annual

Ticker: PAYC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Henry C. Duques	Mgmt	For	Refer	Against
1.2	Elect Director Chad Richison	Mgmt	For	Refer	Against
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Uber Technologies, Inc.

Meeting Date: 05/05/2025

Record Date: 03/13/2025

Primary Security ID: 90353T100

Country: USA

Meeting Type: Annual

Ticker: UBER

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald Sugar	Mgmt	For	Refer	For
1b	Elect Director Revathi Advaiti	Mgmt	For	Refer	For
1c	Elect Director Turqi Alnowaiser	Mgmt	For	Refer	For
1d	Elect Director Ursula Burns	Mgmt	For	Refer	For
1e	Elect Director Robert Eckert	Mgmt	For	Refer	For
1f	Elect Director Amanda Ginsberg	Mgmt	For	Refer	For
1g	Elect Director Dara Khosrowshahi	Mgmt	For	Refer	For
1h	Elect Director John Thain	Mgmt	For	Refer	For
1i	Elect Director David Trujillo	Mgmt	For	Refer	For
1j	Elect Director Alexander Wynaendts	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Albemarle Corporation

Meeting Date: 05/06/2025

Record Date: 03/12/2025

Primary Security ID: 012653101

Country: USA

Meeting Type: Annual

Ticker: ALB

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

Baxter International Inc.

Meeting Date: 05/06/2025

Record Date: 03/13/2025

Primary Security ID: 071813109

Country: USA

Meeting Type: Annual

Ticker: BAX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William A. Ampofo, II	Mgmt	For	Refer	For
1b	Elect Director Jeffrey A. Craig	Mgmt	For	Refer	For
1c	Elect Director Patricia B. Morrison	Mgmt	For	Refer	For
1d	Elect Director Stephen N. Oesterle	Mgmt	For	Refer	For

Baxter International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Stephen H. Rusckowski	Mgmt	For	Refer	For
1f	Elect Director Nancy M. Schlichting	Mgmt	For	Refer	For
1g	Elect Director Brent Shafer	Mgmt	For	Refer	For
1h	Elect Director Cathy R. Smith	Mgmt	For	Refer	For
1i	Elect Director Amy A. Wendell	Mgmt	For	Refer	For
1j	Elect Director David S. Wilkes	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Adopt Share Retention Policy For Senior Executives	SH	Against	Refer	Against

Bristol-Myers Squibb Company

Meeting Date: 05/06/2025

Record Date: 03/14/2025

Primary Security ID: 110122108

Country: USA

Meeting Type: Annual

Ticker: BMY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	For	Refer	For
1B	Elect Director Deepak L. Bhatt	Mgmt	For	Refer	For
1C	Elect Director Christopher S. Boerner	Mgmt	For	Refer	For
1D	Elect Director Julia A. Haller	Mgmt	For	Refer	For
1E	Elect Director Manuel Hidalgo Medina	Mgmt	For	Refer	For
1F	Elect Director Michael R. McMullen	Mgmt	For	Refer	For
1G	Elect Director Paula A. Price	Mgmt	For	Refer	For
1H	Elect Director Derica W. Rice	Mgmt	For	Refer	For
1I	Elect Director Theodore R. Samuels	Mgmt	For	Refer	For
1J	Elect Director Karen H. Vousden	Mgmt	For	Refer	For
1K	Elect Director Phyllis R. Yale	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Refer	Against
5	Consider Abolishing DEI Goals	SH	Against	Refer	Against

Cboe Global Markets, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: CBOE

Record Date: 03/18/2025

Meeting Type: Annual

Primary Security ID: 12503M108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William M. Farrow, III	Mgmt	For	Refer	For
1b	Elect Director Fredric J. Tomczyk	Mgmt	For	Refer	For
1c	Elect Director Edward J. Fitzpatrick	Mgmt	For	Refer	For
1d	Elect Director Ivan K. Fong	Mgmt	For	Refer	For
1e	Elect Director Janet P. Froetscher	Mgmt	For	Refer	For
1f	Elect Director Jill R. Goodman	Mgmt	For	Refer	For
1g	Elect Director Erin A. Mansfield	Mgmt	For	Refer	For
1h	Elect Director Cecilia H. Mao	Mgmt	For	Refer	For
1i	Elect Director Alexander J. Matturri, Jr.	Mgmt	For	Refer	For
1j	Elect Director Jennifer J. McPeck	Mgmt	For	Refer	For
1k	Elect Director Roderick A. Palmore	Mgmt	For	Refer	For
1l	Elect Director James E. Parisi	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Report on Political Contributions	SH	Against	Refer	Against

CF Industries Holdings, Inc.

Meeting Date: 05/06/2025

Record Date: 03/13/2025

Primary Security ID: 125269100

Country: USA

Meeting Type: Annual

Ticker: CF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Javed Ahmed	Mgmt	For	Refer	For
1b	Elect Director Robert C. Arzbaecher	Mgmt	For	Refer	For
1c	Elect Director Christopher D. Bohn	Mgmt	For	Refer	Against
1d	Elect Director Deborah L. DeHaas	Mgmt	For	Refer	For
1e	Elect Director John W. Eaves	Mgmt	For	Refer	For
1f	Elect Director Susan A. Ellerbusch	Mgmt	For	Refer	For
1g	Elect Director Stephen J. Hagge	Mgmt	For	Refer	For
1h	Elect Director Jesus Madrazo Yris	Mgmt	For	Refer	For
1i	Elect Director Anne P. Noonan	Mgmt	For	Refer	For
1j	Elect Director Michael J. Toelle	Mgmt	For	Refer	For
1k	Elect Director Theresa E. Wagler	Mgmt	For	Refer	For
1l	Elect Director Celso L. White	Mgmt	For	Refer	For
1m	Elect Director W. Anthony Will	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

Danaher Corporation

Meeting Date: 05/06/2025

Record Date: 03/07/2025

Primary Security ID: 235851102

Country: USA

Meeting Type: Annual

Ticker: DHR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	Refer	For
1b	Elect Director Feroz Dewan	Mgmt	For	Refer	For

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Linda Filler	Mgmt	For	Refer	For
1d	Elect Director Charles W. Lamanna	Mgmt	For	Refer	For
1e	Elect Director Teri List	Mgmt	For	Refer	For
1f	Elect Director Jessica L. Mega	Mgmt	For	Refer	For
1g	Elect Director Mitchell P. Rales	Mgmt	For	Refer	For
1h	Elect Director Steven M. Rales	Mgmt	For	Refer	For
1i	Elect Director A. Shane Sanders	Mgmt	For	Refer	For
1j	Elect Director John T. Schwieters	Mgmt	For	Refer	For
1k	Elect Director Alan G. Spoon	Mgmt	For	Refer	For
1l	Elect Director Raymond C. Stevens	Mgmt	For	Refer	For
1m	Elect Director Elias A. Zerhouni	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Evergy, Inc.

Meeting Date: 05/06/2025

Record Date: 03/03/2025

Primary Security ID: 30034W106

Country: USA

Meeting Type: Annual

Ticker: EVRG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David A. Campbell	Mgmt	For	Refer	For
1b	Elect Director B. Anthony Isaac	Mgmt	For	Refer	For
1c	Elect Director Paul M. Keglevic	Mgmt	For	Refer	For
1d	Elect Director Mary L. Landrieu	Mgmt	For	Refer	For
1e	Elect Director Sandra A.J. Lawrence	Mgmt	For	Refer	For
1f	Elect Director Ann D. Murtlow	Mgmt	For	Refer	For
1g	Elect Director Dean A. Newton	Mgmt	For	Refer	For
1h	Elect Director Sandra J. Price	Mgmt	For	Refer	For
1i	Elect Director Jonathan D. Rolph	Mgmt	For	Refer	For

Evergy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director James Scarola	Mgmt	For	Refer	For
1k	Elect Director Neal A. Sharma	Mgmt	For	Refer	For
1l	Elect Director C. John Wilder	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Expeditors International of Washington, Inc.

Meeting Date: 05/06/2025

Record Date: 03/11/2025

Primary Security ID: 302130109

Country: USA

Meeting Type: Annual

Ticker: EXPD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn M. Alger	Mgmt	For	Refer	For
1.2	Elect Director Robert "Bob" P. Carlile	Mgmt	For	Refer	For
1.3	Elect Director James "Jim" M. DuBois	Mgmt	For	Refer	For
1.4	Elect Director Mark A. Emmert	Mgmt	For	Refer	For
1.5	Elect Director Diane H. Gulyas	Mgmt	For	Refer	For
1.6	Elect Director Brandon S. Pedersen	Mgmt	For	Refer	For
1.7	Elect Director Liane J. Pelletier	Mgmt	For	Refer	For
1.8	Elect Director Olivia D. Polius	Mgmt	For	Refer	For
1.9	Elect Director Daniel R. Wall	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

GE Aerospace

Meeting Date: 05/06/2025

Record Date: 03/10/2025

Primary Security ID: 369604301

Country: USA

Meeting Type: Annual

Ticker: GE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen Angel	Mgmt	For	Refer	For
1b	Elect Director Sebastien Bazin	Mgmt	For	Refer	For
1c	Elect Director Margaret Billson	Mgmt	For	Refer	For
1d	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	Refer	For
1e	Elect Director Thomas Enders	Mgmt	For	Refer	For
1f	Elect Director Edward Garden	Mgmt	For	Refer	For
1g	Elect Director Isabella Goren	Mgmt	For	Refer	For
1h	Elect Director Thomas Horton	Mgmt	For	Refer	For
1i	Elect Director Catherine Lesjak	Mgmt	For	Refer	For
1j	Elect Director Darren McDew	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Refer	Against

Hubbell Incorporated

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** HUBB
Record Date: 03/07/2025 **Meeting Type:** Annual
Primary Security ID: 443510607

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gerben W. Bakker	Mgmt	For	Refer	For
1.2	Elect Director Carlos M. Cardoso	Mgmt	For	Refer	For
1.3	Elect Director Debra L. Dial	Mgmt	For	Refer	For
1.4	Elect Director Anthony J. Guzzi	Mgmt	For	Refer	For
1.5	Elect Director Rhett A. Hernandez	Mgmt	For	Refer	For
1.6	Elect Director Neal J. Keating	Mgmt	For	Refer	For
1.7	Elect Director Bonnie C. Lind	Mgmt	For	Refer	For

Hubbell Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director John F. Malloy	Mgmt	For	Refer	For
1.9	Elect Director Jennifer M. Pollino	Mgmt	For	Refer	For
1.10	Elect Director Garrick J. Rochow	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	For	Refer	For
5	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

Intel Corporation

Meeting Date: 05/06/2025

Record Date: 03/10/2025

Primary Security ID: 458140100

Country: USA

Meeting Type: Annual

Ticker: INTC

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

Intel Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Ethical Impact Assessment	SH	Against	Refer	Against
6	Report on Discrimination in Charitable Contributions	SH	Against	Refer	Against
7	Provide Right to Act by Written Consent	SH	Against	Refer	For

NVR, Inc.

Meeting Date: 05/06/2025	Country: USA	Ticker: NVR
Record Date: 03/05/2025	Meeting Type: Annual	
Primary Security ID: 62944T105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul C. Saville	Mgmt	For	Refer	For
1b	Elect Director C. E. Andrews	Mgmt	For	Refer	For
1c	Elect Director Sallie B. Bailey	Mgmt	For	Refer	For
1d	Elect Director Alfred E. Festa	Mgmt	For	Refer	Against
1e	Elect Director Alexandra A. Jung	Mgmt	For	Refer	For
1f	Elect Director Mel Martinez	Mgmt	For	Refer	For
1g	Elect Director David A. Preiser	Mgmt	For	Refer	For
1h	Elect Director W. Grady Rosier	Mgmt	For	Refer	For
1i	Elect Director Susan Williamson Ross	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Refer	Against

Omnicom Group Inc.

Meeting Date: 05/06/2025	Country: USA	Ticker: OMC
Record Date: 03/10/2025	Meeting Type: Annual	
Primary Security ID: 681919106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John D. Wren	Mgmt	For	Refer	For
1b	Elect Director Mary C. Choksi	Mgmt	For	Refer	For
1c	Elect Director Leonard S. Coleman, Jr.	Mgmt	For	Refer	Against
1d	Elect Director Mark D. Gerstein	Mgmt	For	Refer	For
1e	Elect Director Ronnie S. Hawkins	Mgmt	For	Refer	For
1f	Elect Director Deborah J. Kissire	Mgmt	For	Refer	For
1g	Elect Director Gracia C. Martore	Mgmt	For	Refer	For
1h	Elect Director Patricia Salas Pineda	Mgmt	For	Refer	For
1i	Elect Director Linda Johnson Rice	Mgmt	For	Refer	For
1j	Elect Director Cassandra Santos	Mgmt	For	Refer	For
1k	Elect Director Valerie M. Williams	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Require Independent Board Chair	SH	Against	Refer	Against

Pentair plc

Meeting Date: 05/06/2025 **Country:** Ireland **Ticker:** PNR
Record Date: 03/07/2025 **Meeting Type:** Annual
Primary Security ID: G7S00T104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mona Abutaleb Stephenson	Mgmt	For	Refer	For
1b	Elect Director Melissa Barra	Mgmt	For	Refer	For
1c	Elect Director Tracey C. Doi	Mgmt	For	Refer	For
1d	Elect Director T. Michael Glenn	Mgmt	For	Refer	For
1e	Elect Director Theodore L. Harris	Mgmt	For	Refer	For

Pentair plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director David A. Jones	Mgmt	For	Refer	For
1g	Elect Director Gregory E. Knight	Mgmt	For	Refer	For
1h	Elect Director Michael T. Speetzen	Mgmt	For	Refer	For
1i	Elect Director John L. Stauch	Mgmt	For	Refer	For
1j	Elect Director Billie I. Williamson	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Refer	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	Refer	For
5	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	Mgmt	For	Refer	For
6	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	Refer	For

The Hershey Company

Meeting Date: 05/06/2025

Country: USA

Ticker: HSY

Record Date: 03/07/2025

Meeting Type: Annual

Primary Security ID: 427866108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michele G. Buck	Mgmt	For	Refer	For
1b	Elect Director Timothy W. Curoe	Mgmt	For	Refer	For
1c	Elect Director Mary Kay Haben	Mgmt	For	Refer	For
1d	Elect Director Huong Maria T. Kraus	Mgmt	For	Refer	Against
1e	Elect Director Deirdre A. Mahlan	Mgmt	For	Refer	For
1f	Elect Director Barry J. Nalebuff	Mgmt	For	Refer	For
1g	Elect Director Kevin M. Ozan	Mgmt	For	Refer	For
1h	Elect Director Juan R. Perez	Mgmt	For	Refer	Against
1i	Elect Director Marie Quintero-Johnson	Mgmt	For	Refer	For

The Hershey Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Cordel Robbin-Coker	Mgmt	For	Refer	For
1k	Elect Director Harold Singleton, III	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation re: Stockholders' Right to Fill Vacancies	Mgmt	For	Refer	For

Tyler Technologies, Inc.

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** TYL
Record Date: 03/14/2025 **Meeting Type:** Annual
Primary Security ID: 902252105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn A. Carter	Mgmt	For	Refer	For
1.2	Elect Director Margot L. Carter	Mgmt	For	Refer	For
1.3	Elect Director Brenda A. Cline	Mgmt	For	Refer	For
1.4	Elect Director Ronnie D. Hawkins, Jr.	Mgmt	For	Refer	For
1.5	Elect Director John S. Marr, Jr.	Mgmt	For	Refer	For
1.6	Elect Director H. Lynn Moore, Jr.	Mgmt	For	Refer	For
1.7	Elect Director Daniel M. Pope	Mgmt	For	Refer	For
1.8	Elect Director Andrew D. Teed	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Report on Political Contributions	SH	Against	Refer	Against
5a	Eliminate Supermajority Vote Requirement in Article Ninth of the Certificate	Mgmt	For	Refer	For
5b	Eliminate Supermajority Vote Requirement in Article Twelfth of the Certificate	Mgmt	For	Refer	For

Tyler Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Amend Right to Act by Written Consent	Mgmt	For	Refer	For

Valero Energy Corporation

Meeting Date: 05/06/2025	Country: USA	Ticker: VLO
Record Date: 03/10/2025	Meeting Type: Annual	
Primary Security ID: 91913Y100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred M. Diaz	Mgmt	For	Refer	For
1b	Elect Director H. Paulett Eberhart	Mgmt	For	Refer	For
1c	Elect Director Marie A. Ffolkes	Mgmt	For	Refer	For
1d	Elect Director Kimberly S. Greene	Mgmt	For	Refer	For
1e	Elect Director Deborah P. Majoras	Mgmt	For	Refer	For
1f	Elect Director Eric D. Mullins	Mgmt	For	Refer	For
1g	Elect Director R. Lane Riggs	Mgmt	For	Refer	For
1h	Elect Director Randall J. Weisenburger	Mgmt	For	Refer	For
1i	Elect Director Rayford Wilkins, Jr.	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

West Pharmaceutical Services, Inc.

Meeting Date: 05/06/2025	Country: USA	Ticker: WST
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: 955306105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Buthman	Mgmt	For	Refer	For
1b	Elect Director William F. Feehery	Mgmt	For	Refer	For

West Pharmaceutical Services, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Robert F. Friel	Mgmt	For	Refer	For
1d	Elect Director Eric M. Green	Mgmt	For	Refer	For
1e	Elect Director Janet B. Haugen	Mgmt	For	Refer	For
1f	Elect Director Thomas W. Hofmann	Mgmt	For	Refer	For
1g	Elect Director Molly E. Joseph	Mgmt	For	Refer	For
1h	Elect Director Deborah L. V. Keller	Mgmt	For	Refer	For
1i	Elect Director Myla P. Lai-Goldman	Mgmt	For	Refer	For
1j	Elect Director Stephen H. Lockhart	Mgmt	For	Refer	For
1k	Elect Director Douglas A. Michels	Mgmt	For	Refer	For
1l	Elect Director Paolo Pucci	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Provide Right to Call Special Meeting	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

AMETEK, Inc.

Meeting Date: 05/07/2025 **Country:** USA **Ticker:** AME
Record Date: 03/10/2025 **Meeting Type:** Annual
Primary Security ID: 031100100

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

Arch Capital Group Ltd.

Meeting Date: 05/07/2025

Country: Bermuda

Ticker: AGL

Record Date: 03/12/2025

Meeting Type: Annual

Primary Security ID: G0450A105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John L. Bunce, Jr.	Mgmt	For	Refer	For
1b	Elect Director Moira Kilcoyne	Mgmt	For	Refer	For
1c	Elect Director Alexander Moczarski	Mgmt	For	Refer	For
1d	Elect Director Nicolas Papadopoulos	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4a	Elect Director Brian Chen as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4b	Elect Director Crystal Doughty as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4c	Elect Director Matthew Dragonetti as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4d	Elect Director Seamus Fearon as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4e	Elect Director Jerome Halgan as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4f	Elect Director Chris Hovey as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4g	Elect Director Francois Morin as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4h	Elect Director David J. Mulholland as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4i	Elect Director Chiara Nannini as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For

Arch Capital Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4j	Elect Director Maamoun Rajeh as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4k	Elect Director William Soares as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4l	Elect Director Alan Tiernan as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
4m	Elect Director Christine Todd as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	Refer	For
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Refer	Against

Brown & Brown, Inc.

Meeting Date: 05/07/2025 **Country:** USA **Ticker:** BRO
Record Date: 03/03/2025 **Meeting Type:** Annual
Primary Security ID: 115236101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Hyatt Brown	Mgmt	For	Refer	For
1.2	Elect Director J. Powell Brown	Mgmt	For	Refer	For
1.3	Elect Director Lawrence L. Gellerstedt, III	Mgmt	For	Refer	For
1.4	Elect Director Theodore J. Hoepner	Mgmt	For	Refer	For
1.5	Elect Director James S. Hunt	Mgmt	For	Refer	For
1.6	Elect Director Toni Jennings	Mgmt	For	Refer	For
1.7	Elect Director Paul J. Krump	Mgmt	For	Refer	For
1.8	Elect Director Timothy R.M. Main	Mgmt	For	Refer	For
1.9	Elect Director Bronislaw E. Masojada	Mgmt	For	Refer	For
1.10	Elect Director Jaymin B. Patel	Mgmt	For	Refer	For
1.11	Elect Director H. Palmer Proctor, Jr.	Mgmt	For	Refer	For
1.12	Elect Director Wendell S. Reilly	Mgmt	For	Refer	For

Brown & Brown, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director Kathleen A. Savio	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

CSX Corporation

Meeting Date: 05/07/2025

Record Date: 03/07/2025

Primary Security ID: 126408103

Country: USA

Meeting Type: Annual

Ticker: CSX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ann D. Begeman	Mgmt	For	Refer	For
1b	Elect Director Thomas P. Bostick	Mgmt	For	Refer	For
1c	Elect Director Anne H. Chow	Mgmt	For	Refer	For
1d	Elect Director Steven T. Halverson	Mgmt	For	Refer	For
1e	Elect Director Paul C. Hilal	Mgmt	For	Refer	For
1f	Elect Director Joseph R. Hinrichs	Mgmt	For	Refer	For
1g	Elect Director David M. Moffett	Mgmt	For	Refer	For
1h	Elect Director Linda H. Riefler	Mgmt	For	Refer	For
1i	Elect Director Suzanne M. Vautrinot	Mgmt	For	Refer	For
1j	Elect Director James L. Wainscott	Mgmt	For	Refer	For
1k	Elect Director J. Steven Whisler	Mgmt	For	Refer	For
1l	Elect Director John J. Zillmer	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Dominion Energy, Inc.

Meeting Date: 05/07/2025

Record Date: 02/28/2025

Primary Security ID: 25746U109

Country: USA

Meeting Type: Annual

Ticker: D

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director James A. Bennett	Mgmt	For	Refer	For
1B	Elect Director Robert M. Blue	Mgmt	For	Refer	For
1C	Elect Director Paul M. Dabbar	Mgmt	For	Refer	For
1D	Elect Director D. Maybank Hagood	Mgmt	For	Refer	For
1E	Elect Director Mark J. Kington	Mgmt	For	Refer	For
1F	Elect Director Kristin G. Lovejoy	Mgmt	For	Refer	For
1G	Elect Director Joseph M. Rigby	Mgmt	For	Refer	For
1H	Elect Director Pamela J. Royal	Mgmt	For	Refer	For
1I	Elect Director Robert H. Spilman, Jr.	Mgmt	For	Refer	For
1J	Elect Director Susan N. Story	Mgmt	For	Refer	For
1K	Elect Director Vanessa Allen Sutherland	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Consider Eliminating Non-Carbon Emitting Generation Goals in Executive Pay Incentives	SH	Against	Refer	Against

Federal Realty Investment Trust

Meeting Date: 05/07/2025

Record Date: 03/18/2025

Primary Security ID: 313745101

Country: USA

Meeting Type: Annual

Ticker: FRT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David W. Faeder	Mgmt	For	For	For
1.2	Elect Director Elizabeth I. Holland	Mgmt	For	For	For

Federal Realty Investment Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Nicole Y. Lamb-Hale	Mgmt	For	For	For
1.4	Elect Director Thomas A. McEachin	Mgmt	For	For	For
1.5	Elect Director Anthony P. Nader, III	Mgmt	For	For	For
1.6	Elect Director Gail P. Steinel	Mgmt	For	For	For
1.7	Elect Director Donald C. Wood	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Grant Thornton, LLP as Auditors	Mgmt	For	For	For

General Dynamics Corporation

Meeting Date: 05/07/2025Country: USATicker: GD

Record Date: 03/12/2025Meeting Type: Annual

Primary Security ID: 369550108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard D. Clarke	Mgmt	For	Refer	For
1b	Elect Director Rudy F. deLeon	Mgmt	For	Refer	For
1c	Elect Director Cecil D. Haney	Mgmt	For	Refer	For
1d	Elect Director Charles W. Hooper	Mgmt	For	Refer	For
1e	Elect Director Mark M. Malcolm	Mgmt	For	Refer	For
1f	Elect Director James N. Mattis	Mgmt	For	Refer	For
1g	Elect Director Phebe N. Novakovic	Mgmt	For	Refer	For
1h	Elect Director C. Howard Nye	Mgmt	For	Refer	For
1i	Elect Director Catherine B. Reynolds	Mgmt	For	Refer	For
1j	Elect Director Laura J. Schumacher	Mgmt	For	Refer	For
1k	Elect Director Robert K. Steel	Mgmt	For	Refer	For
1l	Elect Director John G. Stratton	Mgmt	For	Refer	For
1m	Elect Director Peter A. Wall	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

General Dynamics Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Report on Human Rights Impact Assessment	SH	Against	Refer	Against

Gilead Sciences, Inc.

Meeting Date: 05/07/2025

Country: USA

Ticker: GILD

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 375558103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	For	Refer	For
1b	Elect Director Jeffrey A. Bluestone	Mgmt	For	Refer	For
1c	Elect Director Sandra J. Horning	Mgmt	For	Refer	For
1d	Elect Director Kelly A. Kramer	Mgmt	For	Refer	For
1e	Elect Director Ted W. Love	Mgmt	For	Refer	For
1f	Elect Director Harish M. Manwani	Mgmt	For	Refer	For
1g	Elect Director Daniel P. O'Day	Mgmt	For	Refer	For
1h	Elect Director Javier J. Rodriguez	Mgmt	For	Refer	For
1i	Elect Director Anthony Welters	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Report on Pay Disparity	SH	Against	Refer	Against
5	Require Independent Board Chair	SH	Against	Refer	For
6	Adopt Comprehensive Human Rights Policy and Human Rights Due Diligence Process	SH	Against	Refer	Against
7	Report on the Risks of DEI Practices for Contractors	SH	Against	Refer	Against

IDEXX Laboratories, Inc.

Meeting Date: 05/07/2025

Record Date: 03/10/2025

Primary Security ID: 45168D104

Country: USA

Meeting Type: Annual

Ticker: IDXX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stuart M. Essig	Mgmt	For	Refer	For
1b	Elect Director Jonathan J. Mazelsky	Mgmt	For	Refer	For
1c	Elect Director M. Anne Szostak	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For
5	Amend Certificate of Incorporation to Allow the Exculpation of Officers	Mgmt	For	Refer	For
6	Declassify the Board of Directors	SH	None	Refer	For

LKQ Corporation

Meeting Date: 05/07/2025

Record Date: 03/11/2025

Primary Security ID: 501889208

Country: USA

Meeting Type: Annual

Ticker: LKQ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick Berard	Mgmt	For	Refer	For
1b	Elect Director Andrew C. Clarke	Mgmt	For	Refer	For
1c	Elect Director Meg A. Divitto	Mgmt	For	Refer	For
1d	Elect Director Sue Gove	Mgmt	For	Refer	For
1e	Elect Director Justin L. Jude	Mgmt	For	Refer	For
1f	Elect Director John W. Mendel	Mgmt	For	Refer	For
1g	Elect Director James S. Metcalf	Mgmt	For	Refer	For
1h	Elect Director Jody G. Miller	Mgmt	For	Refer	For
1i	Elect Director Michael S. Powell	Mgmt	For	Refer	For
1j	Elect Director Guhan Subramanian	Mgmt	For	Refer	For

LKQ Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Xavier Urbain	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	None	Refer	For

MGM Resorts International

Meeting Date: 05/07/2025

Record Date: 03/14/2025

Primary Security ID: 552953101

Country: USA

Meeting Type: Annual

Ticker: MGM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Keith Barr	Mgmt	For	For	For
1b	Elect Director Barry Diller	Mgmt	For	For	For
1c	Elect Director Alexis M. Herman	Mgmt	For	For	For
1d	Elect Director William J. Hornbuckle	Mgmt	For	For	For
1e	Elect Director Donna Langley	Mgmt	For	For	For
1f	Elect Director Joey Levin	Mgmt	For	For	For
1g	Elect Director Rose McKinney-James	Mgmt	For	For	For
1h	Elect Director Keith A. Meister	Mgmt	For	For	For
1i	Elect Director Paul Salem	Mgmt	For	For	For
1j	Elect Director Jan G. Swartz	Mgmt	For	For	For
1k	Elect Director Daniel J. Taylor	Mgmt	For	Refer	For
1l	Elect Director Ben Winston	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Packaging Corporation of America

Meeting Date: 05/07/2025

Record Date: 03/14/2025

Primary Security ID: 695156109

Country: USA

Meeting Type: Annual

Ticker: PKG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cheryl K. Beebe	Mgmt	For	Refer	For
1.2	Elect Director Duane C. Farrington	Mgmt	For	Refer	For
1.3	Elect Director Karen E. Gowland	Mgmt	For	Refer	For
1.4	Elect Director Donna A. Harman	Mgmt	For	Refer	For
1.5	Elect Director Mark W. Kowlzan	Mgmt	For	Refer	For
1.6	Elect Director Robert C. Lyons	Mgmt	For	Refer	For
1.7	Elect Director Samuel M. Mencoff	Mgmt	For	Refer	For
1.8	Elect Director Roger B. Porter	Mgmt	For	Refer	Against
1.9	Elect Director Thomas S. Souleles	Mgmt	For	Refer	For
1.10	Elect Director Paul T. Stecko	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

PepsiCo, Inc.

Meeting Date: 05/07/2025

Record Date: 02/27/2025

Primary Security ID: 713448108

Country: USA

Meeting Type: Annual

Ticker: PEP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	For	Refer	For
1b	Elect Director Jennifer Bailey	Mgmt	For	Refer	For
1c	Elect Director Cesar Conde	Mgmt	For	Refer	For
1d	Elect Director Ian Cook	Mgmt	For	Refer	For
1e	Elect Director Edith W. Cooper	Mgmt	For	Refer	For
1f	Elect Director Susan M. Diamond	Mgmt	For	Refer	For
1g	Elect Director Dina Dublon	Mgmt	For	Refer	For

PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Michelle Gass	Mgmt	For	Refer	For
1i	Elect Director Ramon L. Laguarta	Mgmt	For	Refer	For
1j	Elect Director Dave J. Lewis	Mgmt	For	Refer	For
1k	Elect Director David C. Page	Mgmt	For	Refer	For
1l	Elect Director Robert C. Pohlad	Mgmt	For	Refer	For
1m	Elect Director Daniel Vasella	Mgmt	For	Refer	For
1n	Elect Director Darren Walker	Mgmt	For	Refer	For
1o	Elect Director Alberto Weisser	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	Refer	Against
5	Report on Third-Party Racial Equity Audit	SH	Against	Refer	Against
6	Report on Risks Related to Biodiversity and Nature Loss	SH	Against	Refer	Against
7	Report on Plastic Packaging	SH	Against	Refer	Against

Philip Morris International Inc.

Meeting Date: 05/07/2025

Record Date: 03/14/2025

Primary Security ID: 718172109

Country: USA

Meeting Type: Annual

Ticker: PM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bonin Bough	Mgmt	For	Refer	For
1b	Elect Director Andre Calantzopoulos	Mgmt	For	Refer	For
1c	Elect Director Michel Combes	Mgmt	For	Refer	For
1d	Elect Director Werner Geissler	Mgmt	For	Refer	For
1e	Elect Director Victoria Harker	Mgmt	For	Refer	For
1f	Elect Director Lisa A. Hook	Mgmt	For	Refer	For
1g	Elect Director Kalpana Morparia	Mgmt	For	Refer	For
1h	Elect Director Jacek Olczak	Mgmt	For	Refer	For
1i	Elect Director Robert B. Polet	Mgmt	For	Refer	For

Philip Morris International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Dessi Temperley	Mgmt	For	Refer	For
1k	Elect Director Shlomo Yanai	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	Refer	For

Public Storage

Meeting Date: 05/07/2025

Country: USA

Ticker: PSA

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 74460D109

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

Regency Centers Corporation

Meeting Date: 05/07/2025

Record Date: 03/14/2025

Primary Security ID: 758849103

Country: USA

Meeting Type: Annual

Ticker: REG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin E. Stein, Jr.	Mgmt	For	Refer	For
1b	Elect Director Gary E. Anderson	Mgmt	For	Refer	For
1c	Elect Director Bryce Blair	Mgmt	For	Refer	For
1d	Elect Director C. Ronald Blankenship	Mgmt	For	Refer	For
1e	Elect Director Kristin A. Campbell	Mgmt	For	Refer	For
1f	Elect Director Deirdre J. Evens	Mgmt	For	Refer	For
1g	Elect Director Thomas W. Furphy	Mgmt	For	Refer	For
1h	Elect Director Karin M. Klein	Mgmt	For	Refer	For
1i	Elect Director Peter D. Linneman	Mgmt	For	Refer	For
1j	Elect Director Lisa Palmer	Mgmt	For	Refer	For
1k	Elect Director James H. Simmons, III	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

S&P Global Inc.

Meeting Date: 05/07/2025

Record Date: 03/17/2025

Primary Security ID: 78409V104

Country: USA

Meeting Type: Annual

Ticker: SPGI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	For	Refer	For
1.2	Elect Director Martina L. Cheung	Mgmt	For	Refer	For
1.3	Elect Director Jacques Esculier	Mgmt	For	Refer	For
1.4	Elect Director William D. Green	Mgmt	For	Refer	For
1.5	Elect Director Stephanie C. Hill	Mgmt	For	Refer	For

S&P Global Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Rebecca Jacoby	Mgmt	For	Refer	For
1.7	Elect Director Ian Paul Livingston	Mgmt	For	Refer	For
1.8	Elect Director Maria R. Morris	Mgmt	For	Refer	For
1.9	Elect Director Gregory Washington	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Amend Clawback Policy	SH	Against	Refer	Against

Ameren Corporation

Meeting Date: 05/08/2025	Country: USA	Ticker: AEE
Record Date: 03/10/2025	Meeting Type: Annual	
Primary Security ID: 023608102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cynthia J. Brinkley	Mgmt	For	Refer	For
1b	Elect Director Catherine S. Brune	Mgmt	For	Refer	For
1c	Elect Director Ward H. Dickson	Mgmt	For	Refer	For
1d	Elect Director Noelle K. Eder *Withdrawn Resolution*	Mgmt			
1e	Elect Director Ellen M. Fitzsimmons	Mgmt	For	Refer	For
1f	Elect Director Rafael Flores	Mgmt	For	Refer	For
1g	Elect Director Kimberly J. Harris *Withdrawn Resolution*	Mgmt			
1h	Elect Director Richard J. Harshman	Mgmt	For	Refer	For
1i	Elect Director Craig S. Ivey	Mgmt	For	Refer	For
1j	Elect Director Steven H. Lipstein	Mgmt	For	Refer	For
1k	Elect Director Martin J. Lyons, Jr.	Mgmt	For	Refer	For
1l	Elect Director Leo S. Mackay, Jr.	Mgmt	For	Refer	For
1m	Elect Director Steven O. Vondran	Mgmt	For	Refer	For

Ameren Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Disclose GHG Emissions Reductions Targets	SH	Against	Refer	Against

Archer-Daniels-Midland Company

Meeting Date: 05/08/2025	Country: USA	Ticker: ADM
Record Date: 03/14/2025	Meeting Type: Annual	
Primary Security ID: 039483102		

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

C.H. Robinson Worldwide, Inc.

Meeting Date: 05/08/2025

Record Date: 03/12/2025

Primary Security ID: 12541W209

Country: USA

Meeting Type: Annual

Ticker: CHRW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Bozeman	Mgmt	For	Refer	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	Refer	For
1c	Elect Director Timothy C. Gokey	Mgmt	For	Refer	For
1d	Elect Director Mark A. Goodburn	Mgmt	For	Refer	For
1e	Elect Director Mary J. Steele Guilfoile	Mgmt	For	Refer	For
1f	Elect Director Jodee A. Kozlak	Mgmt	For	Refer	For
1g	Elect Director Michael H. McGarry	Mgmt	For	Refer	For
1h	Elect Director Paige K. Robbins	Mgmt	For	Refer	For
1i	Elect Director Paula C. Tolliver	Mgmt	For	Refer	For
1j	Elect Director Henry W. "Jay" Winship	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

Cadence Design Systems, Inc.

Meeting Date: 05/08/2025

Record Date: 03/10/2025

Primary Security ID: 127387108

Country: USA

Meeting Type: Annual

Ticker: CDNS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark W. Adams	Mgmt	For	Refer	For
1.2	Elect Director Ita Brennan	Mgmt	For	Refer	For
1.3	Elect Director Lewis Chew	Mgmt	For	Refer	For
1.4	Elect Director Anirudh Devgan	Mgmt	For	Refer	For
1.5	Elect Director Moshe Gavrielov	Mgmt	For	Refer	For

Cadence Design Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director ML Krakauer	Mgmt	For	Refer	For
1.7	Elect Director Julia Liuson	Mgmt	For	Refer	For
1.8	Elect Director James D. Plummer	Mgmt	For	Refer	For
1.9	Elect Director Alberto Sangiovanni-Vincentelli	Mgmt	For	Refer	For
1.10	Elect Director Young K. Sohn	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Report on Political Contributions and Expenditures	SH	Against	Refer	Against

Capital One Financial Corporation

Meeting Date: 05/08/2025	Country: USA	Ticker: COF
Record Date: 03/12/2025	Meeting Type: Annual	
Primary Security ID: 14040H105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard D. Fairbank	Mgmt	For	Refer	For
1b	Elect Director Ime Archibong	Mgmt	For	Refer	For
1c	Elect Director Christine Detrick	Mgmt	For	Refer	For
1d	Elect Director Ann Fritz Hackett	Mgmt	For	Refer	For
1e	Elect Director Suni P. Harford	Mgmt	For	Refer	For
1f	Elect Director Peter Thomas Killalea	Mgmt	For	Refer	For
1g	Elect Director Cornelis ("Eli") Leenaars	Mgmt	For	Refer	For
1h	Elect Director François Locoh-Donou	Mgmt	For	Refer	For
1i	Elect Director Peter E. Raskind	Mgmt	For	Refer	For
1j	Elect Director Eileen Serra	Mgmt	For	Refer	For
1k	Elect Director Mayo A. Shattuck, III	Mgmt	For	Refer	For
1l	Elect Director Craig Anthony Williams	Mgmt	For	Refer	For

Capital One Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

CME Group Inc.

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	For	Refer	For
1b	Elect Director Kathryn Benesh	Mgmt	For	Refer	For
1c	Elect Director Timothy S. Bitsberger	Mgmt	For	Refer	For
1d	Elect Director Charles P. Carey	Mgmt	For	Refer	For
1e	Elect Director Bryan T. Durkin	Mgmt	For	Refer	For
1f	Elect Director Harold Ford, Jr.	Mgmt	For	Refer	For
1g	Elect Director Martin J. Gepsman	Mgmt	For	Refer	For
1h	Elect Director Daniel G. Kaye	Mgmt	For	Refer	For
1i	Elect Director Phyllis M. Lockett	Mgmt	For	Refer	Against
1j	Elect Director Deborah J. Lucas	Mgmt	For	Refer	For
1k	Elect Director Rahael Seifu	Mgmt	For	Refer	For
1l	Elect Director William R. Shepard	Mgmt	For	Refer	For
1m	Elect Director Howard J. Siegel	Mgmt	For	Refer	For
1n	Elect Director Dennis A. Suskind	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

DexCom, Inc.

Meeting Date: 05/08/2025

Record Date: 03/13/2025

Primary Security ID: 252131107

Country: USA

Meeting Type: Annual

Ticker: DXCM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin R. Sayer	Mgmt	For	Refer	For
1.2	Elect Director Steven R. Altman	Mgmt	For	Refer	For
1.3	Elect Director Nicholas Augustinos	Mgmt	For	Refer	For
1.4	Elect Director Richard A. Collins	Mgmt	For	Refer	For
1.5	Elect Director Karen Dahut *Withdrawn Resolution*	Mgmt			
1.6	Elect Director Rimma Driscoll	Mgmt	For	Refer	For
1.7	Elect Director Mark G. Foletta	Mgmt	For	Refer	For
1.8	Elect Director Renee Gala	Mgmt	For	Refer	For
1.9	Elect Director Bridgette P. Heller	Mgmt	For	Refer	For
1.10	Elect Director Kyle Malady	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For

DTE Energy Company

Meeting Date: 05/08/2025

Record Date: 03/11/2025

Primary Security ID: 233331107

Country: USA

Meeting Type: Annual

Ticker: DTE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas K. Akins	Mgmt	For	Refer	For
1.2	Elect Director David A. Brandon	Mgmt	For	Refer	For
1.3	Elect Director Deborah L. Byers	Mgmt	For	Refer	For
1.4	Elect Director Charles G. McClure, Jr.	Mgmt	For	Refer	For

DTE Energy Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Gail J. McGovern	Mgmt	For	Refer	For
1.6	Elect Director Mark A. Murray	Mgmt	For	Refer	For
1.7	Elect Director Gerardo Norcia	Mgmt	For	Refer	For
1.8	Elect Director Cassandra Santos	Mgmt	For	Refer	For
1.9	Elect Director Robert C. Skaggs, Jr.	Mgmt	For	Refer	For
1.10	Elect Director David A. Thomas	Mgmt	For	Refer	For
1.11	Elect Director Gary H. Torgow	Mgmt	For	Refer	For
1.12	Elect Director Valerie M. Williams	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
5	Amend Right to Call Special Meeting	SH	Against	Refer	Against

Ecolab Inc.

Meeting Date: 05/08/2025

Record Date: 03/11/2025

Primary Security ID: 278865100

Country: USA

Meeting Type: Annual

Ticker: ECL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Judson B. Althoff	Mgmt	For	Refer	For
1b	Elect Director Shari L. Ballard	Mgmt	For	Refer	For
1c	Elect Director Christophe Beck	Mgmt	For	Refer	For
1d	Elect Director Michel D. Doukeris	Mgmt	For	Refer	For
1e	Elect Director Eric M. Green	Mgmt	For	Refer	For
1f	Elect Director Marion K. Gross	Mgmt	For	Refer	For
1g	Elect Director Michael Larson	Mgmt	For	Refer	For
1h	Elect Director David W. MacLennan	Mgmt	For	Refer	For
1i	Elect Director Tracy B. McKibben	Mgmt	For	Refer	For
1j	Elect Director Lionel L. Nowell, III	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Victoria J. Reich	Mgmt	For	Refer	For
1l	Elect Director Suzanne M. Vautrinot	Mgmt	For	Refer	For
1m	Elect Director John J. Zillmer	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	Refer	For

Edwards Lifesciences Corporation

Meeting Date: 05/08/2025	Country: USA	Ticker: EW
Record Date: 03/11/2025	Meeting Type: Annual	
Primary Security ID: 28176E108		

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

Equifax Inc.

Meeting Date: 05/08/2025

Record Date: 03/07/2025

Primary Security ID: 294429105

Country: USA

Meeting Type: Annual

Ticker: EFX

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

Ford Motor Company

Meeting Date: 05/08/2025

Record Date: 03/12/2025

Primary Security ID: 345370860

Country: USA

Meeting Type: Annual

Ticker: F

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kimberly A. Casiano	Mgmt	For	Refer	Against
1b	Elect Director Adriana Cisneros	Mgmt	For	Refer	Against
1c	Elect Director Alexandra Ford English	Mgmt	For	Refer	For
1d	Elect Director James D. Farley, Jr.	Mgmt	For	Refer	For

Ford Motor Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Henry Ford, III	Mgmt	For	Refer	For
1f	Elect Director William Clay Ford, Jr.	Mgmt	For	Refer	Against
1g	Elect Director William W. Helman, IV	Mgmt	For	Refer	Against
1h	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	Refer	For
1i	Elect Director William E. Kennard	Mgmt	For	Refer	Against
1j	Elect Director John C. May	Mgmt	For	Refer	Against
1k	Elect Director Beth E. Mooney	Mgmt	For	Refer	Against
1l	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	Refer	Against
1m	Elect Director John L. Thornton	Mgmt	For	Refer	Against
1n	Elect Director John B. Veihmeyer	Mgmt	For	Refer	Against
1o	Elect Director John S. Weinberg	Mgmt	For	Refer	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Approve Tax Benefits Preservation Plan	Mgmt	For	Refer	For
5	Report on Efforts to Reduce GHG Emissions in Alignment with Net Zero Goals	SH	Against	Refer	Against
6	Disclose Research on DEI Strategy - Withdrawn Proposal	SH			

IDEX Corporation

Meeting Date: 05/08/2025

Record Date: 03/13/2025

Primary Security ID: 45167R104

Country: USA

Meeting Type: Annual

Ticker: IEX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eric D. Ashleman	Mgmt	For	Refer	For
1b	Elect Director Stephanie J. Disher	Mgmt	For	Refer	For
1c	Elect Director Matthijs Glastra	Mgmt	For	Refer	For

IDEX Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	SH	Against	Refer	Against

Norfolk Southern Corporation

Meeting Date: 05/08/2025	Country: USA	Ticker: NSC
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 655844108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Anderson	Mgmt	For	Refer	For
1b	Elect Director William Clyburn, Jr.	Mgmt	For	Refer	For
1c	Elect Director Philip S. Davidson	Mgmt	For	Refer	For
1d	Elect Director Francesca A. DeBiase	Mgmt	For	Refer	For
1e	Elect Director Marcela E. Donadio	Mgmt	For	Refer	For
1f	Elect Director Sameh Fahmy	Mgmt	For	Refer	For
1g	Elect Director Mark R. George	Mgmt	For	Refer	For
1h	Elect Director Mary Kathryn "Heidi" Heitkamp	Mgmt	For	Refer	For
1i	Elect Director John C. Huffard, Jr.	Mgmt	For	Refer	For
1j	Elect Director Christopher T. Jones	Mgmt	For	Refer	For
1k	Elect Director Gilbert H. Lamphere	Mgmt	For	Refer	For
1l	Elect Director Claude Mongeau	Mgmt	For	Refer	For
1m	Elect Director Lori J. Ryerkerk	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Nucor Corporation

Meeting Date: 05/08/2025

Record Date: 03/10/2025

Primary Security ID: 670346105

Country: USA

Meeting Type: Annual

Ticker: NUE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Norma B. Clayton	Mgmt	For	Refer	For
1.2	Elect Director Patrick J. Dempsey	Mgmt	For	Refer	For
1.3	Elect Director Nicholas C. Gangestad	Mgmt	For	Refer	For
1.4	Elect Director Christopher J. Kearney	Mgmt	For	Refer	For
1.5	Elect Director Laurette T. Koellner	Mgmt	For	Refer	For
1.6	Elect Director Michael W. Lamach	Mgmt	For	Refer	For
1.7	Elect Director Leon J. Topalian	Mgmt	For	Refer	For
1.8	Elect Director Nadja Y. West	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Approve Omnibus Stock Plan	Mgmt	For	Refer	For

Prologis, Inc.

Meeting Date: 05/08/2025

Record Date: 03/12/2025

Primary Security ID: 74340W103

Country: USA

Meeting Type: Annual

Ticker: PLD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	Mgmt	For	Refer	For
1b	Elect Director Cristina G. Bitá	Mgmt	For	Refer	For
1c	Elect Director James B. Connor	Mgmt	For	Refer	For
1d	Elect Director George L. Fotiades	Mgmt	For	Refer	For
1e	Elect Director Lydia H. Kennard	Mgmt	For	Refer	For
1f	Elect Director Daniel S. Letter	Mgmt	For	Refer	For

Prologis, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Irving F. Lyons, III	Mgmt	For	Refer	For
1h	Elect Director Guy A. Metcalfe	Mgmt	For	Refer	For
1i	Elect Director Avid Modjtabai	Mgmt	For	Refer	For
1j	Elect Director David P. O'Connor	Mgmt	For	Refer	For
1k	Elect Director Olivier Piani	Mgmt	For	Refer	For
1l	Elect Director Sarah A. Slusser	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Refer	Against

Stryker Corporation

Meeting Date: 05/08/2025

Record Date: 03/10/2025

Primary Security ID: 863667101

Country: USA

Meeting Type: Annual

Ticker: SYK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary K. Brainerd	Mgmt	For	Refer	For
1b	Elect Director Giovanni Caforio	Mgmt	For	Refer	For
1c	Elect Director Kevin A. Lobo	Mgmt	For	Refer	For
1d	Elect Director Emmanuel P. Maceda	Mgmt	For	Refer	For
1e	Elect Director Sherilyn S. McCoy	Mgmt	For	Refer	For
1f	Elect Director Rachel M. Ruggeri	Mgmt	For	Refer	For
1g	Elect Director Andrew K. Silvernail	Mgmt	For	Refer	For
1h	Elect Director Lisa M. Skeete Tatum	Mgmt	For	Refer	For
1i	Elect Director Ronda E. Stryker	Mgmt	For	Refer	For
1j	Elect Director Rajeev Suri	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

Stryker Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Restricted Stock Plan	Mgmt	For	Refer	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
7	Report on Political Contributions and Expenditures	SH	Against	Refer	Against

T. Rowe Price Group, Inc.

Meeting Date: 05/08/2025	Country: USA	Ticker: TROW
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 74144T108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glenn R. August	Mgmt	For	Refer	For
1b	Elect Director Mark S. Bartlett	Mgmt	For	Refer	For
1c	Elect Director William P. Donnelly	Mgmt	For	Refer	For
1d	Elect Director Dina Dublon	Mgmt	For	Refer	For
1e	Elect Director Robert F. MacLellan	Mgmt	For	Refer	For
1f	Elect Director Eileen P. Rominger	Mgmt	For	Refer	For
1g	Elect Director Robert W. Sharps	Mgmt	For	Refer	For
1h	Elect Director Cynthia F. Smith	Mgmt	For	Refer	For
1i	Elect Director Robert J. Stevens	Mgmt	For	Refer	For
1j	Elect Director Sandra S. Wijnberg	Mgmt	For	Refer	For
1k	Elect Director Alan D. Wilson	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

The Kraft Heinz Company

Meeting Date: 05/08/2025

Record Date: 03/10/2025

Primary Security ID: 500754106

Country: USA

Meeting Type: Annual

Ticker: KHC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carlos Abrams-Rivera	Mgmt	For	Refer	For
1b	Elect Director Humberto P. Alfonso	Mgmt	For	Refer	For
1c	Elect Director John T. Cahill	Mgmt	For	Refer	For
1d	Elect Director Lori Dickerson Fouche	Mgmt	For	Refer	For
1e	Elect Director Diane Gherson	Mgmt	For	Refer	For
1f	Elect Director Timothy Kenesey	Mgmt	For	Refer	For
1g	Elect Director Alicia Knapp	Mgmt	For	Refer	For
1h	Elect Director Elio Leoni Sceti	Mgmt	For	Refer	For
1i	Elect Director James Park	Mgmt	For	Refer	For
1j	Elect Director Miguel Patricio	Mgmt	For	Refer	For
1k	Elect Director John C. Pope	Mgmt	For	Refer	For
1l	Elect Director Debby Soo	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Report on Recyclability Claims	SH	Against	Refer	Against
5	Report on Plastic Packaging	SH	Against	Refer	Against
6	Require Independent Board Chair	SH	Against	Refer	For

Union Pacific Corporation

Meeting Date: 05/08/2025

Record Date: 03/14/2025

Primary Security ID: 907818108

Country: USA

Meeting Type: Annual

Ticker: UNP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David B. Dillon	Mgmt	For	Refer	For
1b	Elect Director Sheri H. Edison	Mgmt	For	Refer	For

Union Pacific Corporation

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

United Parcel Service, Inc.

Meeting Date: 05/08/2025

Country: USA

Ticker: UPS

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: 911312106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney Adkins	Mgmt	For	Refer	For
1b	Elect Director Eva Boratto	Mgmt	For	Refer	For
1c	Elect Director Kevin Clark	Mgmt	For	Refer	For
1d	Elect Director Wayne Hewett	Mgmt	For	Refer	For
1e	Elect Director Angela Hwang	Mgmt	For	Refer	For
1f	Elect Director Kate Johnson	Mgmt	For	Refer	Against
1g	Elect Director William Johnson	Mgmt	For	Refer	Against
1h	Elect Director Franck Moison	Mgmt	For	Refer	Against
1i	Elect Director Christiana Smith Shi	Mgmt	For	Refer	For
1j	Elect Director Russell Stokes	Mgmt	For	Refer	Against
1k	Elect Director Carol B. Tome	Mgmt	For	Refer	For

United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Kevin M. Warsh	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	Refer	For
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Refer	Against

United Rentals, Inc.

Meeting Date: 05/08/2025	Country: USA	Ticker: URI
Record Date: 03/10/2025	Meeting Type: Annual	
Primary Security ID: 911363109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julie M. Heuer Brandt	Mgmt	For	Refer	For
1b	Elect Director Marc A. Bruno	Mgmt	For	Refer	For
1c	Elect Director Larry D. De Shon	Mgmt	For	Refer	For
1d	Elect Director Matthew J. Flannery	Mgmt	For	Refer	For
1e	Elect Director Kim Harris Jones	Mgmt	For	Refer	For
1f	Elect Director Terri L. Kelly	Mgmt	For	Refer	For
1g	Elect Director Michael J. Kneeland	Mgmt	For	Refer	For
1h	Elect Director Francisco J. Lopez-Balboa	Mgmt	For	Refer	For
1i	Elect Director Gracia C. Martore	Mgmt	For	Refer	For
1j	Elect Director Shiv Singh	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Against	Refer	Against

WEC Energy Group, Inc.

Meeting Date: 05/08/2025

Country: USA

Ticker: WEC

Record Date: 03/07/2025

Meeting Type: Annual

Primary Security ID: 92939U106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warner L. Baxter	Mgmt	For	Refer	For
1.2	Elect Director Ave M. Bie	Mgmt	For	Refer	For
1.3	Elect Director Danny L. Cunningham	Mgmt	For	Refer	For
1.4	Elect Director William M. Farrow, III	Mgmt	For	Refer	For
1.5	Elect Director Cristina A. Garcia-Thomas	Mgmt	For	Refer	For
1.6	Elect Director Maria C. Green	Mgmt	For	Refer	For
1.7	Elect Director Gale E. Klappa	Mgmt	For	Refer	For
1.8	Elect Director Thomas K. Lane	Mgmt	For	Refer	For
1.9	Elect Director John D. Lange	Mgmt	For	Refer	For
1.10	Elect Director Scott J. Lauber	Mgmt	For	Refer	For
1.11	Elect Director Ulice Payne, Jr.	Mgmt	For	Refer	For
1.12	Elect Director Mary Ellen Stanek	Mgmt	For	Refer	For
1.13	Elect Director Glen E. Tellock	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement to Amend Articles of Incorporation	Mgmt	For	Refer	For
5	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	Refer	For
6	Adopt Simple Majority Vote	SH	Against	Refer	For

Zebra Technologies Corporation

Meeting Date: 05/08/2025

Country: USA

Ticker: ZBRA

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 989207105

Zebra Technologies Corporation

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

AbbVie Inc.

Meeting Date: 05/09/2025	Country: USA	Ticker: ABBV
Record Date: 03/10/2025	Meeting Type: Annual	
Primary Security ID: 00287Y109		

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

Camden Property Trust

Meeting Date: 05/09/2025	Country: USA	Ticker: CPT
Record Date: 03/14/2025	Meeting Type: Annual	
Primary Security ID: 133131102		

Camden Property Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard J. Campo	Mgmt	For	Refer	For
1b	Elect Director Javier E. Benito	Mgmt	For	Refer	For
1c	Elect Director Heather J. Brunner	Mgmt	For	Refer	For
1d	Elect Director Mark D. Gibson	Mgmt	For	Refer	For
1e	Elect Director Scott S. Ingraham	Mgmt	For	Refer	For
1f	Elect Director Renu Khator	Mgmt	For	Refer	For
1g	Elect Director D. Keith Oden	Mgmt	For	Refer	For
1h	Elect Director Frances Aldrich Sevilla-Sacasa	Mgmt	For	Refer	Against
1i	Elect Director Steven A. Webster	Mgmt	For	Refer	For
1j	Elect Director Kelvin R. Westbrook	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Colgate-Palmolive Company

Meeting Date: 05/09/2025

Record Date: 03/10/2025

Primary Security ID: 194162103

Country: USA

Meeting Type: Annual

Ticker: CL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	Mgmt	For	Refer	For
1b	Elect Director John T. Cahill	Mgmt	For	Refer	For
1c	Elect Director Steven A. Cahillane	Mgmt	For	Refer	For
1d	Elect Director Lisa M. Edwards	Mgmt	For	Refer	For
1e	Elect Director C. Martin Harris	Mgmt	For	Refer	For
1f	Elect Director Martina Hund-Mejean	Mgmt	For	Refer	For
1g	Elect Director Kimberly A. Nelson	Mgmt	For	Refer	For

Colgate-Palmolive Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Brian O. Newman	Mgmt	For	Refer	For
1i	Elect Director Lorrie M. Norrington	Mgmt	For	Refer	For
1j	Elect Director Noel Wallace	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Require Independent Board Chair	SH	Against	Refer	Against
5	Revisit Plastic Packaging Policies	SH	Against	Refer	Against

Lockheed Martin Corporation

Meeting Date: 05/09/2025

Country: USA

Ticker: LMT

Record Date: 02/28/2025

Meeting Type: Annual

Primary Security ID: 539830109

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

Lockheed Martin Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Alignment of Political Activities with Company's Human Rights Policy	SH	Against	Refer	Against
6	Report on Risks of DEI Requirements in Hiring and Recruitment *Withdrawn Resolution*	SH			

Marriott International, Inc.

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

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

Masco Corporation

Meeting Date: 05/09/2025

Record Date: 03/14/2025

Primary Security ID: 574599106

Country: USA

Meeting Type: Annual

Ticker: MAS

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

Teradyne, Inc.

Meeting Date: 05/09/2025

Record Date: 03/14/2025

Primary Security ID: 880770102

Country: USA

Meeting Type: Annual

Ticker: TER

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Herweck	Mgmt	For	Refer	For
1b	Elect Director Mercedes Johnson	Mgmt	For	Refer	For
1c	Elect Director Ernest E. Maddock	Mgmt	For	Refer	For
1d	Elect Director Marilyn Matz	Mgmt	For	Refer	For
1e	Elect Director Gregory S. Smith	Mgmt	For	Refer	For
1f	Elect Director Paul J. Tufano	Mgmt	For	Refer	For
1g	Elect Director Bridget van Kralingen	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Teradyne, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Report on Political Contributions and Expenditures	SH	Against	Refer	Against

The AES Corporation

Meeting Date: 05/09/2025	Country: USA	Ticker: AES
Record Date: 03/10/2025	Meeting Type: Annual	
Primary Security ID: 00130H105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gerard M. Anderson	Mgmt	For	For	For
1.2	Elect Director Inderpal S. Bhandari	Mgmt	For	For	For
1.3	Elect Director Janet G. Davidson	Mgmt	For	For	For
1.4	Elect Director Andrés R. Gluski	Mgmt	For	For	For
1.5	Elect Director Holly K. Koeppel	Mgmt	For	For	For
1.6	Elect Director Julie M. Laulis	Mgmt	For	For	For
1.7	Elect Director Alain Monié	Mgmt	For	For	For
1.8	Elect Director John B. Morse, Jr.	Mgmt	For	For	For
1.9	Elect Director Moisés Naím	Mgmt	For	For	For
1.10	Elect Director Teresa M. Sebastian	Mgmt	For	For	For
1.11	Elect Director Maura Shaughnessy	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Clawback Policy	SH	Against	Refer	Against

The Progressive Corporation

Meeting Date: 05/09/2025

Record Date: 03/14/2025

Primary Security ID: 743315103

Country: USA

Meeting Type: Annual

Ticker: PGR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Philip Bleser	Mgmt	For	Refer	For
1b	Elect Director Stuart B. Burgdoerfer	Mgmt	For	Refer	For
1c	Elect Director Pamela J. Craig	Mgmt	For	Refer	For
1d	Elect Director Charles A. Davis	Mgmt	For	Refer	For
1e	Elect Director Roger N. Farah	Mgmt	For	Refer	For
1f	Elect Director Lawton W. Fitt	Mgmt	For	Refer	Against
1g	Elect Director Susan Patricia Griffith	Mgmt	For	Refer	For
1h	Elect Director Devin C. Johnson	Mgmt	For	Refer	For
1i	Elect Director Jeffrey D. Kelly	Mgmt	For	Refer	For
1j	Elect Director Barbara R. Snyder	Mgmt	For	Refer	For
1k	Elect Director Kahina Van Dyke	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Vulcan Materials Company

Meeting Date: 05/09/2025

Record Date: 03/14/2025

Primary Security ID: 929160109

Country: USA

Meeting Type: Annual

Ticker: VMC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lydia H. Kennard	Mgmt	For	Refer	For
1b	Elect Director Kathleen L. Quirk	Mgmt	For	Refer	For
1c	Elect Director David P. Steiner	Mgmt	For	Refer	For
1d	Elect Director Lee J. Styslinger, III	Mgmt	For	Refer	For
2	Approve Omnibus Stock Plan	Mgmt	For	Refer	For

Vulcan Materials Company

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

Weyerhaeuser Company

Meeting Date: 05/09/2025	Country: USA	Ticker: WY
Record Date: 03/11/2025	Meeting Type: Annual	
Primary Security ID: 962166104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Emmert	Mgmt	For	Refer	For
1b	Elect Director Rick R. Holley	Mgmt	For	Refer	For
1c	Elect Director Sara Grootwassink Lewis	Mgmt	For	Refer	For
1d	Elect Director Deidra C. Merriwether	Mgmt	For	Refer	For
1e	Elect Director Al Monaco	Mgmt	For	Refer	For
1f	Elect Director James C. O'Rourke	Mgmt	For	Refer	For
1g	Elect Director Nicole W. Piasecki	Mgmt	For	Refer	For
1h	Elect Director Lawrence A. Selzer	Mgmt	For	Refer	For
1i	Elect Director Devin W. Stockfish	Mgmt	For	Refer	For
1j	Elect Director Kim Williams	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

International Paper Company

Meeting Date: 05/12/2025	Country: USA	Ticker: IP
Record Date: 03/14/2025	Meeting Type: Annual	
Primary Security ID: 460146103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jamie A. Beggs	Mgmt	For	Refer	For
1b	Elect Director Christopher M. Connor	Mgmt	For	Refer	For
1c	Elect Director Ahmet C. Dorduncu	Mgmt	For	Refer	For
1d	Elect Director Anders Gustafsson	Mgmt	For	Refer	For
1e	Elect Director Jacqueline C. Hinman	Mgmt	For	Refer	For
1f	Elect Director Clinton A. Lewis, Jr.	Mgmt	For	Refer	For
1g	Elect Director David A. Robbie	Mgmt	For	Refer	For
1h	Elect Director Andrew K. Silvernail	Mgmt	For	Refer	For
1i	Elect Director Kathryn D. Sullivan	Mgmt	For	Refer	For
1j	Elect Director Scott A. Tozier	Mgmt	For	Refer	For
1k	Elect Director Anton V. Vincent	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Report on the Company's LGBTQ+ Equity and Inclusion Efforts	SH	Against	Refer	Against

NiSource Inc.

Meeting Date: 05/12/2025

Record Date: 03/17/2025

Primary Security ID: 65473P105

Country: USA

Meeting Type: Annual

Ticker: NI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter A. Altabef	Mgmt	For	Refer	For
1b	Elect Director Sondra L. Barbour	Mgmt	For	Refer	For
1c	Elect Director Theodore H. Bunting, Jr.	Mgmt	For	Refer	For
1d	Elect Director Eric L. Butler	Mgmt	For	Refer	For

NiSource Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Deborah A. Henretta	Mgmt	For	Refer	For
1f	Elect Director Deborah A. P. Hersman	Mgmt	For	Refer	For
1g	Elect Director Michael E. Jesanis	Mgmt	For	Refer	For
1h	Elect Director William D. Johnson	Mgmt	For	Refer	For
1i	Elect Director Kevin T. Kabat	Mgmt	For	Refer	For
1j	Elect Director Cassandra S. Lee	Mgmt	For	Refer	For
1k	Elect Director John McAvoy	Mgmt	For	Refer	For
1l	Elect Director Lloyd M. Yates	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Refer	Against

3M Company

Meeting Date: 05/13/2025

Record Date: 03/18/2025

Primary Security ID: 88579Y101

Country: USA

Meeting Type: Annual

Ticker: MMM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Bozeman	Mgmt	For	Refer	For
1b	Elect Director Thomas (Tony) K. Brown	Mgmt	For	Refer	For
1c	Elect Director William M. Brown	Mgmt	For	Refer	For
1d	Elect Director Audrey Choi	Mgmt	For	Refer	For
1e	Elect Director Anne H. Chow	Mgmt	For	Refer	For
1f	Elect Director David B. Dillon	Mgmt	For	Refer	For
1g	Elect Director James R. Fitterling	Mgmt	For	Refer	For
1h	Elect Director Suzan Kereere	Mgmt	For	Refer	For
1i	Elect Director Gregory R. Page	Mgmt	For	Refer	For
1j	Elect Director Pedro J. Pizarro	Mgmt	For	Refer	For

3M Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Thomas W. Sweet	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Alexandria Real Estate Equities, Inc.

Meeting Date: 05/13/2025	Country: USA	Ticker: ARE
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: 015271109		

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

Arthur J. Gallagher & Co.

Meeting Date: 05/13/2025	Country: USA	Ticker: AJG
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: 363576109		

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

Centene Corporation

Meeting Date: 05/13/2025Country: USATicker: CNC
Record Date: 03/14/2025Meeting Type: Annual
Primary Security ID: 15135B101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jessica L. Blume	Mgmt	For	Refer	For
1b	Elect Director Kenneth A. Burdick	Mgmt	For	Refer	For
1c	Elect Director Christopher J. Coughlin	Mgmt	For	Refer	For
1d	Elect Director H. James Dallas	Mgmt	For	Refer	For
1e	Elect Director Wayne S. DeVeydt	Mgmt	For	Refer	For
1f	Elect Director Frederick H. Eppinger	Mgmt	For	Refer	For
1g	Elect Director Monte E. Ford	Mgmt	For	Refer	For
1h	Elect Director Thomas R. Greco	Mgmt	For	Refer	For
1i	Elect Director Sarah M. London	Mgmt	For	Refer	For

Centene Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Theodore R. Samuels	Mgmt	For	Refer	For
1k	Elect Director Kenneth Y. Tanji	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
5	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	Refer	Against
6	Report on Climate Risk in Retirement Plan Options	SH	Against	Refer	Against

ConocoPhillips

Meeting Date: 05/13/2025	Country: USA	Ticker: COP
Record Date: 03/21/2025	Meeting Type: Annual	
Primary Security ID: 20825C104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dennis V. Arriola	Mgmt	For	Refer	For
1b	Elect Director Nelda J. Connors	Mgmt	For	Refer	For
1c	Elect Director Gay Huey Evans	Mgmt	For	Refer	For
1d	Elect Director Jeffrey A. Joerres	Mgmt	For	Refer	For
1e	Elect Director Ryan M. Lance	Mgmt	For	Refer	For
1f	Elect Director Timothy A. Leach	Mgmt	For	Refer	For
1g	Elect Director William H. McRaven	Mgmt	For	Refer	For
1h	Elect Director Sharmila Mulligan	Mgmt	For	Refer	For
1i	Elect Director Arjun N. Murti	Mgmt	For	Refer	For
1j	Elect Director Robert A. Niblock	Mgmt	For	Refer	For
1k	Elect Director David T. Seaton	Mgmt	For	Refer	For
1l	Elect Director R.A. Walker	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

ConocoPhillips

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For
5	Remove All GHG Emissions Reduction Targets	SH	Against	Refer	Against

Cummins Inc.

Meeting Date: 05/13/2025	Country: USA	Ticker: CMI
Record Date: 03/14/2025	Meeting Type: Annual	
Primary Security ID: 231021106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Jennifer W. Rumsey	Mgmt	For	Refer	For
2	Elect Director Gary L. Belske	Mgmt	For	Refer	For
3	Elect Director Robert J. Bernhard	Mgmt	For	Refer	For
4	Elect Director Bruno V. Di Leo Allen	Mgmt	For	Refer	For
5	Elect Director Daniel W. Fisher	Mgmt	For	Refer	For
6	Elect Director Carla A. Harris	Mgmt	For	Refer	For
7	Elect Director Thomas J. Lynch	Mgmt	For	Refer	For
8	Elect Director William I. Miller	Mgmt	For	Refer	For
9	Elect Director Kimberly A. Nelson	Mgmt	For	Refer	For
10	Elect Director Karen H. Quintos	Mgmt	For	Refer	For
11	Elect Director John H. Stone	Mgmt	For	Refer	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
13	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
14	Require Independent Board Chair	SH	Against	Refer	Against

Essex Property Trust, Inc.

Meeting Date: 05/13/2025	Country: USA	Ticker: ESS
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: 297178105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John V. Arabia	Mgmt	For	Refer	For
1b	Elect Director Keith R. Guericke	Mgmt	For	Refer	For
1c	Elect Director Anne B. Gust	Mgmt	For	Refer	For
1d	Elect Director Maria R. Hawthorne	Mgmt	For	Refer	For
1e	Elect Director Amal M. Johnson	Mgmt	For	Refer	For
1f	Elect Director Mary Kasaris	Mgmt	For	Refer	For
1g	Elect Director Angela L. Kleiman	Mgmt	For	Refer	For
1h	Elect Director Irving F. Lyons, III	Mgmt	For	Refer	For
1i	Elect Director George M. Marcus	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Loews Corporation

Meeting Date: 05/13/2025Country: USATicker: L

Record Date: 03/18/2025Meeting Type: Annual

Primary Security ID: 540424108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Ann E. Berman	Mgmt	For	Refer	For
1B	Elect Director Charles D. Davidson	Mgmt	For	Refer	For
1C	Elect Director Charles M. Diker	Mgmt	For	Refer	For
1D	Elect Director Paul J. Fribourg	Mgmt	For	Refer	For
1E	Elect Director Walter L. Harris	Mgmt	For	Refer	For
1F	Elect Director Jonathan C. Locker	Mgmt	For	Refer	For
1G	Elect Director Susan P. Peters	Mgmt	For	Refer	For
1H	Elect Director Alexander H. Tisch	Mgmt	For	Refer	Against
1I	Elect Director Benjamin J. Tisch	Mgmt	For	Refer	For

Loews Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1J	Elect Director James S. Tisch	Mgmt	For	Refer	For
1K	Elect Director Anthony Walters	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Approve Omnibus Stock Plan	Mgmt	For	Refer	For

Prudential Financial, Inc.

Meeting Date: 05/13/2025

Record Date: 03/14/2025

Primary Security ID: 744320102

Country: USA

Meeting Type: Annual

Ticker: PRU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gilbert F. Casellas	Mgmt	For	Refer	For
1.2	Elect Director Carmine Di Sibio	Mgmt	For	Refer	For
1.3	Elect Director Martina Hund-Mejean	Mgmt	For	Refer	For
1.4	Elect Director Wendy E. Jones	Mgmt	For	Refer	For
1.5	Elect Director Charles F. Lowrey	Mgmt	For	Refer	For
1.6	Elect Director Sandra Pianalto	Mgmt	For	Refer	For
1.7	Elect Director Christine A. Poon	Mgmt	For	Refer	For
1.8	Elect Director Andrew F. Sullivan	Mgmt	For	Refer	For
1.9	Elect Director Michael A. Todman	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Require Independent Board Chair	SH	Against	Refer	Against

Realty Income Corporation

Meeting Date: 05/13/2025

Record Date: 03/03/2025

Primary Security ID: 756109104

Country: USA

Meeting Type: Annual

Ticker: O

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Priscilla Almodovar	Mgmt	For	Refer	For
1b	Elect Director A. Larry Chapman	Mgmt	For	Refer	For
1c	Elect Director Reginald H. Gilyard	Mgmt	For	Refer	For
1d	Elect Director Mary Hogan Preusse	Mgmt	For	Refer	For
1e	Elect Director Priya Cherian Huskins	Mgmt	For	Refer	For
1f	Elect Director Jeff A. Jacobson	Mgmt	For	Refer	For
1g	Elect Director Gerardo I. Lopez	Mgmt	For	Refer	For
1h	Elect Director Michael D. McKee	Mgmt	For	Refer	For
1i	Elect Director Gregory T. McLaughlin	Mgmt	For	Refer	For
1j	Elect Director Sumit Roy	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

Sempra

Meeting Date: 05/13/2025

Record Date: 03/20/2025

Primary Security ID: 816851109

Country: USA

Meeting Type: Annual

Ticker: SRE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrés Conesa	Mgmt	For	Refer	For
1b	Elect Director Pablo A. Ferrero	Mgmt	For	Refer	For
1c	Elect Director Jennifer M. Kirk	Mgmt	For	Refer	For
1d	Elect Director Richard J. Mark	Mgmt	For	Refer	For
1e	Elect Director Jeffrey W. Martin	Mgmt	For	Refer	For
1f	Elect Director Michael N. Mears	Mgmt	For	Refer	For
1g	Elect Director Kevin C. Sagara	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Jack T. Taylor	Mgmt	For	Refer	For
1i	Elect Director Cynthia J. (CJ) Warner	Mgmt	For	Refer	For
1j	Elect Director Anya Weaving	Mgmt	For	Refer	For
1k	Elect Director James C. Yardley	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Ventas, Inc.

Meeting Date: 05/13/2025

Record Date: 03/19/2025

Primary Security ID: 92276F100

Country: USA

Meeting Type: Annual

Ticker: VTR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melody C. Barnes	Mgmt	For	Refer	For
1b	Elect Director Theodore R. Bigman	Mgmt	For	Refer	For
1c	Elect Director Debra A. Cafaro	Mgmt	For	Refer	For
1d	Elect Director Michael J. Embler	Mgmt	For	Refer	For
1e	Elect Director Matthew J. Lustig	Mgmt	For	Refer	For
1f	Elect Director Roxanne M. Martino	Mgmt	For	Refer	For
1g	Elect Director Marguerite M. Nader	Mgmt	For	Refer	For
1h	Elect Director Sean P. Nolan	Mgmt	For	Refer	For
1i	Elect Director Walter C. Rakowich	Mgmt	For	Refer	For
1j	Elect Director Joe V. Rodriguez, Jr.	Mgmt	For	Refer	For
1k	Elect Director Sumit Roy	Mgmt	For	Refer	For
1l	Elect Director Maurice S. Smith	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Ventas, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Increase Authorized Common Stock	Mgmt	For	Refer	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	Refer	For

Waste Management, Inc.

Meeting Date: 05/13/2025

Country: USA

Ticker: WM

Record Date: 03/18/2025

Meeting Type: Annual

Primary Security ID: 94106L109

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

Xylem Inc.

Meeting Date: 05/13/2025

Country: USA

Ticker: XYL

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 98419M100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Earl R. Ellis	Mgmt	For	Refer	For

Xylem Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Robert F. Friel	Mgmt	For	Refer	For
1c	Elect Director Lisa Glatch	Mgmt	For	Refer	For
1d	Elect Director Victoria D. Harker	Mgmt	For	Refer	For
1e	Elect Director Mark D. Morelli	Mgmt	For	Refer	For
1f	Elect Director Jerome A. Peribere	Mgmt	For	Refer	For
1g	Elect Director Matthew F. Pine	Mgmt	For	Refer	For
1h	Elect Director Lila Tretikov	Mgmt	For	Refer	For
1i	Elect Director Uday Yadav	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Refer	Against

Advanced Micro Devices, Inc.

Meeting Date: 05/14/2025	Country: USA	Ticker: AMD
Record Date: 03/19/2025	Meeting Type: Annual	
Primary Security ID: 007903107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora M. Denzel	Mgmt	For	Refer	For
1b	Elect Director Michael P. Gregoire	Mgmt	For	Refer	For
1c	Elect Director Joseph A. Householder	Mgmt	For	Refer	For
1d	Elect Director John W. Marren	Mgmt	For	Refer	For
1e	Elect Director Jon A. Olson	Mgmt	For	Refer	For
1f	Elect Director Lisa T. Su	Mgmt	For	Refer	For
1g	Elect Director Abhi Y. Talwalkar	Mgmt	For	Refer	For
1h	Elect Director Elizabeth W. Vanderslice	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Advanced Micro Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Increase Authorized Common Stock	Mgmt	For	Refer	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	Refer	For
6	Amend Right to Call Special Meeting	SH	Against	Refer	Against

Akamai Technologies, Inc.

Meeting Date: 05/14/2025

Record Date: 03/19/2025

Primary Security ID: 00971T101

Country: USA

Meeting Type: Annual

Ticker: AKAM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sharon Bowen	Mgmt	For	Refer	For
1.2	Elect Director Marianne Brown	Mgmt	For	Refer	For
1.3	Elect Director Monte Ford	Mgmt	For	Refer	For
1.4	Elect Director Dan Hesse	Mgmt	For	Refer	For
1.5	Elect Director Tom Killalea	Mgmt	For	Refer	For
1.6	Elect Director Tom Leighton	Mgmt	For	Refer	For
1.7	Elect Director Jonathan Miller	Mgmt	For	Refer	For
1.8	Elect Director Madhu Ranganathan	Mgmt	For	Refer	For
1.9	Elect Director Ben Verwaayen	Mgmt	For	Refer	For
2	Amend Omnibus Stock Plan	Mgmt	For	Refer	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4A	Eliminate Supermajority Vote Requirement to Amend Provisions in Article Tenth	Mgmt	For	Refer	For
4B	Eliminate Supermajority Vote Requirement to Amend Provisions in Article Eleventh	Mgmt	For	Refer	For
4C	Eliminate Supermajority Vote Requirement to Amend Provisions in Article Twelfth	Mgmt	For	Refer	For
5	Adjourn Meeting	Mgmt	For	Refer	For

Akamai Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
7	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Refer	For
8	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	For

American International Group, Inc.

Meeting Date: 05/14/2025

Country: USA

Ticker: AIG

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 026874784

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paola Bergamaschi	Mgmt	For	Refer	For
1b	Elect Director James Cole, Jr.	Mgmt	For	Refer	For
1c	Elect Director James (Jimmy) Dunne, III	Mgmt	For	Refer	For
1d	Elect Director John (Chris) Inglis	Mgmt	For	Refer	For
1e	Elect Director Courtney Leimkuhler	Mgmt	For	Refer	For
1f	Elect Director Linda A. Mills	Mgmt	For	Refer	For
1g	Elect Director Diana M. Murphy	Mgmt	For	Refer	For
1h	Elect Director Juan Perez	Mgmt	For	Refer	For
1i	Elect Director Peter R. Porrino	Mgmt	For	Refer	For
1j	Elect Director John G. Rice	Mgmt	For	Refer	For
1k	Elect Director Vanessa A. Wittman	Mgmt	For	Refer	For
1l	Elect Director Peter Zaffino	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

American Tower Corporation

Meeting Date: 05/14/2025

Country: USA

Ticker: AMT

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 03027X100

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

American Water Works Company, Inc.

Meeting Date: 05/14/2025

Country: USA

Ticker: AWK

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 030420103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey N. Edwards	Mgmt	For	Refer	For
1b	Elect Director John C. Griffith	Mgmt	For	Refer	For
1c	Elect Director Laurie P. Havanec	Mgmt	For	Refer	For
1d	Elect Director Julia L. Johnson	Mgmt	For	Refer	For
1e	Elect Director Patricia L. Kampling	Mgmt	For	Refer	For

American Water Works Company, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Karl F. Kurz	Mgmt	For	Refer	For
1g	Elect Director Michael L. Marberry	Mgmt	For	Refer	For
1h	Elect Director Stuart M. McGuigan	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Elevance Health, Inc.

Meeting Date: 05/14/2025	Country: USA	Ticker: ELV
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: 036752103		

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

Enphase Energy, Inc.

Meeting Date: 05/14/2025	Country: USA	Ticker: ENPH
Record Date: 03/20/2025	Meeting Type: Annual	
Primary Security ID: 29355A107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven J. Gomo	Mgmt	For	For	For
1.2	Elect Director Thurman John Rodgers	Mgmt	For	For	For

Enphase Energy, Inc.

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

Everest Group, Ltd.

Meeting Date: 05/14/2025

Record Date: 03/17/2025

Primary Security ID: G3223R108

Country: Bermuda

Meeting Type: Annual

Ticker: EG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John J. Amore	Mgmt	For	Refer	For
1.2	Elect Director William F. Galtney Jr.	Mgmt	For	Refer	For
1.3	Elect Director John A. Graf	Mgmt	For	Refer	For
1.4	Elect Director Meryl Hartzband	Mgmt	For	Refer	For
1.5	Elect Director John Howard	Mgmt	For	Refer	For
1.6	Elect Director Gerri Losquadro	Mgmt	For	Refer	For
1.7	Elect Director Hazel McNeilage	Mgmt	For	Refer	For
1.8	Elect Director Roger M. Singer	Mgmt	For	Refer	For
1.9	Elect Director Jim Williamson	Mgmt	For	Refer	For
2	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
5	Amend Bye-Laws	Mgmt	For	Refer	For

First Solar, Inc.

Meeting Date: 05/14/2025

Record Date: 03/20/2025

Primary Security ID: 336433107

Country: USA

Meeting Type: Annual

Ticker: FSLR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Ahearn	Mgmt	For	Refer	For
1.2	Elect Director Anita Marangoly George	Mgmt	For	Refer	For
1.3	Elect Director Lisa A. Kro	Mgmt	For	Refer	For
1.4	Elect Director William J. Post	Mgmt	For	Refer	For
1.5	Elect Director Venkata "Murthy" Renduchintala	Mgmt	For	Refer	For
1.6	Elect Director Paul H. Stebbins	Mgmt	For	Refer	For
1.7	Elect Director Michael Sweeney	Mgmt	For	Refer	For
1.8	Elect Director Mark R. Widmar	Mgmt	For	Refer	For
1.9	Elect Director Norman L. Wright	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Right to Call Special Meeting	SH	Against	Refer	Against

Meeting Date: 05/14/2025Country: USATicker: FI

Record Date: 03/17/2025Meeting Type: Annual

Primary Security ID: 337738108

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

Fiserv, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Wafaa Mamilli	Mgmt	For	Refer	For
1.9	Elect Director Doyle R. Simons	Mgmt	For	Refer	For
1.10	Elect Director Kevin M. Warren	Mgmt	For	Refer	For
1.11	Elect Director Charlotte B. Yarkoni	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Amend Clawback Policy	SH	Against	Refer	Against

GE Vernova, Inc.

Meeting Date: 05/14/2025

Record Date: 03/21/2025

Primary Security ID: 36828A101

Country: USA

Meeting Type: Annual

Ticker: GEV

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

Hess Corporation

Meeting Date: 05/14/2025

Record Date: 03/21/2025

Primary Security ID: 42809H107

Country: USA

Meeting Type: Annual

Ticker: HES

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence J. Checki	Mgmt	For	Refer	For

Hess Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Leonard S. Coleman, Jr.	Mgmt	For	Refer	For
1c	Elect Director Lisa Glatch	Mgmt	For	Refer	For
1d	Elect Director John B. Hess	Mgmt	For	Refer	For
1e	Elect Director Edith E. Holiday	Mgmt	For	Refer	For
1f	Elect Director Marc S. Lipschultz	Mgmt	For	Refer	For
1g	Elect Director Raymond J. McGuire	Mgmt	For	Refer	For
1h	Elect Director David McManus	Mgmt	For	Refer	For
1i	Elect Director Kevin O. Meyers	Mgmt	For	Refer	For
1j	Elect Director Karyn F. Ovelmen	Mgmt	For	Refer	For
1k	Elect Director James H. Quigley	Mgmt	For	Refer	For
1l	Elect Director William G. Schrader	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Hilton Worldwide Holdings Inc.

Meeting Date: 05/14/2025

Record Date: 03/21/2025

Primary Security ID: 43300A203

Country: USA

Meeting Type: Annual

Ticker: HLT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher J. Nassetta	Mgmt	For	Refer	For
1b	Elect Director Jonathan D. Gray	Mgmt	For	Refer	For
1c	Elect Director Charlene T. Begley	Mgmt	For	Refer	For
1d	Elect Director Chris Carr	Mgmt	For	Refer	For
1e	Elect Director Melanie L. Healey	Mgmt	For	Refer	For
1f	Elect Director Raymond E. Mabus, Jr.	Mgmt	For	Refer	For
1g	Elect Director Marissa A. Mayer	Mgmt	For	Refer	For
1h	Elect Director Elizabeth A. Smith	Mgmt	For	Refer	For

Hilton Worldwide Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Douglas M. Steenland	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	Refer	For

Host Hotels & Resorts, Inc.

Meeting Date: 05/14/2025	Country: USA	Ticker: HST
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: 44107P104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary L. Baglivo	Mgmt	For	For	For
1.2	Elect Director Herman E. Bulls	Mgmt	For	For	For
1.3	Elect Director Diana M. Laing	Mgmt	For	For	For
1.4	Elect Director Richard E. Marriott	Mgmt	For	For	For
1.5	Elect Director Mary Hogan Preusse	Mgmt	For	For	For
1.6	Elect Director Walter C. Rakowich	Mgmt	For	For	For
1.7	Elect Director James F. Risoleo	Mgmt	For	For	For
1.8	Elect Director Gordon H. Smith	Mgmt	For	For	For
1.9	Elect Director A. William Stein	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Molson Coors Beverage Company

Meeting Date: 05/14/2025	Country: USA	Ticker: TAP
Record Date: 03/21/2025	Meeting Type: Annual	
Primary Security ID: 60871R209		

Molson Coors Beverage Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christian "Chris" P. Cocks	Mgmt	For	Refer	Withhold
1.2	Elect Director Roger G. Eaton	Mgmt	For	Refer	Withhold
1.3	Elect Director Charles M. Herington	Mgmt	For	Refer	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Simon Property Group, Inc.

Meeting Date: 05/14/2025Country: USATicker: SPG

Record Date: 03/17/2025Meeting Type: Annual

Primary Security ID: 828806109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Glyn F. Aeppel	Mgmt	For	Refer	Against
1B	Elect Director Larry C. Glasscock	Mgmt	For	Refer	Against
1C	Elect Director Nina P. Jones	Mgmt	For	Refer	For
1D	Elect Director Reuben S. Leibowitz	Mgmt	For	Refer	For
1E	Elect Director Randall J. Lewis	Mgmt	For	Refer	For
1F	Elect Director Gary M. Rodkin	Mgmt	For	Refer	Against
1G	Elect Director Peggy Fang Roe	Mgmt	For	Refer	Against
1H	Elect Director Stefan M. Selig	Mgmt	For	Refer	For
1I	Elect Director Daniel C. Smith	Mgmt	For	Refer	For
1J	Elect Director Marta R. Stewart	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Change State of Incorporation from Delaware to Indiana	Mgmt	For	Refer	For

Skyworks Solutions, Inc.

Meeting Date: 05/14/2025

Record Date: 03/20/2025

Primary Security ID: 83088M102

Country: USA

Meeting Type: Annual

Ticker: SWKS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christine King	Mgmt	For	Refer	For
1b	Elect Director Alan S. Batey	Mgmt	For	Refer	For
1c	Elect Director Kevin L. Beebe	Mgmt	For	Refer	For
1d	Elect Director Philip G. Brace	Mgmt	For	Refer	For
1e	Elect Director Eric J. Guerin	Mgmt	For	Refer	For
1f	Elect Director Suzanne E. McBride	Mgmt	For	Refer	For
1g	Elect Director David P. McGlade	Mgmt	For	Refer	For
1h	Elect Director Robert A. Schriesheim	Mgmt	For	Refer	For
1i	Elect Director Maryann Turcke	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Adopt Simple Majority Vote	SH	None	Refer	For
5	Disclose All Material Scope 3 GHG Emissions	SH	Against	Refer	Against

Southwest Airlines Co.

Meeting Date: 05/14/2025

Record Date: 03/18/2025

Primary Security ID: 844741108

Country: USA

Meeting Type: Annual

Ticker: LUV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lisa M. Atherton	Mgmt	For	Refer	For
1b	Elect Director Pierre R. Breber	Mgmt	For	Refer	For
1c	Elect Director Douglas H. Brooks	Mgmt	For	Refer	For
1d	Elect Director C. David Cush	Mgmt	For	Refer	For
1e	Elect Director Sarah E. Feinberg	Mgmt	For	Refer	For
1f	Elect Director Robert L. Fornaro	Mgmt	For	Refer	For

Southwest Airlines Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Rakesh Gangwal	Mgmt	For	Refer	For
1h	Elect Director David J. Grissen	Mgmt	For	Refer	For
1i	Elect Director David P. Hess	Mgmt	For	Refer	For
1j	Elect Director Robert E. Jordan	Mgmt	For	Refer	For
1k	Elect Director Christopher P. Reynolds	Mgmt	For	Refer	For
1l	Elect Director Gregg A. Saretsky	Mgmt	For	Refer	For
1m	Elect Director Patricia A. Watson	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Amend Clawback Policy	SH	Against	Refer	Against

State Street Corporation

Meeting Date: 05/14/2025 **Country:** USA **Ticker:** STT
Record Date: 03/14/2025 **Meeting Type:** Annual
Primary Security ID: 857477103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marie A. Chandoha	Mgmt	For	Refer	For
1b	Elect Director DonnaLee A. DeMaio	Mgmt	For	Refer	For
1c	Elect Director Amelia C. Fawcett	Mgmt	For	Refer	For
1d	Elect Director William C. Freda	Mgmt	For	Refer	For
1e	Elect Director Patricia M. Halliday	Mgmt	For	Refer	For
1f	Elect Director Sara Mathew	Mgmt	For	Refer	For
1g	Elect Director William L. Meaney	Mgmt	For	Refer	For
1h	Elect Director Ronald P. O'Hanley	Mgmt	For	Refer	For
1i	Elect Director Sean P. O'Sullivan	Mgmt	For	Refer	For
1j	Elect Director Julio A. Portalatin	Mgmt	For	Refer	For

State Street Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director John B. Rhea	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Require Independent Board Chair	SH	Against	Refer	For
5	Report on "Just Transition"	SH	Against	Refer	Against

Universal Health Services, Inc.

Meeting Date: 05/14/2025	Country: USA	Ticker: UHS
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: 913903100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maria R. Singer	Mgmt	For	Refer	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Declassify the Board of Directors	SH	Against	Refer	For

Veralto Corp.

Meeting Date: 05/14/2025	Country: USA	Ticker: VLTO
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 92338C103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel L. Comas	Mgmt	For	Refer	For
1b	Elect Director Walter G. Lohr, Jr.	Mgmt	For	Refer	For
1c	Elect Director John T. Schwieters	Mgmt	For	Refer	For
1d	Elect Director Cindy L. Wallis-Lage	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4a	Declassify the Board of Directors	Mgmt	For	Refer	For
4b	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation	Mgmt	For	Refer	For

Vertex Pharmaceuticals Incorporated

Meeting Date: 05/14/2025

Record Date: 03/17/2025

Primary Security ID: 92532F100

Country: USA

Meeting Type: Annual

Ticker: VRTX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sangeeta N. Bhatia	Mgmt	For	Refer	For
1.2	Elect Director Lloyd Carney	Mgmt	For	Refer	For
1.3	Elect Director Alan Garber	Mgmt	For	Refer	For
1.4	Elect Director Reshma Kewalramani	Mgmt	For	Refer	For
1.5	Elect Director Michel Lagarde	Mgmt	For	Refer	For
1.6	Elect Director Jeffrey M. Leiden	Mgmt	For	Refer	For
1.7	Elect Director Diana McKenzie	Mgmt	For	Refer	For
1.8	Elect Director Bruce I. Sachs	Mgmt	For	Refer	For
1.9	Elect Director Jennifer Schneider	Mgmt	For	Refer	For
1.10	Elect Director Nancy Thornberry	Mgmt	For	Refer	For
1.11	Elect Director Suketu Upadhyay	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

Altria Group, Inc.

Meeting Date: 05/15/2025

Record Date: 03/25/2025

Primary Security ID: 02209S103

Country: USA

Meeting Type: Annual

Ticker: MO

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

Amphenol Corporation

Meeting Date: 05/15/2025

Record Date: 03/17/2025

Primary Security ID: 032095101

Country: USA

Meeting Type: Annual

Ticker: APH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy A. Altobello	Mgmt	For	Refer	For
1.2	Elect Director David P. Falck	Mgmt	For	Refer	For

Amphenol Corporation

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

AT&T Inc.

Meeting Date: 05/15/2025

Country: USA

Ticker: T

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 00206R102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott T. Ford	Mgmt	For	Refer	For
1.2	Elect Director William E. Kennard	Mgmt	For	Refer	For
1.3	Elect Director Stephen J. Luczo	Mgmt	For	Refer	For
1.4	Elect Director Marissa A. Mayer	Mgmt	For	Refer	For
1.5	Elect Director Michael B. McCallister	Mgmt	For	Refer	For
1.6	Elect Director Beth E. Mooney	Mgmt	For	Refer	For
1.7	Elect Director Matthew K. Rose	Mgmt	For	Refer	For
1.8	Elect Director John T. Stankey	Mgmt	For	Refer	For
1.9	Elect Director Cynthia B. Taylor	Mgmt	For	Refer	For
1.10	Elect Director Luis A. Ubiñas	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

AT&T Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

BlackRock, Inc.

Meeting Date: 05/15/2025

Record Date: 03/24/2025

Primary Security ID: 09290D101

Country: USA

Meeting Type: Annual

Ticker: BLK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela Daley	Mgmt	For	Refer	For
1b	Elect Director Laurence D. Fink	Mgmt	For	Refer	For
1c	Elect Director Gregory J. Fleming	Mgmt	For	Refer	For
1d	Elect Director William E. Ford	Mgmt	For	Refer	For
1e	Elect Director Fabrizio Freda	Mgmt	For	Refer	For
1f	Elect Director Murry S. Gerber	Mgmt	For	Refer	For
1g	Elect Director Margaret "Peggy" L. Johnson	Mgmt	For	Refer	For
1h	Elect Director Robert S. Kapito	Mgmt	For	Refer	For
1i	Elect Director Cheryl D. Mills	Mgmt	For	Refer	For
1j	Elect Director Kathleen Murphy	Mgmt	For	Refer	For
1k	Elect Director Amin H. Nasser	Mgmt	For	Refer	For
1l	Elect Director Gordon M. Nixon	Mgmt	For	Refer	For
1m	Elect Director Adebayo O. Ogunlesi	Mgmt	For	Refer	For
1n	Elect Director Kristin C. Peck	Mgmt	For	Refer	For
1o	Elect Director Charles H. Robbins	Mgmt	For	Refer	For
1p	Elect Director Hans E. Vestberg	Mgmt	For	Refer	For
1q	Elect Director Susan L. Wagner	Mgmt	For	Refer	For
1r	Elect Director Mark Wilson	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Report on Risks of Stakeholder Capitalism	SH	Against	Refer	Against

BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Require More Director Nominations Than Open Seats	SH	Against	Refer	Against

Bunge Global SA

Meeting Date: 05/15/2025	Country: Switzerland	Ticker: BG
Record Date: 03/14/2025	Meeting Type: Annual	
Primary Security ID: H11356104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Approve Dividends of USD 2.80 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5a	Elect Director Eliane Aleixo Lustosa de Andrade	Mgmt	For	For	For
5b	Elect Director Carol Browner	Mgmt	For	For	For
5c	Elect Director Gregory Heckman	Mgmt	For	For	For
5d	Elect Director Linda Jojo	Mgmt	For	For	For
5e	Elect Director Monica McGurk	Mgmt	For	For	For
5f	Elect Director Kenneth Simril	Mgmt	For	For	For
5g	Elect Director Henry "Jay" Winship	Mgmt	For	For	For
5h	Elect Director Mark Zenuk	Mgmt	For	For	For
5i	Elect Director Adrian Isman	Mgmt	For	For	For
5j	Elect Director Anne Jensen	Mgmt	For	For	For
5k	Elect Director Christopher Mahoney	Mgmt	For	For	For
5l	Elect Director Markus Walt	Mgmt	For	For	For
6a	Reelect Mark Zenuk as Board Chairman	Mgmt	For	For	For
7a	Reelect Monica McGurk as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For

Bunge Global SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7b	Reelect Kenneth Simril as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7c	Reelect Markus Walt as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7d	Reelect Henry "Jay" Winship as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
9a	Approve Remuneration of Directors in the Amount of USD 5.4 million	Mgmt	For	For	For
9b	Approve Remuneration of Executive Committee in the Amount of USD 38.9 million for Fiscal Year 2026	Mgmt	For	For	For
9c	Approve Remuneration Report	Mgmt	For	For	For
10	Approve Non-Financial Report	Mgmt	For	For	For
11	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	For	For
12	Appoint Deloitte & Touche LLP as Auditor and Reelect Deloitte SA as Swiss Statutory Auditor	Mgmt	For	For	For
A	Other Business	Mgmt	For	Against	Against

Chubb Limited

Meeting Date: 05/15/2025

Record Date: 03/21/2025

Primary Security ID: H1467J104

Country: Switzerland

Meeting Type: Annual

Ticker: CB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Refer	For
2.1	Allocate Disposable Profit	Mgmt	For	Refer	For
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	For	Refer	For
3	Approve Discharge of Board of Directors	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	For	Refer	For
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	For	Refer	For
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	For	Refer	For
5.1	Elect Director Evan G. Greenberg	Mgmt	For	Refer	For
5.2	Elect Director Michael P. Connors	Mgmt	For	Refer	For
5.3	Elect Director Michael G. Atieh	Mgmt	For	Refer	For
5.4	Elect Director Nancy K. Buese	Mgmt	For	Refer	For
5.5	Elect Director Sheila P. Burke	Mgmt	For	Refer	For
5.6	Elect Director Nelson J. Chai	Mgmt	For	Refer	For
5.7	Elect Director Michael L. Corbat	Mgmt	For	Refer	For
5.8	Elect Director Fred Hu	Mgmt	For	Refer	For
5.9	Elect Director Robert J. Hugin	Mgmt	For	Refer	For
5.10	Elect Director Robert W. Scully	Mgmt	For	Refer	For
5.11	Elect Director Theodore E. Shasta	Mgmt	For	Refer	For
5.12	Elect Director David H. Sidwell	Mgmt	For	Refer	For
5.13	Elect Director Olivier Steimer	Mgmt	For	Refer	For
5.14	Elect Director Frances F. Townsend	Mgmt	For	Refer	For
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	Refer	Against
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For	Refer	For
7.2	Elect Michael L. Corbat as Member of the Compensation Committee	Mgmt	For	Refer	For
7.3	Elect David H. Sidwell as Member of the Compensation Committee	Mgmt	For	Refer	For
7.4	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	For	Refer	For
8	Designate Homburger AG as Independent Proxy	Mgmt	For	Refer	For
9	Approve Renewal of a Capital Band for Authorized Share Capital Increases and Reductions	Mgmt	For	Refer	For

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.1	Approve Remuneration of Directors in the Amount of USD 6.5 Million	Mgmt	For	Refer	For
10.2	Approve Remuneration of Executive Management in the Amount of USD 78 Million for Fiscal 2026	Mgmt	For	Refer	For
10.3	Approve Remuneration Report	Mgmt	For	Refer	For
11	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
12	Approve Sustainability Report	Mgmt	For	Refer	For
13	Report on GHG Emissions Associated with Underwriting, Insuring, and Investment Activities	SH	Against	Refer	Against
A	Transact Other Business	Mgmt	For	Refer	Against

CVS Health Corporation

Meeting Date: 05/15/2025

Record Date: 03/17/2025

Primary Security ID: 126650100

Country: USA

Meeting Type: Annual

Ticker: CVS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fernando Aguirre	Mgmt	For	Refer	For
1b	Elect Director Jeffrey R. Balser	Mgmt	For	Refer	For
1c	Elect Director C. David Brown, II	Mgmt	For	Refer	For
1d	Elect Director Alecia A. DeCoudreaux	Mgmt	For	Refer	For
1e	Elect Director Roger N. Farah	Mgmt	For	Refer	For
1f	Elect Director Anne M. Finucane	Mgmt	For	Refer	For
1g	Elect Director J. David Joyner	Mgmt	For	Refer	For
1h	Elect Director J. Scott Kirby	Mgmt	For	Refer	For
1i	Elect Director Michael F. Mahoney	Mgmt	For	Refer	For
1j	Elect Director Leslie V. Norwalk	Mgmt	For	Refer	For
1k	Elect Director Larry M. Robbins	Mgmt	For	Refer	For
1l	Elect Director Guy P. Sansone	Mgmt	For	Refer	For

CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Douglas H. Shulman	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Against	Refer	Against

Invitation Homes Inc.

Meeting Date: 05/15/2025	Country: USA	Ticker: INVH
Record Date: 03/20/2025	Meeting Type: Annual	
Primary Security ID: 46187W107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael D. Fascitelli	Mgmt	For	Refer	For
1.2	Elect Director Dallas B. Tanner	Mgmt	For	Refer	For
1.3	Elect Director Jana Cohen Barbe	Mgmt	For	Refer	For
1.4	Elect Director H. Wyman Howard, III	Mgmt	For	Refer	For
1.5	Elect Director Jeffrey E. Kelter	Mgmt	For	Refer	For
1.6	Elect Director Kellyn Smith Kenny	Mgmt	For	Refer	For
1.7	Elect Director Joseph D. Margolis	Mgmt	For	Refer	For
1.8	Elect Director John B. Rhea	Mgmt	For	Refer	For
1.9	Elect Director Frances Aldrich Sevilla-Sacasa	Mgmt	For	Refer	For
1.10	Elect Director Keith D. Taylor	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	One Year

Meeting Date: 05/15/2025

Record Date: 03/21/2025

Primary Security ID: 493267108

Country: USA

Meeting Type: Annual

Ticker: KEY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jacqueline L. Allard	Mgmt	For	Refer	For
1.2	Elect Director Alexander M. Cutler	Mgmt	For	Refer	For
1.3	Elect Director H. James Dallas	Mgmt	For	Refer	For
1.4	Elect Director Elizabeth R. Gile	Mgmt	For	Refer	For
1.5	Elect Director Ruth Ann M. Gillis	Mgmt	For	Refer	For
1.6	Elect Director Christopher M. Gorman	Mgmt	For	Refer	For
1.7	Elect Director Robin N. Hayes	Mgmt	For	Refer	For
1.8	Elect Director Carlton L. Highsmith	Mgmt	For	Refer	For
1.9	Elect Director Richard J. Hipple	Mgmt	For	Refer	For
1.10	Elect Director Somesh Khanna	Mgmt	For	Refer	For
1.11	Elect Director Devina A. Rankin	Mgmt	For	Refer	For
1.12	Elect Director Barbara R. Snyder	Mgmt	For	Refer	For
1.13	Elect Director Richard J. Tobin	Mgmt	For	Refer	For
1.14	Elect Director Todd J. Vasos	Mgmt	For	Refer	For
1.15	Elect Director David K. Wilson	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Kinder Morgan, Inc.

Meeting Date: 05/15/2025

Record Date: 03/17/2025

Primary Security ID: 49456B101

Country: USA

Meeting Type: Annual

Ticker: KMI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard D. Kinder	Mgmt	For	Refer	For

Kinder Morgan, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Kimberly A. Dang	Mgmt	For	Refer	For
1.3	Elect Director Amy W. Chronis	Mgmt	For	Refer	For
1.4	Elect Director Ted A. Gardner	Mgmt	For	Refer	For
1.5	Elect Director Anthony W. Hall, Jr.	Mgmt	For	Refer	For
1.6	Elect Director Steven J. Kean	Mgmt	For	Refer	For
1.7	Elect Director Michael C. Morgan	Mgmt	For	Refer	For
1.8	Elect Director Arthur C. Reichstetter	Mgmt	For	Refer	For
1.9	Elect Director C. Park Shaper	Mgmt	For	Refer	For
1.10	Elect Director William A. Smith	Mgmt	For	Refer	For
1.11	Elect Director Robert F. Vagt	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Labcorp Holdings Inc.

Meeting Date: 05/15/2025	Country: USA	Ticker: LH
Record Date: 03/20/2025	Meeting Type: Annual	
Primary Security ID: 504922105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kerrii B. Anderson	Mgmt	For	Refer	For
1b	Elect Director Jeffrey A. Davis	Mgmt	For	Refer	For
1c	Elect Director D. Gary Gilliland	Mgmt	For	Refer	For
1d	Elect Director Kirsten M. Kliphouse	Mgmt	For	Refer	For
1e	Elect Director Garheng Kong	Mgmt	For	Refer	For
1f	Elect Director Peter M. Neupert	Mgmt	For	Refer	For
1g	Elect Director Richelle P. Parham	Mgmt	For	Refer	For
1h	Elect Director Paul B. Rothman	Mgmt	For	Refer	For
1i	Elect Director Adam H. Schechter	Mgmt	For	Refer	For
1j	Elect Director Kathryn E. Wengel	Mgmt	For	Refer	For

Labcorp Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Las Vegas Sands Corp.

Meeting Date: 05/15/2025	Country: USA	Ticker: LVS
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: 517834107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert G. Goldstein	Mgmt	For	Refer	For
1.2	Elect Director Patrick Dumont	Mgmt	For	Refer	Withhold
1.3	Elect Director Mark Besca	Mgmt	For	Refer	For
1.4	Elect Director Irwin Chafetz	Mgmt	For	Refer	For
1.5	Elect Director Micheline Chau	Mgmt	For	Refer	Withhold
1.6	Elect Director Charles D. Forman	Mgmt	For	Refer	For
1.7	Elect Director Lewis Kramer	Mgmt	For	Refer	Withhold
1.8	Elect Director Alain Li	Mgmt	For	Refer	Withhold
1.9	Elect Director Micky Pant	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Marsh & McLennan Companies, Inc.

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

Marsh & McLennan Companies, Inc.

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

Martin Marietta Materials, Inc.

Meeting Date: 05/15/2025Country: USATicker: MLM

Record Date: 03/07/2025Meeting Type: Annual

Primary Security ID: 573284106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dorothy M. Ables	Mgmt	For	Refer	For
1.2	Elect Director Sue W. Cole	Mgmt	For	Refer	For
1.3	Elect Director Anthony R. Foxx	Mgmt	For	Refer	For
1.4	Elect Director John J. Koraleski	Mgmt	For	Refer	For
1.5	Elect Director Mary T. Mack	Mgmt	For	Refer	For
1.6	Elect Director C. Howard Nye	Mgmt	For	Refer	For
1.7	Elect Director Laree E. Perez	Mgmt	For	Refer	For

Martin Marietta Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Thomas H. Pike	Mgmt	For	Refer	For
1.9	Elect Director Donald W. Slager	Mgmt	For	Refer	For
1.10	Elect Director David C. Wajsgras	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For

Morgan Stanley

Meeting Date: 05/15/2025

Country: USA

Ticker: MS

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 617446448

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Butler	Mgmt	For	Refer	For
1b	Elect Director Thomas H. Glocer	Mgmt	For	Refer	For
1c	Elect Director Robert H. Herz	Mgmt	For	Refer	For
1d	Elect Director Erika H. James	Mgmt	For	Refer	For
1e	Elect Director Hironori Kamezawa	Mgmt	For	Refer	For
1f	Elect Director Shelley B. Leibowitz	Mgmt	For	Refer	For
1g	Elect Director Jami Miscik	Mgmt	For	Refer	For
1h	Elect Director Masato Miyachi	Mgmt	For	Refer	For
1i	Elect Director Dennis M. Nally	Mgmt	For	Refer	For
1j	Elect Director Douglas L. Peterson	Mgmt	For	Refer	For
1k	Elect Director Edward Pick	Mgmt	For	Refer	For
1l	Elect Director Mary L. Schapiro	Mgmt	For	Refer	For
1m	Elect Director Perry M. Traquina	Mgmt	For	Refer	For
1n	Elect Director Rayford Wilkins, Jr.	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Morgan Stanley

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Report Annually on Energy Supply Ratio	SH	Against	Refer	Against

Motorola Solutions, Inc.

Meeting Date: 05/15/2025

Record Date: 03/17/2025

Primary Security ID: 620076307

Country: USA

Meeting Type: Annual

Ticker: MSI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory Q. Brown	Mgmt	For	Refer	For
1b	Elect Director Nicole Anasenes	Mgmt	For	Refer	For
1c	Elect Director Kenneth D. Denman	Mgmt	For	Refer	Against
1d	Elect Director Ayanna M. Howard	Mgmt	For	Refer	For
1e	Elect Director Elizabeth D. Mann	Mgmt	For	Refer	For
1f	Elect Director Gregory K. Mondre	Mgmt	For	Refer	Against
1g	Elect Director Joseph M. Tucci	Mgmt	For	Refer	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

ON Semiconductor Corporation

Meeting Date: 05/15/2025

Record Date: 03/18/2025

Primary Security ID: 682189105

Country: USA

Meeting Type: Annual

Ticker: ON

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan Campbell	Mgmt	For	Refer	For

ON Semiconductor Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Susan K. Carter	Mgmt	For	Refer	For
1c	Elect Director Thomas L. Deitrich	Mgmt	For	Refer	For
1d	Elect Director Hassane El-Khoury	Mgmt	For	Refer	For
1e	Elect Director Bruce E. Kiddoo	Mgmt	For	Refer	For
1f	Elect Director Paul A. Mascarenas	Mgmt	For	Refer	For
1g	Elect Director Gregory L. Waters	Mgmt	For	Refer	For
1h	Elect Director Christine Y. Yan	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

O'Reilly Automotive, Inc.

Meeting Date: 05/15/2025

Country: USA

Ticker: ORLY

Record Date: 03/06/2025

Meeting Type: Annual

Primary Security ID: 67103H107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Greg Henslee	Mgmt	For	Refer	For
1b	Elect Director David O'Reilly	Mgmt	For	Refer	For
1c	Elect Director Thomas T. Hendrickson	Mgmt	For	Refer	For
1d	Elect Director Kimberly A. deBeers	Mgmt	For	Refer	For
1e	Elect Director Gregory D. Johnson	Mgmt	For	Refer	For
1f	Elect Director John R. Murphy	Mgmt	For	Refer	For
1g	Elect Director Dana M. Perlman	Mgmt	For	Refer	Against
1h	Elect Director Maria A. Sastre	Mgmt	For	Refer	For
1i	Elect Director Fred Whitfield	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Increase Authorized Common Stock	Mgmt	For	Refer	For

O'Reilly Automotive, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
5	Amend Clawback Policy	SH	Against	Refer	Against

Otis Worldwide Corporation

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Bartlett	Mgmt	For	Refer	For
1b	Elect Director Jeffrey H. Black	Mgmt	For	Refer	For
1c	Elect Director Jill C. Brannon	Mgmt	For	Refer	For
1d	Elect Director Nelda J. Connors	Mgmt	For	Refer	For
1e	Elect Director Kathy Hopinkah Hannan	Mgmt	For	Refer	For
1f	Elect Director Shailesh G. Jejurikar	Mgmt	For	Refer	For
1g	Elect Director Christopher J. Kearney	Mgmt	For	Refer	For
1h	Elect Director Judith F. Marks	Mgmt	For	Refer	For
1i	Elect Director Margaret M. V. Preston	Mgmt	For	Refer	For
1j	Elect Director Shelley Stewart, Jr.	Mgmt	For	Refer	For
1k	Elect Director John H. Walker	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Report on Political Contributions and Expenditures	SH	Against	Refer	Against

Quest Diagnostics Incorporated

Meeting Date: 05/15/2025	Country: USA	Ticker: DGX
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: 74834L100		

Quest Diagnostics Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert B. Carter	Mgmt	For	Refer	For
1.2	Elect Director James E. Davis	Mgmt	For	Refer	For
1.3	Elect Director Luis A. Diaz, Jr.	Mgmt	For	Refer	For
1.4	Elect Director Tracey C. Doi	Mgmt	For	Refer	For
1.5	Elect Director Vicky B. Gregg	Mgmt	For	Refer	For
1.6	Elect Director Wright L. Lassiter, III	Mgmt	For	Refer	For
1.7	Elect Director Timothy L. Main	Mgmt	For	Refer	For
1.8	Elect Director Denise M. Morrison	Mgmt	For	Refer	For
1.9	Elect Director Gary M. Pfeiffer	Mgmt	For	Refer	For
1.10	Elect Director Timothy M. Ring	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Right to Call Special Meeting	SH	Against	Refer	Against

Tractor Supply Company

Meeting Date: 05/15/2025

Record Date: 03/21/2025

Primary Security ID: 892356106

Country: USA

Meeting Type: Annual

Ticker: TSCO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joy Brown	Mgmt	For	Refer	For
1.2	Elect Director Ricardo ("Rick") Cardenas	Mgmt	For	Refer	For
1.3	Elect Director Meg Ham	Mgmt	For	Refer	For
1.4	Elect Director André Hawaux	Mgmt	For	Refer	For
1.5	Elect Director Denise L. Jackson	Mgmt	For	Refer	Against
1.6	Elect Director Ramkumar Krishnan	Mgmt	For	Refer	For
1.7	Elect Director Edna K. Morris	Mgmt	For	Refer	For

Tractor Supply Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Mark J. Weikel	Mgmt	For	Refer	For
1.9	Elect Director Harry A. Lawton, III	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers and Make Certain Conforming Changes	Mgmt	For	Refer	For

UDR, Inc.

Meeting Date: 05/15/2025	Country: USA	Ticker: UDR
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: 902653104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katherine A. Cattanach	Mgmt	For	Refer	For
1b	Elect Director Jon A. Grove	Mgmt	For	Refer	For
1c	Elect Director Mary Ann King	Mgmt	For	Refer	For
1d	Elect Director Clint D. McDonnough	Mgmt	For	Refer	For
1e	Elect Director Robert A. McNamara	Mgmt	For	Refer	For
1f	Elect Director Diane M. Morefield	Mgmt	For	Refer	For
1g	Elect Director Kevin C. Nickelberry	Mgmt	For	Refer	For
1h	Elect Director Mark R. Patterson	Mgmt	For	Refer	For
1i	Elect Director Thomas W. Toomey	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/15/2025

Record Date: 03/19/2025

Primary Security ID: 929740108

Country: USA

Meeting Type: Annual

Ticker: WAB

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

Willis Towers Watson Public Limited Company

Meeting Date: 05/15/2025

Record Date: 03/17/2025

Primary Security ID: G96629103

Country: Ireland

Meeting Type: Annual

Ticker: WTW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dame Inga Beale	Mgmt	For	Refer	For
1b	Elect Director Fumbi Chima	Mgmt	For	Refer	For
1c	Elect Director Stephen Chipman	Mgmt	For	Refer	For
1d	Elect Director Michael Hammond	Mgmt	For	Refer	For
1e	Elect Director Carl Hess	Mgmt	For	Refer	For
1f	Elect Director Jacqueline Hunt	Mgmt	For	Refer	For
1g	Elect Director Paul Reilly	Mgmt	For	Refer	For
1h	Elect Director Michelle Swanback	Mgmt	For	Refer	For
1i	Elect Director Fredric Tomczyk	Mgmt	For	Refer	For
2	Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration	Mgmt	For	Refer	For

Willis Towers Watson Public Limited Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Grant Board the Authority to Issue Shares Under Irish Law	Mgmt	For	Refer	For
5	Grant Board the Authority to Opt-Out of Statutory Pre-Emption Rights Under Irish Law	Mgmt	For	Refer	For

Yum! Brands, Inc.

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paget L. Alves	Mgmt	For	Refer	For
1b	Elect Director Keith Barr	Mgmt	For	Refer	For
1c	Elect Director M. Brett Biggs	Mgmt	For	Refer	For
1d	Elect Director Christopher M. Connor	Mgmt	For	Refer	For
1e	Elect Director Brian C. Cornell	Mgmt	For	Refer	For
1f	Elect Director Tanya L. Domier	Mgmt	For	Refer	For
1g	Elect Director Susan Doniz	Mgmt	For	Refer	For
1h	Elect Director David W. Gibbs	Mgmt	For	Refer	For
1i	Elect Director Mirian M. Graddick-Weir	Mgmt	For	Refer	For
1j	Elect Director Thomas C. Nelson	Mgmt	For	Refer	For
1k	Elect Director P. Justin Skala	Mgmt	For	Refer	For
1l	Elect Director Annie Young-Scrivner	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
5	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	Refer	Against

Yum! Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Risks Related to Religious Discrimination Against Employees	SH	Against	Refer	Against
7	Commission a Third Party Audit on Working Conditions	SH	Against	Refer	Against

Alliant Energy Corporation

Meeting Date: 05/16/2025	Country: USA	Ticker: LNT
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: 018802108		

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

Intercontinental Exchange, Inc.

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	Mgmt	For	Refer	For
1b	Elect Director Shantella E. Cooper	Mgmt	For	Refer	For
1c	Elect Director Duriya M. Farooqui	Mgmt	For	Refer	For
1d	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	Refer	For

Intercontinental Exchange, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Mark F. Mulhern	Mgmt	For	Refer	For
1f	Elect Director Thomas E. Noonan	Mgmt	For	Refer	For
1g	Elect Director Caroline L. Silver	Mgmt	For	Refer	For
1h	Elect Director Jeffrey C. Sprecher	Mgmt	For	Refer	For
1i	Elect Director Judith A. Sprieser	Mgmt	For	Refer	For
1j	Elect Director Martha A. Tirinnanzi	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Amend Certificate of Incorporation to Extend Voting Limitations	Mgmt	For	Refer	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

PPL Corporation

Meeting Date: 05/16/2025	Country: USA	Ticker: PPL
Record Date: 03/04/2025	Meeting Type: Annual	
Primary Security ID: 69351T106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Arthur P. Beattie	Mgmt	For	Refer	For
1b	Elect Director Raja Rajamannar	Mgmt	For	Refer	For
1c	Elect Director Heather B. Redman	Mgmt	For	Refer	For
1d	Elect Director Craig A. Rogerson	Mgmt	For	Refer	For
1e	Elect Director Vincent Sorgi	Mgmt	For	Refer	For
1f	Elect Director Linda G. Sullivan	Mgmt	For	Refer	For
1g	Elect Director Natica von Althann	Mgmt	For	Refer	For
1h	Elect Director Keith H. Williamson	Mgmt	For	Refer	For
1i	Elect Director Phoebe A. Wood	Mgmt	For	Refer	For
1j	Elect Director Armando Zagalo de Lima	Mgmt	For	Refer	For

PPL Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Disclose Third Party Assessment of GHG Emissions Alignment with Paris Agreement Goals	SH	Against	Refer	Against

Consolidated Edison, Inc.

Meeting Date: 05/19/2025	Country: USA	Ticker: ED
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 209115104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy P. Cawley	Mgmt	For	Refer	For
1b	Elect Director John F. Killian	Mgmt	For	Refer	For
1c	Elect Director Karol V. Mason	Mgmt	For	Refer	For
1d	Elect Director Dwight A. McBride	Mgmt	For	Refer	For
1e	Elect Director William J. Mulrow	Mgmt	For	Refer	For
1f	Elect Director Michael W. Ranger	Mgmt	For	Refer	For
1g	Elect Director Linda S. Sanford	Mgmt	For	Refer	For
1h	Elect Director Deirdre Stanley	Mgmt	For	Refer	For
1i	Elect Director L. Frederick Sutherland	Mgmt	For	Refer	For
1j	Elect Director Catherine Zoi	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Republic Services, Inc.

Meeting Date: 05/19/2025	Country: USA	Ticker: RSG
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 760759100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Manny Kadre	Mgmt	For	Refer	For
1b	Elect Director Michael A. Duffy	Mgmt	For	Refer	For
1c	Elect Director Thomas W. Handley	Mgmt	For	Refer	For
1d	Elect Director Jennifer M. Kirk	Mgmt	For	Refer	For
1e	Elect Director Michael Larson	Mgmt	For	Refer	For
1f	Elect Director Norman Thomas Linebarger	Mgmt	For	Refer	For
1g	Elect Director Meg Reynolds	Mgmt	For	Refer	For
1h	Elect Director James P. Snee	Mgmt	For	Refer	For
1i	Elect Director Brian S. Tyler	Mgmt	For	Refer	For
1j	Elect Director Jon Vander Ark	Mgmt	For	Refer	For
1k	Elect Director Sandra M. Volpe	Mgmt	For	Refer	For
1l	Elect Director Katharine B. Weymouth	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Baker Hughes Company

Meeting Date: 05/20/2025

Record Date: 03/24/2025

Primary Security ID: 05722G100

Country: USA

Meeting Type: Annual

Ticker: BKR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	Mgmt	For	Refer	For
1.2	Elect Director Abdulaziz M. Al Gudaimi	Mgmt	For	Refer	For
1.3	Elect Director Gregory D. Brenneman	Mgmt	For	Refer	For
1.4	Elect Director Cynthia B. Carroll	Mgmt	For	Refer	For
1.5	Elect Director Michael R. Dumais	Mgmt	For	Refer	For

Baker Hughes Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Shirley A. Edwards	Mgmt	For	Refer	For
1.7	Elect Director Ilham Kadri *Withdrawn Resolution*	Mgmt			
1.8	Elect Director John G. Rice	Mgmt	For	Refer	For
1.9	Elect Director Lorenzo Simonelli	Mgmt	For	Refer	For
1.10	Elect Director Mohsen M. Sohi	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

BXP, Inc.

Meeting Date: 05/20/2025	Country: USA	Ticker: BXP
Record Date: 03/26/2025	Meeting Type: Annual	
Primary Security ID: 101121101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bruce W. Duncan	Mgmt	For	Refer	For
1b	Elect Director Diane J. Hoskins	Mgmt	For	Refer	For
1c	Elect Director Mary E. Kipp	Mgmt	For	Refer	For
1d	Elect Director Joel I. Klein	Mgmt	For	Refer	For
1e	Elect Director Douglas T. Linde	Mgmt	For	Refer	Against
1f	Elect Director Matthew J. Lustig	Mgmt	For	Refer	For
1g	Elect Director Timothy J. Naughton	Mgmt	For	Refer	For
1h	Elect Director Julie G. Richardson	Mgmt	For	Refer	For
1i	Elect Director Owen D. Thomas	Mgmt	For	Refer	For
1j	Elect Director William H. Walton, III	Mgmt	For	Refer	For
1k	Elect Director Derek Anthony (Tony) West	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

CDW Corporation

Meeting Date: 05/20/2025

Record Date: 03/24/2025

Primary Security ID: 12514G108

Country: USA

Meeting Type: Annual

Ticker: CDW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Virginia C. Addicott	Mgmt	For	Refer	For
1b	Elect Director James A. Bell	Mgmt	For	Refer	For
1c	Elect Director Lynda M. Clarizio	Mgmt	For	Refer	For
1d	Elect Director Anthony R. Foxx	Mgmt	For	Refer	For
1e	Elect Director Kelly J. Grier	Mgmt	For	Refer	For
1f	Elect Director Marc E. Jones	Mgmt	For	Refer	For
1g	Elect Director Christine A. Leahy	Mgmt	For	Refer	For
1h	Elect Director Sanjay Mehrotra	Mgmt	For	Refer	For
1i	Elect Director David W. Nelms	Mgmt	For	Refer	For
1j	Elect Director Joseph R. Swedish	Mgmt	For	Refer	For
1k	Elect Director Donna F. Zarcone	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Provide Right to Act by Written Consent	SH	Against	Refer	For

Charles River Laboratories International, Inc.

Meeting Date: 05/20/2025

Record Date: 03/21/2025

Primary Security ID: 159864107

Country: USA

Meeting Type: Annual

Ticker: CRL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James C. Foster	Mgmt	For	For	For
1.2	Elect Director Nancy C. Andrews	Mgmt	For	For	For
1.3	Elect Director Robert Bertolini	Mgmt	For	For	For
1.4	Elect Director Reshema Kemps-Polanco	Mgmt	For	For	For

Charles River Laboratories International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Deborah T. Kochevar	Mgmt	For	For	For
1.6	Elect Director George Llado, Sr.	Mgmt	For	For	For
1.7	Elect Director Martin W. Mackay	Mgmt	For	For	For
1.8	Elect Director George E. Massaro	Mgmt	For	For	For
1.9	Elect Director Craig B. Thompson	Mgmt	For	For	For
1.10	Elect Director Richard F. Wallman	Mgmt	For	For	For
1.11	Elect Director Virginia M. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLC as Auditors	Mgmt	For	For	For
4	Report on Imported Nonhuman Primates	SH	Against	Against	Against

Honeywell International Inc.

Meeting Date: 05/20/2025	Country: USA	Ticker: HON
Record Date: 04/01/2025	Meeting Type: Annual	
Primary Security ID: 438516106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Duncan B. Angove	Mgmt	For	Refer	For
1b	Elect Director William S. Ayer	Mgmt	For	Refer	For
1c	Elect Director Kevin Burke	Mgmt	For	Refer	For
1d	Elect Director D. Scott Davis	Mgmt	For	Refer	For
1e	Elect Director Deborah Flint	Mgmt	For	Refer	For
1f	Elect Director Vimal Kapur	Mgmt	For	Refer	For
1g	Elect Director Michael W. Lamach	Mgmt	For	Refer	For
1h	Elect Director Rose Lee	Mgmt	For	Refer	For
1i	Elect Director Grace Lieblein	Mgmt	For	Refer	For
1j	Elect Director Robin Watson	Mgmt	For	Refer	For
1k	Elect Director Stephen Williamson	Mgmt	For	Refer	For

Honeywell International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Approve Liability Management Reorganization	Mgmt	For	Refer	For
5	Require Independent Board Chair	SH	Against	Refer	Against

JPMorgan Chase & Co.

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	For	Refer	For
1b	Elect Director Michele G. Buck	Mgmt	For	Refer	For
1c	Elect Director Stephen B. Burke	Mgmt	For	Refer	For
1d	Elect Director Todd A. Combs	Mgmt	For	Refer	For
1e	Elect Director Alicia Boler Davis	Mgmt	For	Refer	For
1f	Elect Director James Dimon	Mgmt	For	Refer	For
1g	Elect Director Alex Gorsky	Mgmt	For	Refer	For
1h	Elect Director Melody Hobson	Mgmt	For	Refer	For
1i	Elect Director Phebe N. Novakovic	Mgmt	For	Refer	For
1j	Elect Director Virginia M. Rometty	Mgmt	For	Refer	For
1k	Elect Director Brad D. Smith	Mgmt	For	Refer	For
1l	Elect Director Mark A. Weinberger	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Require Independent Board Chair	SH	Against	Refer	Against
5	Report on Social Impacts of Climate Transition Finance	SH	Against	Refer	Against

McDonald's Corporation

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Capuano	Mgmt	For	Refer	For
1b	Elect Director Kareem Daniel	Mgmt	For	Refer	For
1c	Elect Director Lloyd Dean	Mgmt	For	Refer	For
1d	Elect Director Catherine Engelbert	Mgmt	For	Refer	For
1e	Elect Director Margaret Georgiadis	Mgmt	For	Refer	For
1f	Elect Director Michael Hsu	Mgmt	For	Refer	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	Refer	For
1h	Elect Director Jennifer Taubert	Mgmt	For	Refer	For
1i	Elect Director Paul Walsh	Mgmt	For	Refer	For
1j	Elect Director Amy Weaver	Mgmt	For	Refer	For
1k	Elect Director Miles White	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Refer	Against
5	Disclose an Assessment of Current Climate Transition Plans	SH	Against	Refer	Against
6	Consider Eliminating DEI Goals from Compensation Plan Incentives	SH	Against	Refer	Against

Mid-America Apartment Communities, Inc.

Meeting Date: 05/20/2025	Country: USA	Ticker: MAA
Record Date: 03/14/2025	Meeting Type: Annual	
Primary Security ID: 59522J103		

Mid-America Apartment Communities, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director H. Eric Bolton, Jr.	Mgmt	For	Refer	For
1b	Elect Director Deborah H. Caplan	Mgmt	For	Refer	For
1c	Elect Director John P. Case	Mgmt	For	Refer	For
1d	Elect Director Tamara Fischer	Mgmt	For	Refer	For
1e	Elect Director Alan B. Graf, Jr.	Mgmt	For	Refer	For
1f	Elect Director Brad Hill	Mgmt	For	Refer	For
1g	Elect Director Edith Kelly-Green	Mgmt	For	Refer	For
1h	Elect Director Sheila K. McGrath	Mgmt	For	Refer	For
1i	Elect Director Claude B. Nielsen	Mgmt	For	Refer	For
1j	Elect Director Gary S. Shorb	Mgmt	For	Refer	For
1k	Elect Director David P. Stockert	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Principal Financial Group, Inc.

Meeting Date: 05/20/2025 **Country:** USA **Ticker:** PFG
Record Date: 03/26/2025 **Meeting Type:** Annual
Primary Security ID: 74251V102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Blair C. Pickerell	Mgmt	For	Refer	For
1.2	Elect Director Clare S. Richer	Mgmt	For	Refer	For
1.3	Elect Director H. Elizabeth Mitchell	Mgmt	For	Refer	For
1.4	Elect Director Deanna D. Strable-Soethout	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Targa Resources Corp.

Meeting Date: 05/20/2025

Country: USA

Ticker: TRGP

Record Date: 03/25/2025

Meeting Type: Annual

Primary Security ID: 87612G101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Waters S. Davis, IV	Mgmt	For	Refer	For
1.2	Elect Director Rene R. Joyce	Mgmt	For	Refer	For
1.3	Elect Director Caron A. Lawhorn	Mgmt	For	Refer	For
1.4	Elect Director Matthew J. Meloy	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Verisk Analytics, Inc.

Meeting Date: 05/20/2025

Country: USA

Ticker: VRSK

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 92345Y106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey Dailey	Mgmt	For	Refer	For
1b	Elect Director Bruce Hansen	Mgmt	For	Refer	For
1c	Elect Director Gregory Hendrick	Mgmt	For	Refer	For
1d	Elect Director Kathleen A. Hogenson	Mgmt	For	Refer	For
1e	Elect Director Samuel G. Liss	Mgmt	For	Refer	For
1f	Elect Director Christopher J. Perry	Mgmt	For	Refer	For
1g	Elect Director Sabra R. Purtill	Mgmt	For	Refer	For
1h	Elect Director Lee M. Shavel	Mgmt	For	Refer	For
1i	Elect Director Olumide Soroye	Mgmt	For	Refer	For
1j	Elect Director Kimberly S. Stevenson	Mgmt	For	Refer	For
1k	Elect Director Therese M. Vaughan	Mgmt	For	Refer	For

Verisk Analytics, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement for Limitation on Beneficial Ownership of the Company	Mgmt	For	Refer	For
5	Eliminate Supermajority Vote Requirement for Certain Business Combinations	Mgmt	For	Refer	For
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	Refer	For
7	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Refer	For
8	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	For

Align Technology, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: ALGN
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 016255101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin T. Conroy	Mgmt	For	Refer	For
1.2	Elect Director Kevin J. Dallas	Mgmt	For	Refer	For
1.3	Elect Director Joseph M. Hogan	Mgmt	For	Refer	For
1.4	Elect Director Joseph Lacob	Mgmt	For	Refer	For
1.5	Elect Director C. Raymond Larkin, Jr.	Mgmt	For	Refer	For
1.6	Elect Director George J. Morrow	Mgmt	For	Refer	For
1.7	Elect Director Anne M. Myong	Mgmt	For	Refer	For
1.8	Elect Director Mojdeh Poul	Mgmt	For	Refer	For
1.9	Elect Director Andrea L. Saia	Mgmt	For	Refer	For
1.10	Elect Director Susan E. Siegel	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Align Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For
5	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
6	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Refer	For
7	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	For

Amazon.com, Inc.

Meeting Date: 05/21/2025

Record Date: 03/27/2025

Primary Security ID: 023135106

Country: USA

Meeting Type: Annual

Ticker: AMZN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	Refer	For
1b	Elect Director Andrew R. Jassy	Mgmt	For	Refer	For
1c	Elect Director Keith B. Alexander	Mgmt	For	Refer	For
1d	Elect Director Edith W. Cooper	Mgmt	For	Refer	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	Refer	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	Refer	For
1g	Elect Director Andrew Y. Ng	Mgmt	For	Refer	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	Refer	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	Refer	For
1j	Elect Director Brad D. Smith	Mgmt	For	Refer	For
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For	Refer	For
1l	Elect Director Wendell P. Weeks	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Adopt Mandatory Policy Separating the Roles of CEO and Board Chair	SH	Against	Refer	Against
5	Report on Risks of Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Refer	Against
6	Disclose All Material Scope 3 Emissions	SH	Against	Refer	Against
7	Report on Impact of Data Centers on Climate Commitments	SH	Against	Refer	Against
8	Commission Third Party Assessment of Board Oversight of Human Rights Risks of AI	SH	Against	Refer	Against
9	Report on Efforts to Reduce Plastic Packaging	SH	Against	Refer	Against
10	Commission Independent Audit and Report on Warehouse Working Conditions	SH	Against	Refer	Against
11	Report on Unethical Use of External Data in Development of AI Products	SH	Against	Refer	Against

Assurant, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: AIZ
Record Date: 03/28/2025	Meeting Type: Annual	
Primary Security ID: 04621X108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elaine D. Rosen	Mgmt	For	For	For
1b	Elect Director Rajiv Basu	Mgmt	For	For	For
1c	Elect Director J. Braxton Carter	Mgmt	For	For	For
1d	Elect Director Keith W. Demmings	Mgmt	For	For	For
1e	Elect Director Harriet Edelman	Mgmt	For	For	For
1f	Elect Director Sari Granat	Mgmt	For	For	For
1g	Elect Director Debra J. Perry	Mgmt	For	For	For
1h	Elect Director Ognjen (Ogi) Redzic	Mgmt	For	For	For
1i	Elect Director Paul J. Reilly	Mgmt	For	For	For
1j	Elect Director Kevin M. Warren	Mgmt	For	For	For

Assurant, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Refer	For
5	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Implement Miscellaneous Changes	Mgmt	For	For	For
7	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	For

AvalonBay Communities, Inc.

Meeting Date: 05/21/2025 **Country:** USA **Ticker:** AVB
Record Date: 03/21/2025 **Meeting Type:** Annual
Primary Security ID: 053484101

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

AvalonBay Communities, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

CBRE Group, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: CBRE
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 12504L109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brandon B. Boze	Mgmt	For	Refer	For
1b	Elect Director Vincent Clancy	Mgmt	For	Refer	For
1c	Elect Director Beth F. Cobert	Mgmt	For	Refer	For
1d	Elect Director Reginald H. Gilyard	Mgmt	For	Refer	For
1e	Elect Director Shira D. Goodman	Mgmt	For	Refer	For
1f	Elect Director Gerardo I. Lopez	Mgmt	For	Refer	For
1g	Elect Director Guy A. Metcalfe	Mgmt	For	Refer	For
1h	Elect Director Gunjan Soni	Mgmt	For	Refer	For
1i	Elect Director Robert E. Sulentic	Mgmt	For	Refer	For
1j	Elect Director Sanjiv Yajnik	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Crown Castle Inc.

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director P. Robert Bartolo	Mgmt	For	Refer	For
1b	Elect Director Jason Genrich	Mgmt	For	Refer	For

Crown Castle Inc.

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

Diamondback Energy, Inc.

Meeting Date: 05/21/2025

Record Date: 04/01/2025

Primary Security ID: 25278X109

Country: USA

Meeting Type: Annual

Ticker: FANG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Vincent "Vince" K. Brooks	Mgmt	For	Refer	For
1.2	Elect Director Darin G. Holderness	Mgmt	For	Refer	For
1.3	Elect Director Rebecca A. Klein	Mgmt	For	Refer	For
1.4	Elect Director Stephanie K. Mains	Mgmt	For	Refer	For
1.5	Elect Director Charles A. Meloy	Mgmt	For	Refer	For
1.6	Elect Director Mark L. Plaumann	Mgmt	For	Refer	For
1.7	Elect Director Robert K. Reeves	Mgmt	For	Refer	For
1.8	Elect Director Lance W. Robertson	Mgmt	For	Refer	For

Diamondback Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Travis D. Stice	Mgmt	For	Refer	For
1.10	Elect Director Melanie M. Trent	Mgmt	For	Refer	For
1.11	Elect Director Frank D. Tsuru	Mgmt	For	Refer	For
1.12	Elect Director Kaes Van't Hof	Mgmt	For	Refer	For
1.13	Elect Director Steven E. West	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	Refer	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

EOG Resources, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: EOG
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 26875P101		

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

Equinix, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: EQIX
Record Date: 03/25/2025	Meeting Type: Annual	
Primary Security ID: 29444U700		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nanci Caldwell	Mgmt	For	Refer	For
1b	Elect Director Adaire Fox-Martin	Mgmt	For	Refer	For
1c	Elect Director Gary Hromadko	Mgmt	For	Refer	For
1d	Elect Director Charles Meyers	Mgmt	For	Refer	For
1e	Elect Director Thomas Olinger	Mgmt	For	Refer	For
1f	Elect Director Christopher Paisley	Mgmt	For	Refer	For
1g	Elect Director Sandra Rivera	Mgmt	For	Refer	For
1h	Elect Director Fidelma Russo	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	SH	Against	Refer	Against

Extra Space Storage Inc.

Meeting Date: 05/21/2025

Record Date: 03/24/2025

Primary Security ID: 30225T102

Country: USA

Meeting Type: Annual

Ticker: EXR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth M. Woolley	Mgmt	For	Refer	For
1.2	Elect Director Joseph D. Margolis	Mgmt	For	Refer	For
1.3	Elect Director Mark G. Barberio	Mgmt	For	Refer	For
1.4	Elect Director Joseph J. Bonner	Mgmt	For	Refer	For
1.5	Elect Director Gary L. Crittenden	Mgmt	For	Refer	For
1.6	Elect Director Susan Harnett	Mgmt	For	Refer	For
1.7	Elect Director Spencer F. Kirk	Mgmt	For	Refer	For

Extra Space Storage Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Diane Olmstead	Mgmt	For	Refer	For
1.9	Elect Director Joseph V. Saffire	Mgmt	For	Refer	For
1.10	Elect Director Julia Vander Ploeg	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

FirstEnergy Corp.

Meeting Date: 05/21/2025

Record Date: 03/25/2025

Primary Security ID: 337932107

Country: USA

Meeting Type: Annual

Ticker: FE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Heidi L. Boyd	Mgmt	For	Refer	For
1.2	Elect Director Jana T. Croom	Mgmt	For	Refer	For
1.3	Elect Director Steven J. Demetriou	Mgmt	For	Refer	For
1.4	Elect Director Lisa Winston Hicks	Mgmt	For	Refer	For
1.5	Elect Director Paul Kaleta	Mgmt	For	Refer	For
1.6	Elect Director James F. O'Neil, III	Mgmt	For	Refer	For
1.7	Elect Director John W. Somerhalder, II	Mgmt	For	Refer	For
1.8	Elect Director Brian X. Tierney	Mgmt	For	Refer	For
1.9	Elect Director Leslie M. Turner	Mgmt	For	Refer	For
1.10	Elect Director Melvin D. Williams	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Report on Lobbying Payments and Policy	SH	Against	Refer	Against

Halliburton Company

Meeting Date: 05/21/2025

Record Date: 03/24/2025

Primary Security ID: 406216101

Country: USA

Meeting Type: Annual

Ticker: HAL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	For	Refer	For
1b	Elect Director William E. Albrecht	Mgmt	For	Refer	For
1c	Elect Director M. Katherine Banks	Mgmt	For	Refer	For
1d	Elect Director Alan M. Bennett	Mgmt	For	Refer	For
1e	Elect Director Earl M. Cummings	Mgmt	For	Refer	For
1f	Elect Director Murry S. Gerber	Mgmt	For	Refer	For
1g	Elect Director Robert A. Malone	Mgmt	For	Refer	For
1h	Elect Director Jeffrey A. Miller	Mgmt	For	Refer	For
1i	Elect Director Maurice S. Smith	Mgmt	For	Refer	For
1j	Elect Director Janet L. Weiss	Mgmt	For	Refer	For
1k	Elect Director Tobi M. Edwards Young	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Hasbro, Inc.

Meeting Date: 05/21/2025

Record Date: 03/27/2025

Primary Security ID: 418056107

Country: USA

Meeting Type: Annual

Ticker: HAS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Hope F. Cochran	Mgmt	For	For	For
1.2	Elect Director Christian P. Cocks	Mgmt	For	For	For
1.3	Elect Director Lisa Gersh	Mgmt	For	For	For
1.4	Elect Director Frank D. Gibeau	Mgmt	For	For	For
1.5	Elect Director Elizabeth Hamren	Mgmt	For	For	For

Hasbro, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Darin S. Harris	Mgmt	For	For	For
1.7	Elect Director Owen Mahoney	Mgmt	For	For	For
1.8	Elect Director Laurel J. Richie	Mgmt	For	For	For
1.9	Elect Director Richard S. Stoddart	Mgmt	For	For	For
1.10	Elect Director Mary Beth West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Mondelez International, Inc.

Meeting Date: 05/21/2025Country: USATicker: MDLZ

Record Date: 03/12/2025Meeting Type: Annual

Primary Security ID: 609207105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ertharin Cousin	Mgmt	For	Refer	For
1.2	Elect Director Cees 't Hart	Mgmt	For	Refer	For
1.3	Elect Director Nancy McKinstry	Mgmt	For	Refer	For
1.4	Elect Director Brian J. McNamara	Mgmt	For	Refer	For
1.5	Elect Director Jorge S. Mesquita	Mgmt	For	Refer	For
1.6	Elect Director Jane Hamilton Nielsen	Mgmt	For	Refer	For
1.7	Elect Director Paula A. Price	Mgmt	For	Refer	For
1.8	Elect Director Patrick T. Siewert	Mgmt	For	Refer	For
1.9	Elect Director Michael A. Todman	Mgmt	For	Refer	For
1.10	Elect Director Dirk Van de Put	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Commission Third Party Assessment of Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	Refer	Against
6	Report on Sustainable Packaging Policies for Flexible Plastics	SH	Against	Refer	Against
7	Report on Climate Lobbying	SH	Against	Refer	Against
8	Commission Third-Party Report on Effectiveness of Implementing Human Rights Policy in High Risk Areas	SH	Against	Refer	Against
9	Report on Recycled Content Claims of Plastic Packaging	SH	Against	Refer	Against

Northrop Grumman Corporation

Meeting Date: 05/21/2025

Record Date: 03/25/2025

Primary Security ID: 666807102

Country: USA

Meeting Type: Annual

Ticker: NOC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathy J. Warden	Mgmt	For	Refer	For
1b	Elect Director David P. Abney	Mgmt	For	Refer	For
1c	Elect Director Marianne C. Brown	Mgmt	For	Refer	For
1d	Elect Director Ann M. Fudge	Mgmt	For	Refer	For
1e	Elect Director Madeleine A. Kleiner	Mgmt	For	Refer	For
1f	Elect Director Arvind Krishna	Mgmt	For	Refer	For
1g	Elect Director Kimberly A. Ross	Mgmt	For	Refer	For
1h	Elect Director Gary Roughead	Mgmt	For	Refer	For
1i	Elect Director Thomas M. Schoewe	Mgmt	For	Refer	For
1j	Elect Director James S. Turley	Mgmt	For	Refer	For
1k	Elect Director Mark A. Welsh, III	Mgmt	For	Refer	For
1l	Elect Director Mary A. Winston	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Northrop Grumman Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Amend Clawback Policy	SH	Against	Refer	Against

Old Dominion Freight Line, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: ODFL
Record Date: 03/13/2025	Meeting Type: Annual	
Primary Security ID: 679580100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sherry A. Aaholm	Mgmt	For	Refer	For
1.2	Elect Director David S. Congdon	Mgmt	For	Refer	For
1.3	Elect Director John R. Congdon, Jr.	Mgmt	For	Refer	For
1.4	Elect Director Andrew S. Davis	Mgmt	For	Refer	For
1.5	Elect Director Kevin M. Freeman	Mgmt	For	Refer	For
1.6	Elect Director Bradley R. Gabosch	Mgmt	For	Refer	For
1.7	Elect Director Greg C. Gantt	Mgmt	For	Refer	For
1.8	Elect Director John D. Kasarda	Mgmt	For	Refer	For
1.9	Elect Director Debra S. King	Mgmt	For	Refer	For
1.10	Elect Director Cheryl S. Miller	Mgmt	For	Refer	For
1.11	Elect Director Wendy T. Stallings	Mgmt	For	Refer	For
1.12	Elect Director Thomas A. Stith, III	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
5	Disclose Plans to Reduce Scope 1 and 2 GHG Emissions Aligned with Paris Agreement Goals	SH	Against	Refer	Against

ONEOK, Inc.

Meeting Date: 05/21/2025

Record Date: 03/24/2025

Primary Security ID: 682680103

Country: USA

Meeting Type: Annual

Ticker: OKE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian L. Derksen	Mgmt	For	Refer	For
1.2	Elect Director Julie H. Edwards	Mgmt	For	Refer	For
1.3	Elect Director Lori A. Gobillot	Mgmt	For	Refer	For
1.4	Elect Director Mark W. Helderman	Mgmt	For	Refer	For
1.5	Elect Director Randall J. Larson	Mgmt	For	Refer	For
1.6	Elect Director Pattye L. Moore	Mgmt	For	Refer	For
1.7	Elect Director Pierce H. Norton, II	Mgmt	For	Refer	For
1.8	Elect Director Eduardo A. Rodriguez	Mgmt	For	Refer	For
1.9	Elect Director Gerald D. Smith	Mgmt	For	Refer	For
1.10	Elect Director Wayne T. Smith	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
4	Approve Restricted Stock Plan	Mgmt	For	Refer	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Phillips 66

Meeting Date: 05/21/2025

Record Date: 04/04/2025

Primary Security ID: 718546104

Country: USA

Meeting Type: Proxy Contest

Ticker: PSX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 4 Directors	Mgmt			
	Elect Management Nominee Director A. Nigel Hearne	Mgmt	For	Refer	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Management Nominee Director John E. Lowe	Mgmt	For	Refer	Do Not Vote
1c	Elect Management Nominee Director Robert W. Pease	Mgmt	For	Refer	Do Not Vote
1d	Elect Management Nominee Director Howard I. Ungerleider	Mgmt	For	Refer	Do Not Vote
1e	Elect Dissident Nominee Director Brian S. Coffman	SH	Withhold	Refer	Do Not Vote
1f	Elect Dissident Nominee Director Sigmund L. Cornelius	SH	Withhold	Refer	Do Not Vote
1g	Elect Dissident Nominee Director Michael A. Heim	SH	Withhold	Refer	Do Not Vote
1h	Elect Dissident Nominee Director Stacy D. Nieuwoudt	SH	Withhold	Refer	Do Not Vote
2	Declassify the Board of Directors	Mgmt	For	Refer	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Do Not Vote
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	Do Not Vote
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	Do Not Vote
6	Adopt Policy Requiring Annual Director Resignations	SH	Against	Refer	Do Not Vote
	Dissident Universal Proxy (Gold Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 4 Directors	Mgmt			
	ELLIOTT NOMINEES	Mgmt			
1a	Elect Dissident Nominee Director Brian S. Coffman	SH	For	Refer	For
1b	Elect Dissident Nominee Director Sigmund L. Cornelius	SH	For	Refer	Withhold
1c	Elect Dissident Nominee Director Michael A. Heim	SH	For	Refer	Withhold
1d	Elect Dissident Nominee Director Stacy D. Nieuwoudt	SH	For	Refer	Withhold
	COMPANY NOMINEES OPPOSED BY ELLIOTT	Mgmt			
1a	Elect Management Nominee Director A. Nigel Hearne	Mgmt	Withhold	Refer	For
1b	Elect Management Nominee Director John E. Lowe	Mgmt	Withhold	Refer	For
1c	Elect Management Nominee Director Robert W. Pease	Mgmt	Withhold	Refer	For
1d	Elect Management Nominee Director Howard I. Ungerleider	Mgmt	Withhold	Refer	Withhold

Phillips 66

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Declassify the Board of Directors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	Refer	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	None	Refer	One Year
5	Ratify Ernst & Young LLP as Auditors	Mgmt	None	Refer	For
6	Adopt Policy Requiring Annual Director Resignations	SH	For	Refer	Against

Pinnacle West Capital Corporation

Meeting Date: 05/21/2025

Country: USA

Ticker: PNW

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 723484101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glynis A. Bryan	Mgmt	For	Refer	For
1.2	Elect Director Ronald Butler, Jr.	Mgmt	For	Refer	For
1.3	Elect Director Gonzalo A. de la Melena, Jr.	Mgmt	For	Refer	For
1.4	Elect Director Carol S. Eicher	Mgmt	For	Refer	For
1.5	Elect Director Susan T. Flanagan	Mgmt	For	Refer	For
1.6	Elect Director Richard P. Fox	Mgmt	For	Refer	For
1.7	Elect Director Theodore N. Geisler	Mgmt	For	Refer	For
1.8	Elect Director Paula J. Sims	Mgmt	For	Refer	For
1.9	Elect Director William H. Spence	Mgmt	For	Refer	For
1.10	Elect Director Kristine L. Svinicki	Mgmt	For	Refer	For
1.11	Elect Director James E. Trevathan, Jr.	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Increase Authorized Common Stock	Mgmt	For	Refer	For

Pinnacle West Capital Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Right to Call Special Meeting	SH	Against	Refer	Against

Ross Stores, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: ROST
Record Date: 03/25/2025	Meeting Type: Annual	
Primary Security ID: 778296103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael Balmuth	Mgmt	For	Refer	For
1b	Elect Director K. Gunnar Bjorklund	Mgmt	For	Refer	For
1c	Elect Director Michael J. Bush	Mgmt	For	Refer	For
1d	Elect Director Edward G. Cannizzaro	Mgmt	For	Refer	For
1e	Elect Director James G. Conroy	Mgmt	For	Refer	For
1f	Elect Director Sharon D. Garrett	Mgmt	For	Refer	For
1g	Elect Director Michael J. Hartshorn	Mgmt	For	Refer	For
1h	Elect Director Stephen D. Milligan	Mgmt	For	Refer	For
1i	Elect Director Patricia H. Mueller	Mgmt	For	Refer	For
1j	Elect Director George P. Orban	Mgmt	For	Refer	For
1k	Elect Director Doniel N. Sutton	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

The Hartford Insurance Group, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: HIG
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 416515104		

The Hartford Insurance Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry D. De Shon	Mgmt	For	Refer	For
1b	Elect Director Carlos Dominguez	Mgmt	For	Refer	For
1c	Elect Director Trevor Fetter	Mgmt	For	Refer	For
1d	Elect Director Donna A. James	Mgmt	For	Refer	For
1e	Elect Director Annette Rippert	Mgmt	For	Refer	For
1f	Elect Director Teresa Wynn Roseborough	Mgmt	For	Refer	For
1g	Elect Director Virginia P. Ruesterholz	Mgmt	For	Refer	For
1h	Elect Director Christopher J. Swift	Mgmt	For	Refer	For
1i	Elect Director Matthew E. Winter	Mgmt	For	Refer	For
1j	Elect Director Kathleen Winters	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Refer	Against

The Southern Company

Meeting Date: 05/21/2025 **Country:** USA **Ticker:** SO
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: 842587107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janaki Akella	Mgmt	For	Refer	For
1b	Elect Director Shantella E. Cooper	Mgmt	For	Refer	For
1c	Elect Director Anthony F. "Tony" Earley, Jr.	Mgmt	For	Refer	For
1d	Elect Director James O. "Jimmy" Etheredge	Mgmt	For	Refer	For
1e	Elect Director David J. Grain	Mgmt	For	Refer	For

The Southern Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Donald M. James	Mgmt	For	Refer	For
1g	Elect Director John D. Johns	Mgmt	For	Refer	For
1h	Elect Director Dale E. Klein	Mgmt	For	Refer	For
1i	Elect Director David E. Meador	Mgmt	For	Refer	For
1j	Elect Director William G. Smith, Jr.	Mgmt	For	Refer	For
1k	Elect Director Kristine L. Svinicki	Mgmt	For	Refer	For
1l	Elect Director Lizanne Thomas	Mgmt	For	Refer	For
1m	Elect Director Christopher C. Womack	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Reduce Supermajority Vote Requirement	Mgmt	For	Refer	For
5	Adopt Simple Majority Vote	SH	Against	Refer	For
6	Disclose Assumptions Underlying Increased Reliance on Fossil Fuel-Based Energy Production	SH	Against	Refer	Against
7	Report on Net Zero Activities	SH	Against	Refer	Against
8	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Refer	Against

The Travelers Companies, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: TRV
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 89417E109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Russell G. Golden	Mgmt	For	Refer	For
1b	Elect Director Thomas B. Leonardi	Mgmt	For	Refer	For
1c	Elect Director Clarence Otis, Jr.	Mgmt	For	Refer	For
1d	Elect Director Elizabeth E. Robinson	Mgmt	For	Refer	For
1e	Elect Director Rafael Santana	Mgmt	For	Refer	For

The Travelers Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Todd C. Schermerhorn	Mgmt	For	Refer	For
1g	Elect Director Alan D. Schnitzer	Mgmt	For	Refer	For
1h	Elect Director Laurie J. Thomsen	Mgmt	For	Refer	For
1i	Elect Director Bridget van Kralingen	Mgmt	For	Refer	For
1j	Elect Director David S. Williams	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Report on Climate-Related Pricing and Coverage Decisions	SH	Against	Refer	Against
6	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

Thermo Fisher Scientific Inc.

Meeting Date: 05/21/2025

Record Date: 03/24/2025

Primary Security ID: 883556102

Country: USA

Meeting Type: Annual

Ticker: TMO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc N. Casper	Mgmt	For	Refer	For
1b	Elect Director Nelson J. Chai	Mgmt	For	Refer	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	Refer	For
1d	Elect Director C. Martin Harris	Mgmt	For	Refer	For
1e	Elect Director Tyler Jacks	Mgmt	For	Refer	For
1f	Elect Director Jennifer M. Johnson	Mgmt	For	Refer	For
1g	Elect Director R. Alexandra Keith	Mgmt	For	Refer	For
1h	Elect Director Karen S. Lynch	Mgmt	For	Refer	For
1i	Elect Director James C. Mullen	Mgmt	For	Refer	For
1j	Elect Director Debora L. Spar	Mgmt	For	Refer	For
1k	Elect Director Scott M. Sperling	Mgmt	For	Refer	For
1l	Elect Director Dion J. Weisler	Mgmt	For	Refer	For

Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Right to Call Special Meeting	SH	Against	Refer	Against

United Airlines Holdings, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: UAL
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 910047109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rosalind Brewer	Mgmt	For	Refer	For
1b	Elect Director Michelle Freyre	Mgmt	For	Refer	For
1c	Elect Director Matthew Friend	Mgmt	For	Refer	For
1d	Elect Director Barney Harford	Mgmt	For	Refer	For
1e	Elect Director Michele J. Hooper	Mgmt	For	Refer	For
1f	Elect Director Walter Isaacson	Mgmt	For	Refer	For
1g	Elect Director J. Scott Kirby	Mgmt	For	Refer	For
1h	Elect Director Edward M. Philip	Mgmt	For	Refer	For
1i	Elect Director Edward L. Shapiro	Mgmt	For	Refer	For
1j	Elect Director Laysha Ward	Mgmt	For	Refer	For
1k	Elect Director James M. Whitehurst	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Refer	Against

Xcel Energy Inc.

Meeting Date: 05/21/2025

Record Date: 03/24/2025

Primary Security ID: 98389B100

Country: USA

Meeting Type: Annual

Ticker: XEL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Burkhart	Mgmt	For	Refer	For
1b	Elect Director Lynn Casey	Mgmt	For	Refer	For
1c	Elect Director Bob Frenzel	Mgmt	For	Refer	For
1d	Elect Director Netha Johnson	Mgmt	For	Refer	For
1e	Elect Director Patricia Kampling	Mgmt	For	Refer	For
1f	Elect Director George Kehl	Mgmt	For	Refer	For
1g	Elect Director Richard O'Brien	Mgmt	For	Refer	For
1h	Elect Director Charles Pardee	Mgmt	For	Refer	For
1i	Elect Director James Prokopanko	Mgmt	For	Refer	For
1j	Elect Director Devin Stockfish	Mgmt	For	Refer	For
1k	Elect Director Timothy Welsh	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Zoetis Inc.

Meeting Date: 05/21/2025

Record Date: 03/28/2025

Primary Security ID: 98978V103

Country: USA

Meeting Type: Annual

Ticker: ZTS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul M. Bisaro	Mgmt	For	Refer	For
1b	Elect Director Vanessa Broadhurst	Mgmt	For	Refer	For
1c	Elect Director Frank A. D'Amelio	Mgmt	For	Refer	For
1d	Elect Director Gavin D.K. Hattersley	Mgmt	For	Refer	For
1e	Elect Director Sanjay Khosla	Mgmt	For	Refer	For
1f	Elect Director Antoinette R. Leatherberry	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Michael B. McCallister	Mgmt	For	Refer	For
1h	Elect Director Gregory Norden	Mgmt	For	Refer	For
1i	Elect Director Louise M. Parent	Mgmt	For	Refer	For
1j	Elect Director Kristin C. Peck	Mgmt	For	Refer	For
1k	Elect Director Willie M. Reed	Mgmt	For	Refer	For
1l	Elect Director Mark Stetter	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Amend Right to Call Special Meeting	SH	Against	Refer	Against

APA CORPORATION

Meeting Date: 05/22/2025

Record Date: 03/24/2025

Primary Security ID: 03743Q108

Country: USA

Meeting Type: Annual

Ticker: APA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Annell R. Bay	Mgmt	For	Refer	For
2	Elect Director Matthew R. Bob	Mgmt	For	For	For
3	Elect Director John J. Christmann, IV	Mgmt	For	For	For
4	Elect Director Juliet S. Ellis	Mgmt	For	Refer	For
5	Elect Director Kenneth M. Fisher	Mgmt	For	For	For
6	Elect Director Charles W. Hooper	Mgmt	For	Refer	For
7	Elect Director Chansoo Joung	Mgmt	For	For	For
8	Elect Director H. Lamar McKay	Mgmt	For	For	For
9	Elect Director Peter A. Ragauss	Mgmt	For	For	For
10	Elect Director David L. Stover	Mgmt	For	Refer	For
11	Elect Director Anya Weaving	Mgmt	For	For	For
12	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

DuPont de Nemours, Inc.

Meeting Date: 05/22/2025

Record Date: 03/31/2025

Primary Security ID: 26614N102

Country: USA

Meeting Type: Annual

Ticker: DD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy G. Brady	Mgmt	For	Refer	For
1b	Elect Director Edward D. Breen	Mgmt	For	Refer	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	Refer	For
1d	Elect Director Terrence R. Curtin	Mgmt	For	Refer	For
1e	Elect Director Alexander M. Cutler	Mgmt	For	Refer	For
1f	Elect Director Eleuthere I. du Pont	Mgmt	For	Refer	For
1g	Elect Director Kristina M. Johnson	Mgmt	For	Refer	For
1h	Elect Director Luther C. Kissam, IV	Mgmt	For	Refer	For
1i	Elect Director Lori D. Koch	Mgmt	For	Refer	For
1j	Elect Director James A. Lico	Mgmt	For	Refer	For
1k	Elect Director Frederick M. Lowery	Mgmt	For	Refer	For
1l	Elect Director Kurt B. McMaken	Mgmt	For	Refer	For
1m	Elect Director Steven M. Sterin	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

EPAM Systems, Inc.

Meeting Date: 05/22/2025

Record Date: 04/01/2025

Primary Security ID: 29414B104

Country: USA

Meeting Type: Annual

Ticker: EPAM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard Michael Mayoras	Mgmt	For	For	For
1b	Elect Director Karl Robb	Mgmt	For	For	For
1c	Elect Director Helen Shan	Mgmt	For	For	For

EPAM Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Declassify the Board of Directors	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
7	Amend Certificate of Incorporation to Implement Section 203 Amendment	Mgmt	For	For	For
8	Amend Certificate of Incorporation to Exculpate Certain Officers	Mgmt	For	For	For
9	Adopt Simple Majority Vote	SH	Against	For	For

Henry Schein, Inc.

Meeting Date: 05/22/2025

Record Date: 03/24/2025

Primary Security ID: 806407102

Country: USA

Meeting Type: Annual

Ticker: HSIC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mohamad Ali	Mgmt	For	For	For
1b	Elect Director Stanley M. Bergman	Mgmt	For	For	For
1c	Elect Director Deborah Derby	Mgmt	For	For	For
1d	Elect Director Carole T. Faig	Mgmt	For	For	For
1e	Elect Director Joseph L. Herring	Mgmt	For	For	For
1f	Elect Director Robert J. Hombach	Mgmt	For	For	For
1g	Elect Director Kurt P. Kuehn	Mgmt	For	For	For
1h	Elect Director Philip A. Laskawy	Mgmt	For	For	For
1i	Elect Director Anne H. Margulies	Mgmt	For	For	For
1j	Elect Director Scott Serota	Mgmt	For	For	For
1k	Elect Director Bradley T. Sheares	Mgmt	For	For	For
1l	Elect Director Reed V. Tuckson	Mgmt	For	For	For

Henry Schein, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Director Max Lin	Mgmt	For	For	For
3	Elect Director William K. "Dan" Daniel	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Ratify BDO USA, P.C. as Auditor	Mgmt	For	For	For

Insulet Corporation

Meeting Date: 05/22/2025

Record Date: 03/26/2025

Primary Security ID: 45784P101

Country: USA

Meeting Type: Annual

Ticker: PODD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jessica Hopfield	Mgmt	For	Refer	For
1.2	Elect Director Ashley A. McEvoy	Mgmt	For	Refer	For
1.3	Elect Director Elizabeth H. Weatherman	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify Grant Thornton LLP as Auditors	Mgmt	For	Refer	For

Kenvue Inc.

Meeting Date: 05/22/2025

Record Date: 03/24/2025

Primary Security ID: 49177J102

Country: USA

Meeting Type: Annual

Ticker: KVUE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	Refer	For
1b	Elect Director Seemantini Godbole	Mgmt	For	Refer	For
1c	Elect Director Melanie L. Healey	Mgmt	For	Refer	For

Kenvue Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Sarah Hofstetter	Mgmt	For	Refer	For
1e	Elect Director Betsy D. Holden	Mgmt	For	Refer	For
1f	Elect Director Erica L. Mann	Mgmt	For	Refer	For
1g	Elect Director Larry J. Merlo	Mgmt	For	Refer	For
1h	Elect Director Thibaut Mongon	Mgmt	For	Refer	For
1i	Elect Director Kathleen M. Pawlus	Mgmt	For	Refer	For
1j	Elect Director Kirk L. Perry	Mgmt	For	Refer	For
1k	Elect Director Vasant Prabhu	Mgmt	For	Refer	For
1l	Elect Director Jeffrey C. Smith	Mgmt	For	Refer	For
1m	Elect Director Michael E. Sneed	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Lennox International Inc.

Meeting Date: 05/22/2025	Country: USA	Ticker: LII
Record Date: 03/28/2025	Meeting Type: Annual	
Primary Security ID: 526107107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alok Maskara	Mgmt	For	Refer	For
1.2	Elect Director Sivasankaran ("Soma") Somasundaram	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Mohawk Industries, Inc.

Meeting Date: 05/22/2025	Country: USA	Ticker: MHK
Record Date: 03/27/2025	Meeting Type: Annual	
Primary Security ID: 608190104		

Mohawk Industries, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph A. Onorato	Mgmt	For	For	For
1b	Elect Director William H. Runge, III	Mgmt	For	For	For
1c	Elect Director W. Christopher Wellborn	Mgmt	For	Refer	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

NextEra Energy, Inc.

Meeting Date: 05/22/2025

Record Date: 03/25/2025

Primary Security ID: 65339F101

Country: USA

Meeting Type: Annual

Ticker: NEE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicole S. Annaboldi	Mgmt	For	Refer	For
1b	Elect Director James L. Camaren	Mgmt	For	Refer	For
1c	Elect Director Naren K. Gursahaney	Mgmt	For	Refer	For
1d	Elect Director Kirk S. Hachigian	Mgmt	For	Refer	For
1e	Elect Director Maria G. Henry	Mgmt	For	Refer	For
1f	Elect Director John W. Ketchum	Mgmt	For	Refer	For
1g	Elect Director Amy B. Lane	Mgmt	For	Refer	For
1h	Elect Director Geoffrey S. Martha	Mgmt	For	Refer	For
1i	Elect Director David L. Porges	Mgmt	For	Refer	For
1j	Elect Director Deborah L. "Dev" Stahlkopf	Mgmt	For	Refer	For
1k	Elect Director John A. Stall	Mgmt	For	Refer	For
1l	Elect Director Darryl L. Wilson	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

NextEra Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

PG&E Corporation

Meeting Date: 05/22/2025

Record Date: 03/24/2025

Primary Security ID: 69331C108

Country: USA

Meeting Type: Annual

Ticker: PCG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rajat Bahri	Mgmt	For	Refer	For
1b	Elect Director Cheryl F. Campbell	Mgmt	For	Refer	For
1c	Elect Director Edward G. Cannizzaro	Mgmt	For	Refer	For
1d	Elect Director Kerry W. Cooper	Mgmt	For	Refer	For
1e	Elect Director Leo P. Denault	Mgmt	For	Refer	For
1f	Elect Director Jessica L. Denecour	Mgmt	For	Refer	For
1g	Elect Director Mark E. Ferguson, III	Mgmt	For	Refer	For
1h	Elect Director W. Craig Fugate	Mgmt	For	Refer	For
1i	Elect Director Arno L. Harris	Mgmt	For	Refer	For
1j	Elect Director Carlos M. Hernandez	Mgmt	For	Refer	For
1k	Elect Director John O. Larsen	Mgmt	For	Refer	For
1l	Elect Director Patricia K. Poppe	Mgmt	For	Refer	For
1m	Elect Director William L. Smith	Mgmt	For	Refer	For
1n	Elect Director Benjamin F. Wilson	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte and Touche LLP as Auditors	Mgmt	For	Refer	For
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For

Quanta Services, Inc.

Meeting Date: 05/22/2025

Record Date: 04/02/2025

Primary Security ID: 74762E102

Country: USA

Meeting Type: Annual

Ticker: PWR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Earl C. (Duke) Austin, Jr.	Mgmt	For	Refer	For
1.2	Elect Director Warner L. Baxter	Mgmt	For	Refer	For
1.3	Elect Director Doyle N. Beneby	Mgmt	For	Refer	For
1.4	Elect Director Bernard Fried	Mgmt	For	Refer	For
1.5	Elect Director Worthing F. Jackman	Mgmt	For	Refer	For
1.6	Elect Director Holli C. Ladhani	Mgmt	For	Refer	For
1.7	Elect Director Jo-ann M. dePass Olsovsky	Mgmt	For	Refer	For
1.8	Elect Director R. Scott Rowe	Mgmt	For	Refer	For
1.9	Elect Director Raul J. Valentin	Mgmt	For	Refer	For
1.10	Elect Director Martha B. Wyrsh	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

ServiceNow, Inc.

Meeting Date: 05/22/2025

Record Date: 03/24/2025

Primary Security ID: 81762P102

Country: USA

Meeting Type: Annual

Ticker: NOW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Bostrom	Mgmt	For	Refer	For
1b	Elect Director Teresa Briggs	Mgmt	For	Refer	For
1c	Elect Director Jonathan C. Chadwick	Mgmt	For	Refer	For
1d	Elect Director Paul E. Chamberlain	Mgmt	For	Refer	For

ServiceNow, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For	Refer	For
1f	Elect Director Frederic B. Luddy	Mgmt	For	Refer	For
1g	Elect Director William R. McDermott	Mgmt	For	Refer	For
1h	Elect Director Joseph "Larry" Quinlan	Mgmt	For	Refer	For
1i	Elect Director Anita M. Sands	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	Refer	For
5	Eliminate Supermajority Vote Requirements	Mgmt	For	Refer	For
6	Amend Bylaws Regarding Right to Cure Purported Nomination Defects	SH	Against	Refer	Against
7	Amend Right to Call Special Meeting	SH	Against	Refer	Against

The Charles Schwab Corporation

Meeting Date: 05/22/2025

Record Date: 03/24/2025

Primary Security ID: 808513105

Country: USA

Meeting Type: Annual

Ticker: SCHW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John K. Adams, Jr.	Mgmt	For	Refer	For
1.2	Elect Director Stephen A. Ellis	Mgmt	For	Refer	For
1.3	Elect Director Arun Sarin	Mgmt	For	Refer	For
1.4	Elect Director Charles R. Schwab	Mgmt	For	Refer	For
1.5	Elect Director Paula A. Sneed	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

The Charles Schwab Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Declassify the Board of Directors	SH	Against	Refer	For

The Home Depot, Inc.

Meeting Date: 05/22/2025	Country: USA	Ticker: HD
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 437076102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	For	Refer	For
1b	Elect Director Ari Bousbib	Mgmt	For	Refer	For
1c	Elect Director Jeffery H. Boyd	Mgmt	For	Refer	For
1d	Elect Director Gregory D. Brenneman	Mgmt	For	Refer	For
1e	Elect Director J. Frank Brown	Mgmt	For	Refer	For
1f	Elect Director Edward P. Decker	Mgmt	For	Refer	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	Refer	For
1h	Elect Director Manuel Kadre	Mgmt	For	Refer	For
1i	Elect Director Stephanie C. Linnartz	Mgmt	For	Refer	For
1j	Elect Director Paula A. Santilli	Mgmt	For	Refer	For
1k	Elect Director Caryn Seidman-Becker	Mgmt	For	Refer	For
1l	Elect Director Asha Sharma	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Require Independent Board Chair	SH	Against	Refer	For
5	Disclose a Biodiversity Impact and Dependency Assessment	SH	Against	Refer	Against
6	Report on Efforts to Reduce Plastic Use	SH	Against	Refer	Against

VeriSign, Inc.

Meeting Date: 05/22/2025

Record Date: 04/01/2025

Primary Security ID: 92343E102

Country: USA

Meeting Type: Annual

Ticker: VRSN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director D. James Bidzos	Mgmt	For	Refer	For
1.2	Elect Director Courtney D. Armstrong	Mgmt	For	Refer	For
1.3	Elect Director Yehuda Ari Buchalter	Mgmt	For	Refer	For
1.4	Elect Director Kathleen A. Cote	Mgmt	For	Refer	For
1.5	Elect Director Thomas F. Frist, III	Mgmt	For	Refer	For
1.6	Elect Director Jamie S. Gorelick	Mgmt	For	Refer	For
1.7	Elect Director Debra W. McCann	Mgmt	For	Refer	For
1.8	Elect Director Timothy Tomlinson	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	Refer	For
5	Provide Right to Act by Written Consent	SH	Against	Refer	For

Verizon Communications Inc.

Meeting Date: 05/22/2025

Record Date: 03/24/2025

Primary Security ID: 92343V104

Country: USA

Meeting Type: Annual

Ticker: VZ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	For	Refer	For
1.2	Elect Director Roxanne Austin	Mgmt	For	Refer	For
1.3	Elect Director Mark Bertolini	Mgmt	For	Refer	For
1.4	Elect Director Vittorio Colao	Mgmt	For	Refer	For
1.5	Elect Director Caroline Litchfield	Mgmt	For	Refer	For

Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Laxman Narasimhan	Mgmt	For	Refer	For
1.7	Elect Director Clarence Otis, Jr.	Mgmt	For	Refer	For
1.8	Elect Director Daniel Schulman	Mgmt	For	Refer	For
1.9	Elect Director Carol Tome	Mgmt	For	Refer	For
1.10	Elect Director Hans Vestberg	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Report on Climate Lobbying	SH	Against	Refer	Against
5	Report on Potential Hazards of Lead Cables and Potential Remediation Costs	SH	Against	Refer	Against
6	Report on Risks Related to Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Refer	Against

Waters Corporation

Meeting Date: 05/22/2025 **Country:** USA **Ticker:** WAT
Record Date: 03/24/2025 **Meeting Type:** Annual
Primary Security ID: 941848103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Flemming Ornskov	Mgmt	For	Refer	For
1.2	Elect Director Linda Baddour	Mgmt	For	Refer	For
1.3	Elect Director Udit Batra	Mgmt	For	Refer	For
1.4	Elect Director Dan Brennan	Mgmt	For	Refer	For
1.5	Elect Director Richard Fearon	Mgmt	For	Refer	For
1.6	Elect Director Pearl S. Huang	Mgmt	For	Refer	For
1.7	Elect Director Wei Jiang	Mgmt	For	Refer	For
1.8	Elect Director Heather Knight	Mgmt	For	Refer	For
1.9	Elect Director Christopher A. Kuebler	Mgmt	For	Refer	For
1.10	Elect Director Mark Vergnano	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Waters Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For

Welltower Inc.

Meeting Date: 05/22/2025

Country: USA

Ticker: WELL

Record Date: 03/27/2025

Meeting Type: Annual

Primary Security ID: 95040Q104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kenneth J. Bacon	Mgmt	For	Refer	For
1b	Elect Director Karen B. DeSalvo	Mgmt	For	Refer	For
1c	Elect Director Andrew Gundlach	Mgmt	For	Refer	For
1d	Elect Director Dennis G. Lopez	Mgmt	For	Refer	For
1e	Elect Director Shankh Mitra	Mgmt	For	Refer	For
1f	Elect Director Ade J. Patton	Mgmt	For	Refer	For
1g	Elect Director Sergio D. Rivera	Mgmt	For	Refer	For
1h	Elect Director Johnese M. Spisso	Mgmt	For	Refer	For
1i	Elect Director Kathryn M. Sullivan	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

Amgen Inc.

Meeting Date: 05/23/2025

Country: USA

Ticker: AMGN

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 031162100

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

Invesco Ltd.

Meeting Date: 05/23/2025 **Country:** Bermuda **Ticker:** IVZ
Record Date: 03/14/2025 **Meeting Type:** Annual
Primary Security ID: G491BT108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sarah E. Beshar	Mgmt	For	For	For
1.2	Elect Director Thomas M. Finke	Mgmt	For	For	For
1.3	Elect Director Thomas ("Todd") P. Gibbons	Mgmt	For	For	For
1.4	Elect Director William F. Glavin, Jr.	Mgmt	For	For	For
1.5	Elect Director Elizabeth S. Johnson	Mgmt	For	For	For
1.6	Elect Director Andrew R. Schlossberg	Mgmt	For	For	For

Invesco Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Nigel Sheinwald	Mgmt	For	For	For
1.8	Elect Director Paula C. Tolliver	Mgmt	For	For	For
1.9	Elect Director G. Richard ("Rick") Wagoner, Jr.	Mgmt	For	For	For
1.10	Elect Director Christopher C. Womack	Mgmt	For	For	For
1.11	Elect Director Phoebe A. Wood	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

LyondellBasell Industries N.V.

Meeting Date: 05/23/2025	Country: Netherlands	Ticker: LYB
Record Date: 04/25/2025	Meeting Type: Annual	
Primary Security ID: N53745100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacques Aigrain	Mgmt	For	Refer	For
1b	Elect Director Lincoln Benet	Mgmt	For	Refer	For
1c	Elect Director Robin Buchanan	Mgmt	For	Refer	For
1d	Elect Director Anthony Chase	Mgmt	For	Refer	For
1e	Elect Director Robert Dudley	Mgmt	For	Refer	For
1f	Elect Director Claire Farley	Mgmt	For	Refer	For
1g	Elect Director Rita Griffin	Mgmt	For	Refer	For
1h	Elect Director Michael Hanley	Mgmt	For	Refer	For
1i	Elect Director Virginia Kamsky	Mgmt	For	Refer	For
1j	Elect Director Bridget Karlin	Mgmt	For	Refer	For
1k	Elect Director Albert Manifold	Mgmt	For	Refer	For
1l	Elect Director Peter Vanacker	Mgmt	For	Refer	For
2	Approve Discharge of Directors	Mgmt	For	Refer	For
3	Accept Financial Statements and Statutory Reports	Mgmt	For	Refer	For
4	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	Refer	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

LyondellBasell Industries N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Refer	For
8	Approve Cancellation of Shares	Mgmt	For	Refer	For

SBA Communications Corporation

Meeting Date: 05/23/2025

Record Date: 03/21/2025

Primary Security ID: 78410G104

Country: USA

Meeting Type: Annual

Ticker: SBAC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin L. Beebe	Mgmt	For	Refer	For
1.2	Elect Director Jack Langer	Mgmt	For	Refer	For
1.3	Elect Director Jeffrey A. Stoops	Mgmt	For	Refer	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Builders FirstSource, Inc.

Meeting Date: 05/27/2025

Record Date: 03/28/2025

Primary Security ID: 12008R107

Country: USA

Meeting Type: Annual

Ticker: BLDR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark A. Alexander	Mgmt	For	Refer	For
1.2	Elect Director Dirkson R. Charles	Mgmt	For	Refer	For
1.3	Elect Director Peter M. Jackson	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Builders FirstSource, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Declassify the Board of Directors	Mgmt	For	Refer	For
5	Remove the Board Size Range	Mgmt	For	Refer	For
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	Refer	For

Merck & Co., Inc.

Meeting Date: 05/27/2025

Record Date: 03/28/2025

Primary Security ID: 58933Y105

Country: USA

Meeting Type: Annual

Ticker: MRK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	For	Refer	For
1b	Elect Director Mary Ellen Coe	Mgmt	For	Refer	For
1c	Elect Director Pamela J. Craig	Mgmt	For	Refer	For
1d	Elect Director Robert M. Davis	Mgmt	For	Refer	For
1e	Elect Director Thomas H. Glocer	Mgmt	For	Refer	For
1f	Elect Director Surendralal "Lal" L. Karsanbhai	Mgmt	For	Refer	For
1g	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	Refer	For
1h	Elect Director Stephen L. Mayo	Mgmt	For	Refer	For
1i	Elect Director Paul B. Rothman	Mgmt	For	Refer	For
1j	Elect Director Patricia F. Russo	Mgmt	For	Refer	For
1k	Elect Director Christine E. Seidman	Mgmt	For	Refer	For
1l	Elect Director Inge G. Thulin	Mgmt	For	Refer	For
1m	Elect Director Kathy J. Warden	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Report on a Human Rights Impact Assessment	SH	Against	Refer	Against
5	Publish Tax Transparency Report	SH	Against	Refer	Against

Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Consider Eliminating DEI Goals from Compensation Plan Incentives	SH	Against	Refer	Against
7	Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Refer	Against

Chevron Corporation

Meeting Date: 05/28/2025	Country: USA	Ticker: CVX
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: 166764100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	Refer	For
1b	Elect Director John B. Frank	Mgmt	For	Refer	For
1c	Elect Director Alice P. Gast	Mgmt	For	Refer	For
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	For	Refer	For
1e	Elect Director Marillyn A. Hewson	Mgmt	For	Refer	For
1f	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	Refer	For
1g	Elect Director Charles W. Moorman	Mgmt	For	Refer	For
1h	Elect Director Dambisa F. Moyo	Mgmt	For	Refer	For
1i	Elect Director Debra Reed-Klages	Mgmt	For	Refer	For
1j	Elect Director D. James Umpleby, III	Mgmt	For	Refer	For
1k	Elect Director Cynthia J. Warner	Mgmt	For	Refer	For
1l	Elect Director Michael K. (Mike) Wirth	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Refer	For

Chevron Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Commission Third Party Assessment of Implementation of Human Rights Policy	SH	Against	Refer	Against
6	Report on Risk of Reverse Stranded Assets of Investing in Renewables	SH	Against	Refer	Against
7	Amend Right to Call Special Meeting	SH	Against	Refer	Against

Exxon Mobil Corporation

Meeting Date: 05/28/2025	Country: USA	Ticker: XOM
Record Date: 04/02/2025	Meeting Type: Annual	
Primary Security ID: 30231G102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	Mgmt	For	Refer	For
1.2	Elect Director Angela F. Braly	Mgmt	For	Refer	For
1.3	Elect Director Maria S. Dreyfus	Mgmt	For	Refer	For
1.4	Elect Director John D. Harris, II	Mgmt	For	Refer	For
1.5	Elect Director Kaisa H. Hietala	Mgmt	For	Refer	For
1.6	Elect Director Joseph L. Hooley	Mgmt	For	Refer	For
1.7	Elect Director Steven A. Kandarian	Mgmt	For	Refer	For
1.8	Elect Director Alexander A. Karsner	Mgmt	For	Refer	For
1.9	Elect Director Lawrence W. Kellner	Mgmt	For	Refer	For
1.10	Elect Director Dina Powell McCormick	Mgmt	For	Refer	For
1.11	Elect Director Jeffrey W. Ubben	Mgmt	For	Refer	For
1.12	Elect Director Darren W. Woods	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

GE Healthcare Technologies, Inc.

Meeting Date: 05/28/2025

Record Date: 03/31/2025

Primary Security ID: 36266G107

Country: USA

Meeting Type: Annual

Ticker: GEHC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Arduini	Mgmt	For	Refer	For
1b	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	Refer	For
1c	Elect Director Rodney F. Hochman	Mgmt	For	Refer	For
1d	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	Refer	For
1e	Elect Director Risa Lavizzo-Mourey	Mgmt	For	Refer	For
1f	Elect Director Catherine Lesjak	Mgmt	For	Refer	For
1g	Elect Director Anne T. Madden	Mgmt	For	Refer	For
1h	Elect Director Tomislav Mihaljevic	Mgmt	For	Refer	For
1i	Elect Director William J. Stromberg	Mgmt	For	Refer	For
1j	Elect Director Phoebe L. Yang	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

Howmet Aerospace Inc.

Meeting Date: 05/28/2025

Record Date: 03/31/2025

Primary Security ID: 443201108

Country: USA

Meeting Type: Annual

Ticker: HWM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James F. Albaugh	Mgmt	For	Refer	For
1b	Elect Director Amy E. Alving	Mgmt	For	Refer	For
1c	Elect Director Sharon R. Barner	Mgmt	For	Refer	For
1d	Elect Director Joseph S. Cantie	Mgmt	For	Refer	For

Howmet Aerospace Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Robert F. Leduc	Mgmt	For	Refer	For
1f	Elect Director David J. Miller *Withdrawn Resolution*	Mgmt			
1g	Elect Director Jody G. Miller	Mgmt	For	Refer	For
1h	Elect Director John C. Plant	Mgmt	For	Refer	For
1i	Elect Director Ulrich R. Schmidt	Mgmt	For	Refer	For
1j	Elect Director Gunner S. Smith	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Juniper Networks, Inc.

Meeting Date: 05/28/2025	Country: USA	Ticker: JNPR
Record Date: 04/01/2025	Meeting Type: Annual	
Primary Security ID: 48203R104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anne DeSanto	Mgmt	For	Refer	For
1b	Elect Director Kevin DeNuccio	Mgmt	For	Refer	For
1c	Elect Director James Dolce	Mgmt	For	Refer	For
1d	Elect Director Steven Fernandez	Mgmt	For	Refer	For
1e	Elect Director Christine Gorjanc	Mgmt	For	Refer	For
1f	Elect Director Janet Haugen	Mgmt	For	Refer	For
1g	Elect Director Scott Kriens	Mgmt	For	Refer	For
1h	Elect Director Rahul Merchant	Mgmt	For	Refer	For
1i	Elect Director Rami Rahim	Mgmt	For	Refer	For
1j	Elect Director William R. Stensrud	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Require More Director Nominations Than Open Seats	SH	Against	Refer	Against

Meeting Date: 05/28/2025

Record Date: 04/01/2025

Primary Security ID: 30303M102

Country: USA

Meeting Type: Annual

Ticker: META

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	For	Refer	Withhold
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Refer	Withhold
1.3	Elect Director John Arnold	Mgmt	For	Refer	For
1.4	Elect Director Patrick Collison	Mgmt	For	Refer	For
1.5	Elect Director John Elkann	Mgmt	For	Refer	Withhold
1.6	Elect Director Andrew W. Houston	Mgmt	For	Refer	Withhold
1.7	Elect Director Nancy Killefer	Mgmt	For	Refer	For
1.8	Elect Director Robert M. Kimmitt	Mgmt	For	Refer	For
1.9	Elect Director Dina Powell McCormick	Mgmt	For	Refer	For
1.10	Elect Director Charles Songhurst	Mgmt	For	Refer	For
1.11	Elect Director Hock E. Tan	Mgmt	For	Refer	For
1.12	Elect Director Tracey T. Travis	Mgmt	For	Refer	For
1.13	Elect Director Dana White	Mgmt	For	Refer	For
1.14	Elect Director Tony Xu	Mgmt	For	Refer	Withhold
1.15	Elect Director Mark Zuckerberg	Mgmt	For	Refer	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Approve Omnibus Stock Plan	Mgmt	For	Refer	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
5	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	Refer	One Year
6	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	Refer	For
7	Disclosure of Voting Results Based on Class of Shares	SH	Against	Refer	For
8	Report on Hate Targeting Marginalized Communities	SH	Against	Refer	Against
9	Report on Child Safety and Harm Reduction	SH	Against	Refer	Against
10	Report on Combatting Risks of Online Child Exploitation	SH	Against	Refer	Against

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Report on Risks of Unethical Use of External Data to Develop AI Products	SH	Against	Refer	Against
12	Disclose a Climate Transition Plan Resulting in New Renewable Energy Capacity	SH	Against	Refer	Against
13	Report on Investing in Bitcoin	SH	Against	Refer	Against
14	Report on Data Collection and Advertising Practices	SH	Against	Refer	Against

Royal Caribbean Cruises Ltd.

Meeting Date: 05/28/2025	Country: Liberia	Ticker: RCL
Record Date: 04/10/2025	Meeting Type: Annual	
Primary Security ID: V7780T103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John F. Brock	Mgmt	For	Refer	Against
1b	Elect Director Richard D. Fain	Mgmt	For	Refer	For
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	For	Refer	For
1d	Elect Director Michael O. Leavitt	Mgmt	For	Refer	For
1e	Elect Director Jason T. Liberty	Mgmt	For	Refer	For
1f	Elect Director Amy McPherson	Mgmt	For	Refer	For
1g	Elect Director Maritza G. Montiel	Mgmt	For	Refer	For
1h	Elect Director Ann S. Moore	Mgmt	For	Refer	For
1i	Elect Director Eyal M. Ofer	Mgmt	For	Refer	For
1j	Elect Director Vagn O. Sørensen	Mgmt	For	Refer	For
1k	Elect Director Donald Thompson	Mgmt	For	Refer	For
1l	Elect Director Arne Alexander Wilhelmsen	Mgmt	For	Refer	For
1m	Elect Director Rebecca Yeung	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Axon Enterprise, Inc.

Meeting Date: 05/29/2025

Record Date: 03/31/2025

Primary Security ID: 05464C101

Country: USA

Meeting Type: Annual

Ticker: AXON

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Erika Ayers Badan	Mgmt	For	Refer	For
1B	Elect Director Adriane Brown	Mgmt	For	Refer	For
1C	Elect Director Julie Anne Cullivan	Mgmt	For	Refer	For
1D	Elect Director Michael Garnreiter	Mgmt	For	Refer	For
1E	Elect Director Caitlin Kalinowski	Mgmt	For	Refer	For
1F	Elect Director Matthew McBrady	Mgmt	For	Refer	For
1G	Elect Director Hadi Partovi	Mgmt	For	Refer	For
1H	Elect Director Graham Smith	Mgmt	For	Refer	For
1I	Elect Director Patrick Smith	Mgmt	For	Refer	For
1J	Elect Director Jeri Williams	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Dollar General Corporation

Meeting Date: 05/29/2025

Record Date: 03/20/2025

Primary Security ID: 256677105

Country: USA

Meeting Type: Annual

Ticker: DG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warren F. Bryant	Mgmt	For	Refer	For
1b	Elect Director Michael M. Calbert	Mgmt	For	Refer	For
1c	Elect Director Ana M. Chadwick	Mgmt	For	Refer	For
1d	Elect Director Timothy I. McGuire	Mgmt	For	Refer	For
1e	Elect Director David P. Rowland	Mgmt	For	Refer	For

Dollar General Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Debra A. Sandler	Mgmt	For	Refer	For
1g	Elect Director Ralph E. Santana	Mgmt	For	Refer	For
1h	Elect Director Kathleen M. Scarlett	Mgmt	For	Refer	For
1i	Elect Director Todd J. Vasos	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Amend Right to Call Special Meeting	SH	Against	Refer	Against
5	Adopt a Comprehensive Human Rights Policy	SH	Against	Refer	Against
6	Report on Food Waste Management and Targets to Reduce Food Waste	SH	Against	Refer	Against
7	Report on Employee Access to Timely, Quality Healthcare	SH	Against	Refer	Against

Gartner, Inc.

Meeting Date: 05/29/2025	Country: USA	Ticker: IT
Record Date: 04/04/2025	Meeting Type: Annual	
Primary Security ID: 366651107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter E. Bisson	Mgmt	For	Refer	For
1b	Elect Director Richard J. Bressler	Mgmt	For	Refer	For
1c	Elect Director Raul E. Cesan	Mgmt	For	Refer	For
1d	Elect Director Karen E. Dykstra	Mgmt	For	Refer	For
1e	Elect Director Diana S. Ferguson	Mgmt	For	Refer	For
1f	Elect Director Anne Sutherland Fuchs	Mgmt	For	Refer	For
1g	Elect Director William O. Grabe	Mgmt	For	Refer	Against
1h	Elect Director José M. Gutiérrez	Mgmt	For	Refer	For
1i	Elect Director Eugene A. Hall	Mgmt	For	Refer	For
1j	Elect Director Stephen G. Pagliuca	Mgmt	For	Refer	For
1k	Elect Director Eileen M. Serra	Mgmt	For	Refer	For

Gartner, Inc.

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

Iron Mountain Incorporated

Meeting Date: 05/29/2025

Record Date: 04/01/2025

Primary Security ID: 46284V101

Country: USA

Meeting Type: Annual

Ticker: IRM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer Allerton	Mgmt	For	Refer	For
1b	Elect Director Pamela M. Arway	Mgmt	For	Refer	For
1c	Elect Director Kent P. Dauten	Mgmt	For	Refer	For
1d	Elect Director June Y. Felix	Mgmt	For	Refer	For
1e	Elect Director Monte Ford	Mgmt	For	Refer	For
1f	Elect Director Robin L. Matlock	Mgmt	For	Refer	For
1g	Elect Director William L. Meaney	Mgmt	For	Refer	For
1h	Elect Director Walter C. Rakowich	Mgmt	For	Refer	For
1i	Elect Director Theodore R. Samuels	Mgmt	For	Refer	For
1j	Elect Director Doyle R. Simons	Mgmt	For	Refer	For
2	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

The Allstate Corporation

Meeting Date: 05/29/2025

Record Date: 03/31/2025

Primary Security ID: 020002101

Country: USA

Meeting Type: Annual

Ticker: ALL

The Allstate Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald E. Brown	Mgmt	For	Refer	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	Refer	For
1c	Elect Director Richard T. Hume	Mgmt	For	Refer	For
1d	Elect Director Margaret M. Keane	Mgmt	For	Refer	For
1e	Elect Director Siddharth N. (Bobby) Mehta	Mgmt	For	Refer	For
1f	Elect Director Maria R. Morris	Mgmt	For	Refer	For
1g	Elect Director Jacques P. Perold	Mgmt	For	Refer	For
1h	Elect Director Andrea Redmond	Mgmt	For	Refer	For
1i	Elect Director Gregg M. Sherrill	Mgmt	For	Refer	For
1j	Elect Director Judith A. Sprieser	Mgmt	For	Refer	For
1k	Elect Director Perry M. Traquina	Mgmt	For	Refer	For
1l	Elect Director Monica J. Turner	Mgmt	For	Refer	For
1m	Elect Director Thomas J. Wilson	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

The Mosaic Company

Meeting Date: 05/29/2025

Record Date: 04/02/2025

Primary Security ID: 61945C103

Country: USA

Meeting Type: Annual

Ticker: MOS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl K. Beebe	Mgmt	For	For	For
1b	Elect Director Gregory L. Ebel	Mgmt	For	For	For
1c	Elect Director Bruce M. Bodine	Mgmt	For	For	For
1d	Elect Director Timothy S. Gitzel	Mgmt	For	For	For
1e	Elect Director Emery N. Koenig	Mgmt	For	For	For

The Mosaic Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Jody L. Kuzenko	Mgmt	For	For	For
1g	Elect Director Sonya C. Little	Mgmt	For	For	For
1h	Elect Director David T. Seaton	Mgmt	For	For	For
1i	Elect Director Kathleen M. Shanahan	Mgmt	For	For	For
1j	Elect Director Joao Roberto Goncalves Teixeira	Mgmt	For	For	For
1k	Elect Director Gretchen H. Watkins	Mgmt	For	For	For
1l	Elect Director Kelvin R. Westbrook	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Zimmer Biomet Holdings, Inc.

Meeting Date: 05/29/2025

Record Date: 04/02/2025

Primary Security ID: 98956P102

Country: USA

Meeting Type: Annual

Ticker: ZBH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Betsy J. Bernard	Mgmt	For	Refer	For
1b	Elect Director Michael J. Farrell	Mgmt	For	Refer	For
1c	Elect Director Robert A. Hagemann	Mgmt	For	Refer	For
1d	Elect Director Arthur J. Higgins	Mgmt	For	Refer	For
1e	Elect Director Maria Teresa (Tessa) Hilado	Mgmt	For	Refer	For
1f	Elect Director Syed Jafry	Mgmt	For	Refer	For
1g	Elect Director Sreelakshmi Kolli	Mgmt	For	Refer	For
1h	Elect Director Devdatt (Dev) Kurdikar	Mgmt	For	Refer	For
1i	Elect Director Louis A. Shapiro	Mgmt	For	Refer	For
1j	Elect Director Ivan Tornos	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Zimmer Biomet Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Refer	For

Arista Networks, Inc.

Meeting Date: 05/30/2025	Country: USA	Ticker: ANET
Record Date: 04/02/2025	Meeting Type: Annual	
Primary Security ID: 040413205		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles Giancarlo	Mgmt	For	Refer	For
1.2	Elect Director Daniel Scheinman	Mgmt	For	Refer	Withhold
1.3	Elect Director Yvonne Wassenaar	Mgmt	For	Refer	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Lowe's Companies, Inc.

Meeting Date: 05/30/2025	Country: USA	Ticker: LOW
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 548661107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	Refer	For
1.2	Elect Director Scott H. Baxter	Mgmt	For	Refer	For
1.3	Elect Director Sandra B. Cochran	Mgmt	For	Refer	For
1.4	Elect Director Laurie Z. Douglas	Mgmt	For	Refer	For
1.5	Elect Director Richard W. Dreiling	Mgmt	For	Refer	For
1.6	Elect Director Marvin R. Ellison	Mgmt	For	Refer	For

Lowe's Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Navdeep Gupta	Mgmt	For	Refer	For
1.8	Elect Director Brian C. Rogers	Mgmt	For	Refer	For
1.9	Elect Director Bertram L. Scott	Mgmt	For	Refer	For
1.10	Elect Director Lawrence Simkins	Mgmt	For	Refer	For
1.11	Elect Director Colleen Taylor	Mgmt	For	Refer	For
1.12	Elect Director Mary Beth West	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

UnitedHealth Group Incorporated

Meeting Date: 06/02/2025	Country: USA	Ticker: UNH
Record Date: 04/04/2025	Meeting Type: Annual	
Primary Security ID: 91324P102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles Baker	Mgmt	For	Refer	For
1b	Elect Director Timothy Flynn	Mgmt	For	Refer	Against
1c	Elect Director Paul Garcia	Mgmt	For	Refer	For
1d	Elect Director Kristen Gil	Mgmt	For	Refer	For
1e	Elect Director Stephen Hemsley	Mgmt	For	Refer	For
1f	Elect Director Michele Hooper	Mgmt	For	Refer	Against
1g	Elect Director F. William McNabb, III	Mgmt	For	Refer	For
1h	Elect Director Valerie Montgomery Rice	Mgmt	For	Refer	Against
1i	Elect Director John Noseworthy	Mgmt	For	Refer	Against
1j	Elect Director Andrew Witty *Withdrawn Resolution*	Mgmt			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

Warner Bros. Discovery, Inc.

Meeting Date: 06/02/2025

Record Date: 04/04/2025

Primary Security ID: 934423104

Country: USA

Meeting Type: Annual

Ticker: WBD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Samuel A. Di Piazza, Jr.	Mgmt	For	Refer	For
1.2	Elect Director Richard W. Fisher	Mgmt	For	Refer	Withhold
1.3	Elect Director Paul A. Gould	Mgmt	For	Refer	Withhold
1.4	Elect Director Debra L. Lee	Mgmt	For	Refer	Withhold
1.5	Elect Director Joseph M. Levin	Mgmt	For	Refer	For
1.6	Elect Director Anton J. Levy	Mgmt	For	Refer	For
1.7	Elect Director Kenneth W. Lowe	Mgmt	For	Refer	Withhold
1.8	Elect Director Fazal F. Merchant	Mgmt	For	Refer	For
1.9	Elect Director Anthony J. Noto	Mgmt	For	Refer	For
1.10	Elect Director Paula A. Price	Mgmt	For	Refer	For
1.11	Elect Director Daniel E. Sanchez	Mgmt	For	Refer	For
1.12	Elect Director Geoffrey Y. Yang	Mgmt	For	Refer	Withhold
1.13	Elect Director David M. Zaslav	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Provide Right to Call Special Meeting	Mgmt	For	Refer	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For

Booking Holdings Inc.

Meeting Date: 06/03/2025

Record Date: 04/08/2025

Primary Security ID: 09857L108

Country: USA

Meeting Type: Annual

Ticker: BKNG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	Refer	For

Booking Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Mirian M. Graddick-Weir	Mgmt	For	Refer	For
1.3	Elect Director Kelly Grier	Mgmt	For	Refer	For
1.4	Elect Director Robert J. Mylod, Jr.	Mgmt	For	Refer	For
1.5	Elect Director Charles H. Noski	Mgmt	For	Refer	Withhold
1.6	Elect Director Larry Quinlan	Mgmt	For	Refer	For
1.7	Elect Director Nicholas J. Read	Mgmt	For	Refer	For
1.8	Elect Director Thomas E. Rothman	Mgmt	For	Refer	For
1.9	Elect Director Sumit Singh	Mgmt	For	Refer	For
1.10	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	Refer	For
1.11	Elect Director Vanessa A. Wittman	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Refer	Against

Cognizant Technology Solutions Corporation

Meeting Date: 06/03/2025

Country: USA

Ticker: CTSH

Record Date: 04/07/2025

Meeting Type: Annual

Primary Security ID: 192446102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Zein Abdalla	Mgmt	For	Refer	For
1b	Elect Director Vinita Bali	Mgmt	For	Refer	For
1c	Elect Director Eric Branderiz	Mgmt	For	Refer	For
1d	Elect Director Archana Deskus	Mgmt	For	Refer	For
1e	Elect Director John M. Dineen	Mgmt	For	Refer	For
1f	Elect Director Ravi Kumar S	Mgmt	For	Refer	For
1g	Elect Director Leo S. Mackay, Jr.	Mgmt	For	Refer	For
1h	Elect Director Michael Patsalos-Fox	Mgmt	For	Refer	For

Cognizant Technology Solutions Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Stephen "Steve" J. Rohleder	Mgmt	For	Refer	For
1j	Elect Director Abraham "Bram" Schot	Mgmt	For	Refer	For
1k	Elect Director Karima Silvent	Mgmt	For	Refer	For
1l	Elect Director Joseph M. Velli	Mgmt	For	Refer	For
1m	Elect Director Sandra S. Wijnberg	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Right to Call Special Meeting	SH	Against	Refer	Against

Expedia Group, Inc.

Meeting Date: 06/03/2025

Record Date: 04/04/2025

Primary Security ID: 30212P303

Country: USA

Meeting Type: Annual

Ticker: EXPE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Beverly Anderson	Mgmt	For	Refer	For
1b	Elect Director M. Moina Banerjee	Mgmt	For	Refer	For
1c	Elect Director Chelsea Clinton	Mgmt	For	Refer	For
1d	Elect Director Barry Diller	Mgmt	For	Refer	Withhold
1e	Elect Director Henrique Dubugras	Mgmt	For	Refer	For
1f	Elect Director Ariane Gorin	Mgmt	For	Refer	For
1g	Elect Director Craig Jacobson	Mgmt	For	Refer	For
1h	Elect Director Dara Khosrowshahi	Mgmt	For	Refer	For
1i	Elect Director Patricia Menendez Cambo	Mgmt	For	Refer	For
1j	Elect Director Alex von Furstenberg	Mgmt	For	Refer	For
1k	Elect Director Alexandr Wang	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Experia Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Fortive Corporation

Meeting Date: 06/03/2025	Country: USA	Ticker: FTV
Record Date: 04/07/2025	Meeting Type: Annual	
Primary Security ID: 34959J108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eric Branderiz	Mgmt	For	Refer	For
1b	Elect Director Daniel L. Comas	Mgmt	For	Refer	For
1c	Elect Director Sharmistha Dubey	Mgmt	For	Refer	For
1d	Elect Director Rejji P. Hayes	Mgmt	For	Refer	For
1e	Elect Director Wright L. Lassiter, III	Mgmt	For	Refer	For
1f	Elect Director James A. Lico	Mgmt	For	Refer	For
1g	Elect Director Kate D. Mitchell	Mgmt	For	Refer	For
1h	Elect Director Gregory J. Moore	Mgmt	For	Refer	For
1i	Elect Director Jeannine P. Sargent	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Refer	Against

General Motors Company

Meeting Date: 06/03/2025	Country: USA	Ticker: GM
Record Date: 04/04/2025	Meeting Type: Annual	
Primary Security ID: 37045V100		

General Motors Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	Refer	For
1b	Elect Director Wesley G. Bush	Mgmt	For	Refer	For
1c	Elect Director Joanne C. Crevoiserat	Mgmt	For	Refer	For
1d	Elect Director Joseph Jimenez	Mgmt	For	Refer	For
1e	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	Refer	For
1f	Elect Director Jonathan McNeill	Mgmt	For	Refer	For
1g	Elect Director Judith A. Miscik	Mgmt	For	Refer	For
1h	Elect Director Patricia F. Russo	Mgmt	For	Refer	For
1i	Elect Director Mark A. Tatum	Mgmt	For	Refer	For
1j	Elect Director Jan E. Tighe	Mgmt	For	Refer	For
1k	Elect Director Devin N. Wenig	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Refer	For
5	Report on Supply Chain GHG Emissions Reduction Strategies	SH	Against	Refer	Against

Airbnb, Inc.

Meeting Date: 06/04/2025

Record Date: 04/07/2025

Primary Security ID: 009066101

Country: USA

Meeting Type: Annual

Ticker: ABNB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amrita Ahuja	Mgmt	For	Refer	For
1.2	Elect Director Joseph Gebbia	Mgmt	For	Refer	Withhold
1.3	Elect Director Jeffrey Jordan	Mgmt	For	Refer	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Airbnb, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Disclosure of Voting Results Based on Class of Shares	SH	Against	Refer	For

Devon Energy Corporation.

Meeting Date: 06/04/2025

Country: USA

Ticker: DVN

Record Date: 04/10/2025

Meeting Type: Annual

Primary Security ID: 25179M103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara M. Baumann	Mgmt	For	Refer	For
1.2	Elect Director John E. Bethancourt	Mgmt	For	Refer	For
1.3	Elect Director Ann G. Fox	Mgmt	For	Refer	For
1.4	Elect Director Clay M. Gaspar	Mgmt	For	Refer	For
1.5	Elect Director Gennifer F. Kelly	Mgmt	For	Refer	For
1.6	Elect Director Kelt Kindick	Mgmt	For	Refer	For
1.7	Elect Director Karl F. Kurz	Mgmt	For	Refer	For
1.8	Elect Director Michael N. Mears	Mgmt	For	Refer	For
1.9	Elect Director Robert A. Mosbacher, Jr.	Mgmt	For	Refer	For
1.10	Elect Director Valerie M. Williams	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Right to Call Special Meeting	SH	Against	Refer	Against

GoDaddy Inc.

Meeting Date: 06/04/2025

Country: USA

Ticker: GDDY

Record Date: 04/07/2025

Meeting Type: Annual

Primary Security ID: 380237107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amanpal (Aman) Bhutani	Mgmt	For	Refer	For
1b	Elect Director Herald Chen	Mgmt	For	Refer	For
1c	Elect Director Caroline Donahue	Mgmt	For	Refer	For
1d	Elect Director Mark Garrett	Mgmt	For	Refer	For
1e	Elect Director Brian Sharples	Mgmt	For	Refer	For
1f	Elect Director Graham Smith	Mgmt	For	Refer	For
1g	Elect Director Leah Sweet	Mgmt	For	Refer	For
1h	Elect Director Srinivas (Srini) Tallapragada	Mgmt	For	Refer	For
1i	Elect Director Sigal Zarmi	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	Refer	For
5	Amend Certificate of Incorporation to Implement Miscellaneous Changes	Mgmt	For	Refer	For

MarketAxess Holdings Inc.

Meeting Date: 06/04/2025Country: USATicker: MKTX

Record Date: 04/07/2025Meeting Type: Annual

Primary Security ID: 57060D108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carlos M. Hernandez	Mgmt	For	For	For
1b	Elect Director Christopher R. Concannon	Mgmt	For	For	For
1c	Elect Director Nancy Altobello	Mgmt	For	For	For
1d	Elect Director Steven L. Begleiter	Mgmt	For	For	For
1e	Elect Director Stephen P. Casper	Mgmt	For	For	For

MarketAxess Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Jane Chwick	Mgmt	For	For	For
1g	Elect Director William F. Cruger	Mgmt	For	For	For
1h	Elect Director Kourtney Gibson	Mgmt	For	For	For
1i	Elect Director Roberto Hoorweg	Mgmt	For	For	For
1j	Elect Director Richard G. Ketchum	Mgmt	For	For	For
1k	Elect Director Emily H. Portney	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Right to Call Special Meeting	SH	Against	Refer	Against

Super Micro Computer, Inc.

Meeting Date: 06/04/2025

Record Date: 04/07/2025

Primary Security ID: 86800U302

Country: USA

Meeting Type: Annual

Ticker: SMCI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert Blair	Mgmt	For	Refer	For
1b	Elect Director Susan Mogensen (Susie Giordano)	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify BDO USA, P.C. as Auditors	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	Against

Workday, Inc.

Meeting Date: 06/04/2025

Record Date: 04/07/2025

Primary Security ID: 98138H101

Country: USA

Meeting Type: Annual

Ticker: WDAY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carl M. Eschenbach	Mgmt	For	Refer	For
1b	Elect Director Michael M. McNamara	Mgmt	For	Refer	Against
1c	Elect Director Michael L. Speiser	Mgmt	For	Refer	For
1d	Elect Director Jerry Yang	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Allegion Plc

Meeting Date: 06/05/2025 **Country:** Ireland **Ticker:** ALLE
Record Date: 04/10/2025 **Meeting Type:** Annual
Primary Security ID: G0176J109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Main	Mgmt	For	For	For
1b	Elect Director Steven C. Mizell	Mgmt	For	For	For
1c	Elect Director Nicole Parent Haughey	Mgmt	For	For	For
1d	Elect Director Lauren B. Peters	Mgmt	For	For	For
1e	Elect Director Ellen Rubin	Mgmt	For	For	For
1f	Elect Director Gregg C. Sengstack	Mgmt	For	For	For
1g	Elect Director John H. Stone	Mgmt	For	For	For
1h	Elect Director Dev Vardhan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers as Auditors and Authorize Their Remuneration	Mgmt	For	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For

DaVita Inc.

Meeting Date: 06/05/2025

Record Date: 04/09/2025

Primary Security ID: 23918K108

Country: USA

Meeting Type: Annual

Ticker: DVA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela M. Arway	Mgmt	For	Refer	For
1b	Elect Director Barbara J. Desoer	Mgmt	For	Refer	For
1c	Elect Director Jason M. Hollar	Mgmt	For	Refer	For
1d	Elect Director Gregory J. Moore	Mgmt	For	Refer	For
1e	Elect Director Dennis W. Pullin	Mgmt	For	Refer	For
1f	Elect Director Javier J. Rodriguez	Mgmt	For	Refer	For
1g	Elect Director Adam H. Schechter	Mgmt	For	Refer	For
1h	Elect Director Wendy L. Schoppert	Mgmt	For	Refer	For
1i	Elect Director Phyllis R. Yale	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Expand Energy Corporation

Meeting Date: 06/05/2025

Record Date: 04/07/2025

Primary Security ID: 165167735

Country: USA

Meeting Type: Annual

Ticker: EXE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Domenic J. "Nick" Dell'Osso, Jr.	Mgmt	For	Refer	For
1b	Elect Director Timothy S. Duncan	Mgmt	For	Refer	For
1c	Elect Director Benjamin C. Duster, IV	Mgmt	For	Refer	For
1d	Elect Director Sarah A. Emerson	Mgmt	For	Refer	For
1e	Elect Director Matthew M. Gallagher	Mgmt	For	Refer	For
1f	Elect Director John D. Gass	Mgmt	For	Refer	For

Expand Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director S.P. "Chip" Johnson, IV	Mgmt	For	Refer	For
1h	Elect Director Catherine A. Kehr	Mgmt	For	Refer	For
1i	Elect Director Shameek Konar	Mgmt	For	Refer	For
1j	Elect Director Brian Steck	Mgmt	For	Refer	For
1k	Elect Director Michael A. Wichterich	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Netflix, Inc.

Meeting Date: 06/05/2025

Record Date: 04/07/2025

Primary Security ID: 64110L106

Country: USA

Meeting Type: Annual

Ticker: NFLX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard N. Barton	Mgmt	For	Refer	For
1b	Elect Director Mathias Dopfner	Mgmt	For	Refer	For
1c	Elect Director Reed Hastings	Mgmt	For	Refer	For
1d	Elect Director Jay C. Hoag	Mgmt	For	Refer	For
1e	Elect Director Leslie Kilgore	Mgmt	For	Refer	For
1f	Elect Director Strive Masiyiwa	Mgmt	For	Refer	For
1g	Elect Director Ann Mather	Mgmt	For	Refer	For
1h	Elect Director Greg Peters	Mgmt	For	Refer	For
1i	Elect Director Susan E. Rice	Mgmt	For	Refer	For
1j	Elect Director Ted Sarandos	Mgmt	For	Refer	For
1k	Elect Director Bradford L. Smith	Mgmt	For	Refer	For
1l	Elect Director Anne M. Sweeney	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Issue a Climate Transition Plan	SH	Against	Refer	Against
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Refer	For
6	Amend Code of Ethics to Enhance Policies on Non-Discrimination, Anti-Harassment, and Whistleblower Protection	SH	Against	Refer	Against
7	Report on Discrimination Risks of Affirmative Action Initiatives	SH	Against	Refer	Against
8	Report on Discrimination in Charitable Giving	SH	Against	Refer	Against

Palantir Technologies, Inc.

Meeting Date: 06/05/2025	Country: USA	Ticker: PLTR
Record Date: 04/11/2025	Meeting Type: Annual	
Primary Security ID: 69608A108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alexander Karp	Mgmt	For	Refer	Withhold
1.2	Elect Director Stephen Cohen	Mgmt	For	Refer	Withhold
1.3	Elect Director Peter Thiel	Mgmt	For	Refer	Withhold
1.4	Elect Director Alexander Moore	Mgmt	For	Refer	Withhold
1.5	Elect Director Alexandra Schiff	Mgmt	For	Refer	Withhold
1.6	Elect Director Lauren Friedman Stat	Mgmt	For	Refer	For
1.7	Elect Director Eric Woersching	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

PayPal Holdings, Inc.

Meeting Date: 06/05/2025	Country: USA	Ticker: PYPL
Record Date: 04/09/2025	Meeting Type: Annual	
Primary Security ID: 70450Y103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joy Chik	Mgmt	For	Refer	For

PayPal Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Alex Chriss	Mgmt	For	Refer	For
1c	Elect Director Jonathan Christodoro	Mgmt	For	Refer	For
1d	Elect Director Carmine Di Sibio	Mgmt	For	Refer	For
1e	Elect Director David W. Dorman	Mgmt	For	Refer	For
1f	Elect Director Enrique J. Lores	Mgmt	For	Refer	For
1g	Elect Director Gail J. McGovern	Mgmt	For	Refer	For
1h	Elect Director Deborah M. Messemer	Mgmt	For	Refer	For
1i	Elect Director David M. Moffett	Mgmt	For	Refer	For
1j	Elect Director Ann M. Sarnoff	Mgmt	For	Refer	For
1k	Elect Director Frank D. Yeary	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	Against
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
5	Report on Discrimination in Charitable Contributions	SH	Against	Refer	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	SH	Against	Refer	Against

Salesforce, Inc.

Meeting Date: 06/05/2025	Country: USA	Ticker: CRM
Record Date: 04/11/2025	Meeting Type: Annual	
Primary Security ID: 79466L302		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For	Refer	For
1b	Elect Director Laura Alber	Mgmt	For	Refer	For
1c	Elect Director Craig Conway	Mgmt	For	Refer	For
1d	Elect Director Arnold Donald	Mgmt	For	Refer	For
1e	Elect Director Parker Harris	Mgmt	For	Refer	For
1f	Elect Director Neelie Kroes	Mgmt	For	Refer	For
1g	Elect Director Sachin Mehra	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director G. Mason Morfit	Mgmt	For	Refer	For
1i	Elect Director Oscar Munoz	Mgmt	For	Refer	For
1j	Elect Director John V. Roos	Mgmt	For	Refer	For
1k	Elect Director Robin Washington	Mgmt	For	Refer	Against
1l	Elect Director Maynard Webb	Mgmt	For	Refer	For
2	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Trane Technologies Plc

Meeting Date: 06/05/2025	Country: Ireland	Ticker: TT
Record Date: 04/10/2025	Meeting Type: Annual	
Primary Security ID: G8994E103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	For	Refer	For
1b	Elect Director Ana P. Assis	Mgmt	For	Refer	For
1c	Elect Director Ann C. Berzin	Mgmt	For	Refer	For
1d	Elect Director April Miller Boise	Mgmt	For	Refer	For
1e	Elect Director Mark R. George	Mgmt	For	Refer	For
1f	Elect Director John A. Hayes	Mgmt	For	Refer	For
1g	Elect Director Linda P. Hudson	Mgmt	For	Refer	For
1h	Elect Director Myles P. Lee	Mgmt	For	Refer	For
1i	Elect Director Matthew F. Pine	Mgmt	For	Refer	For
1j	Elect Director David S. Regnery	Mgmt	For	Refer	For
1k	Elect Director Melissa N. Schaeffer	Mgmt	For	Refer	For
1l	Elect Director John P. Surma	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	Refer	For

Trane Technologies Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Authorize Issue of Equity	Mgmt	For	Refer	For
5	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
6	Determine Price Range for Re-allotment of Treasury Shares	Mgmt	For	Refer	For

Walmart Inc.

Meeting Date: 06/05/2025

Record Date: 04/11/2025

Primary Security ID: 931142103

Country: USA

Meeting Type: Annual

Ticker: WMT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	For	Refer	For
1b	Elect Director Timothy P. Flynn	Mgmt	For	Refer	For
1c	Elect Director Sarah J. Friar	Mgmt	For	Refer	For
1d	Elect Director Carla A. Harris	Mgmt	For	Refer	For
1e	Elect Director Thomas W. Horton	Mgmt	For	Refer	For
1f	Elect Director Marissa A. Mayer	Mgmt	For	Refer	For
1g	Elect Director C. Douglas McMillon	Mgmt	For	Refer	For
1h	Elect Director Robert E. Moritz, Jr.	Mgmt	For	Refer	For
1i	Elect Director Brian Niccol	Mgmt	For	Refer	For
1j	Elect Director Gregory B. Penner	Mgmt	For	Refer	For
1k	Elect Director Randall L. Stephenson	Mgmt	For	Refer	For
1l	Elect Director Steuart L. Walton	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Commission Third Party Assessment on Policies Regarding Law Enforcement Information Requests Related to Medication Use	SH	Against	Refer	Against

Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Reduction of Plastic Packaging and Recyclability Claims	SH	Against	Refer	Against
7	Revisit Plastic Packaging Policies	SH	Against	Refer	Against
8	Conduct and Report a Third-Party Racial Equity Audit	SH	Against	Refer	Against
9	Report on Delays in Revising Diversity, Equity, and Inclusion (DEI) Initiatives	SH	Against	Refer	Against
10	Report on Health and Safety Governance	SH	Against	Refer	Against
11	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Refer	Against

Alphabet Inc.

Meeting Date: 06/06/2025

Record Date: 04/08/2025

Primary Security ID: 02079K305

Country: USA

Meeting Type: Annual

Ticker: GOOGL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	Refer	For
1b	Elect Director Sergey Brin	Mgmt	For	Refer	For
1c	Elect Director Sundar Pichai	Mgmt	For	Refer	For
1d	Elect Director John L. Hennessy	Mgmt	For	Refer	Against
1e	Elect Director Frances H. Arnold	Mgmt	For	Refer	Against
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	Refer	For
1g	Elect Director L. John Doerr	Mgmt	For	Refer	Against
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	Refer	For
1i	Elect Director K. Ram Shriram	Mgmt	For	Refer	Against
1j	Elect Director Robin L. Washington	Mgmt	For	Refer	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Provide Right to Act by Written Consent	SH	Against	Refer	For
4	Adjust Executive Compensation Metrics for Share Buybacks	SH	Against	Refer	Against

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Discrimination in Charitable Contributions	SH	Against	Refer	For
6	Consider Ending Participation in Human Rights Campaign's Corporate Equality Index	SH	Against	Refer	For
7	Report on Meeting 2030 Climate Goals	SH	Against	Refer	Against
8	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	Refer	For
9	Report on Due Diligence Process to Assess Human Rights Risks in High-Risk Countries	SH	Against	Refer	Against
10	Report on Risks of Discrimination in GenAI	SH	Against	Refer	Against
11	Report on Risks of Improper Use of External Data in Development of AI Products	SH	Against	Refer	Against
12	Publish a Human Rights Impact Assessment of AI Driven Targeted Advertising	SH	Against	Refer	Against
13	Report on Lobbying and Child Safety Online	SH	Against	Refer	Against
14	Adopt Metrics Evaluating YouTube Child Safety Policies	SH	Against	Refer	For

Apollo Global Management, Inc.

Meeting Date: 06/06/2025

Country: USA

Ticker: APO

Record Date: 04/14/2025

Meeting Type: Annual

Primary Security ID: 03769M106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marc Beilinson	Mgmt	For	Refer	For
1.2	Elect Director James Belardi	Mgmt	For	Refer	For
1.3	Elect Director Jessica Bibliowicz	Mgmt	For	Refer	For
1.4	Elect Director Gary Cohn	Mgmt	For	Refer	For
1.5	Elect Director Kerry Murphy Healey	Mgmt	For	Refer	For
1.6	Elect Director Mitra Hormozi	Mgmt	For	Refer	For
1.7	Elect Director Pamela Joyner	Mgmt	For	Refer	For
1.8	Elect Director Scott Kleinman	Mgmt	For	Refer	For

Apollo Global Management, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Brian Leach	Mgmt	For	Refer	For
1.10	Elect Director Pauline Richards	Mgmt	For	Refer	For
1.11	Elect Director Marc Rowan	Mgmt	For	Refer	For
1.12	Elect Director David Simon	Mgmt	For	Refer	For
1.13	Elect Director Lynn Swann	Mgmt	For	Refer	For
1.14	Elect Director Patrick Toomey	Mgmt	For	Refer	For
1.15	Elect Director James Zelter	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Digital Realty Trust, Inc.

Meeting Date: 06/06/2025

Record Date: 04/07/2025

Primary Security ID: 253868103

Country: USA

Meeting Type: Annual

Ticker: DLR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director VeraLinn "Dash" Jamieson	Mgmt	For	Refer	For
1b	Elect Director Kevin J. Kennedy	Mgmt	For	Refer	For
1c	Elect Director William G. LaPerch	Mgmt	For	Refer	For
1d	Elect Director Jean F.H.P. Mandeville	Mgmt	For	Refer	For
1e	Elect Director Afshin Mohebbi	Mgmt	For	Refer	For
1f	Elect Director Mark R. Patterson	Mgmt	For	Refer	For
1g	Elect Director Andrew P. Power	Mgmt	For	Refer	For
1h	Elect Director Mary Hogan Preusse	Mgmt	For	Refer	For
1i	Elect Director Susan Swanezy	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
5	Adopt a Policy on Human Right to Water	SH	Against	Refer	Against

Meeting Date: 06/06/2025

Country: Switzerland

Ticker: GRMN

Record Date: 04/11/2025

Meeting Type: Annual

Primary Security ID: H2906T109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Refer	For
2	Approve Allocation of Income and Dividends	Mgmt	For	Refer	For
3	Approve Dividends	Mgmt	For	Refer	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	Refer	For
5a	Elect Director Susan M. Ball	Mgmt	For	Refer	For
5b	Elect Director Jonathan C. Burrell	Mgmt	For	Refer	For
5c	Elect Director Joseph J. Hartnett	Mgmt	For	Refer	For
5d	Elect Director Min H. Kao	Mgmt	For	Refer	For
5e	Elect Director Catherine A. Lewis	Mgmt	For	Refer	For
5f	Elect Director Clifton A. Pemble	Mgmt	For	Refer	For
6	Elect Min H. Kao as Board Chair	Mgmt	For	Refer	For
7a	Appoint Susan M. Ball as Member of the Compensation Committee	Mgmt	For	Refer	For
7b	Appoint Jonathan C. Burrell as Member of the Compensation Committee	Mgmt	For	Refer	For
7c	Appoint Joseph J. Hartnett as Member of the Compensation Committee	Mgmt	For	Refer	For
7d	Appoint Catherine A. Lewis as Member of the Compensation Committee	Mgmt	For	Refer	For
8	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	Refer	For
9	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	Mgmt	For	Refer	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
11	Advisory Vote on the Swiss Statutory Compensation Report	Mgmt	For	Refer	Against
12	Approve Non-Financial Report	Mgmt	For	Refer	For

Garmin Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Fiscal Year 2026 Maximum Aggregate Compensation for the Executive Management	Mgmt	For	Refer	For
14	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2025 AGM and the 2026 AGM	Mgmt	For	Refer	For
15	Amend Articles to Reflect Changes in Capital	Mgmt	For	Refer	For

T-Mobile US, Inc.

Meeting Date: 06/06/2025	Country: USA	Ticker: TMUS
Record Date: 04/07/2025	Meeting Type: Annual	
Primary Security ID: 872590104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director André Almeida	Mgmt	For	Refer	For
1.2	Elect Director Marcelo Claude	Mgmt	For	Refer	For
1.3	Elect Director Thomas Dannenfeldt	Mgmt	For	Refer	For
1.4	Elect Director Srikanth M. Datar	Mgmt	For	Refer	For
1.5	Elect Director Timotheus Höttges	Mgmt	For	Refer	For
1.6	Elect Director Christian P. Illek	Mgmt	For	Refer	For
1.7	Elect Director James J. Kavanaugh	Mgmt	For	Refer	For
1.8	Elect Director Raphael Kübler	Mgmt	For	Refer	For
1.9	Elect Director Thorsten Langheim	Mgmt	For	Refer	For
1.10	Elect Director Dominique Leroy	Mgmt	For	Refer	For
1.11	Elect Director Letitia A. Long	Mgmt	For	Refer	For
1.12	Elect Director G. Michael (Mike) Sievert	Mgmt	For	Refer	For
1.13	Elect Director Teresa A. Taylor	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Caesars Entertainment, Inc.

Meeting Date: 06/10/2025

Record Date: 04/14/2025

Primary Security ID: 12769G100

Country: USA

Meeting Type: Annual

Ticker: CZR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gary L. Carano	Mgmt	For	For	For
1b	Elect Director Bonnie S. Biumi	Mgmt	For	For	For
1c	Elect Director Jan Jones Blackhurst	Mgmt	For	For	For
1d	Elect Director Frank J. Fahrenkopf	Mgmt	For	For	For
1e	Elect Director Kim Harris Jones	Mgmt	For	For	For
1f	Elect Director Don R. Kornstein	Mgmt	For	Refer	Against
1g	Elect Director Jesse Lynn	Mgmt	For	For	For
1h	Elect Director Courtney R. Mather	Mgmt	For	Refer	Against
1i	Elect Director Ted Papapostolou	Mgmt	For	For	For
1j	Elect Director Michael E. Pegram	Mgmt	For	Refer	Against
1k	Elect Director Thomas R. Reeg	Mgmt	For	For	For
1l	Elect Director David P. Tomick	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Potential Cost Savings Through Adoption of a Smokefree Policy	SH	Against	Against	Against

Incyte Corporation

Meeting Date: 06/10/2025

Record Date: 04/15/2025

Primary Security ID: 45337C102

Country: USA

Meeting Type: Annual

Ticker: INCY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Julian C. Baker	Mgmt	For	For	For
1.2	Elect Director Jean-Jacques Bienaimé	Mgmt	For	For	For

Incyte Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Otis W. Brawley	Mgmt	For	For	For
1.4	Elect Director Paul J. Clancy	Mgmt	For	For	For
1.5	Elect Director Jacquelyn A. Fouse	Mgmt	For	For	For
1.6	Elect Director Edmund P. Harrigan	Mgmt	For	For	For
1.7	Elect Director Katherine A. High	Mgmt	For	For	For
1.8	Elect Director Hervé Hoppenot	Mgmt	For	For	For
1.9	Elect Director Susanne Schaffert	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Roper Technologies, Inc.

Meeting Date: 06/10/2025

Record Date: 04/16/2025

Primary Security ID: 776696106

Country: USA

Meeting Type: Annual

Ticker: ROP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye L. Archambeau	Mgmt	For	Refer	For
1.2	Elect Director Amy Woods Brinkley	Mgmt	For	Refer	For
1.3	Elect Director Irene M. Esteves	Mgmt	For	Refer	For
1.4	Elect Director L. Neil Hunn	Mgmt	For	Refer	For
1.5	Elect Director Robert D. Johnson	Mgmt	For	Refer	For
1.6	Elect Director Thomas P. Joyce, Jr.	Mgmt	For	Refer	For
1.7	Elect Director John F. Murphy	Mgmt	For	Refer	For
1.8	Elect Director Laura G. Thatcher	Mgmt	For	Refer	For
1.9	Elect Director Richard F. Wallman	Mgmt	For	Refer	For

Roper Technologies, Inc.

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

The TJX Companies, Inc.

Meeting Date: 06/10/2025Country: USATicker: TJX

Record Date: 04/15/2025Meeting Type: Annual

Primary Security ID: 872540109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose B. Alvarez	Mgmt	For	Refer	For
1b	Elect Director Alan M. Bennett	Mgmt	For	Refer	For
1c	Elect Director Rosemary T. Berkery	Mgmt	For	Refer	For
1d	Elect Director David T. Ching	Mgmt	For	Refer	For
1e	Elect Director C. Kim Goodwin	Mgmt	For	Refer	For
1f	Elect Director Ernie Herrman	Mgmt	For	Refer	For
1g	Elect Director Amy B. Lane	Mgmt	For	Refer	For
1h	Elect Director Carol Meyrowitz	Mgmt	For	Refer	For
1i	Elect Director Jackwyn L. Nemerov	Mgmt	For	Refer	For
1j	Elect Director Charles F. Wagner, Jr.	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Caterpillar, Inc.

Meeting Date: 06/11/2025Country: USATicker: CAT

Record Date: 04/14/2025Meeting Type: Annual

Primary Security ID: 149123101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph E. Creed	Mgmt	For	Refer	For
1.2	Elect Director James C. Fish, Jr.	Mgmt	For	Refer	For
1.3	Elect Director Gerald Johnson	Mgmt	For	Refer	For
1.4	Elect Director Nazzic S. Keene	Mgmt	For	Refer	For
1.5	Elect Director David W. MacLennan	Mgmt	For	Refer	For
1.6	Elect Director Judith F. Marks	Mgmt	For	Refer	For
1.7	Elect Director Debra L. Reed-Klages	Mgmt	For	Refer	For
1.8	Elect Director Susan C. Schwab	Mgmt	For	Refer	For
1.9	Elect Director D. James Umpleby, III	Mgmt	For	Refer	For
1.10	Elect Director Rayford Wilkins, Jr.	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Report on a Civil Rights Audit	SH	Against	Refer	Against
5	Report on Religious Discrimination in Charitable Contributions	SH	Against	Refer	Against
6	Consider Abolishing DEI Policies, Departments, and Goals	SH	Against	Refer	Against

Chipotle Mexican Grill, Inc.

Meeting Date: 06/11/2025Country: USATicker: CMG

Record Date: 04/15/2025Meeting Type: Annual

Primary Security ID: 169656105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Albert Baldocchi	Mgmt	For	Refer	For
1b	Elect Director Scott Boatwright	Mgmt	For	Refer	For
1c	Elect Director Matthew Carey	Mgmt	For	Refer	For
1d	Elect Director Patricia Fili-Krushel	Mgmt	For	Refer	For

Chipotle Mexican Grill, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Laura Fuentes	Mgmt	For	Refer	For
1f	Elect Director Mauricio Gutierrez	Mgmt	For	Refer	For
1g	Elect Director Robin Hickenlooper	Mgmt	For	Refer	For
1h	Elect Director Scott Maw	Mgmt	For	Refer	For
1i	Elect Director Mary Winston	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Require Independent Board Chair	SH	Against	Refer	Against

Corpay, Inc.

Meeting Date: 06/11/2025

Record Date: 04/16/2025

Primary Security ID: 219948106

Country: USA

Meeting Type: Annual

Ticker: CPAY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Annabelle Bexiga	Mgmt	For	Refer	Against
1b	Elect Director Ronald F. Clarke	Mgmt	For	Refer	For
1c	Elect Director Joseph W. Farrelly	Mgmt	For	Refer	Against
1d	Elect Director Rahul Gupta	Mgmt	For	Refer	For
1e	Elect Director Thomas M. Hagerty	Mgmt	For	Refer	Against
1f	Elect Director Archie L. Jones, Jr.	Mgmt	For	Refer	For
1g	Elect Director Richard Macchia	Mgmt	For	Refer	For
1h	Elect Director Hala G. Modellmog	Mgmt	For	Refer	Against
1i	Elect Director Jeffrey S. Sloan	Mgmt	For	Refer	For
1j	Elect Director Steven T. Stull	Mgmt	For	Refer	Against
1k	Elect Director Gerald C. Throop	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Corpay, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Require Independent Board Chair	SH	Against	Refer	For

Freeport-McMoRan Inc.

Meeting Date: 06/11/2025	Country: USA	Ticker: FCX
Record Date: 04/14/2025	Meeting Type: Annual	
Primary Security ID: 35671D857		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David P. Abney	Mgmt	For	Refer	For
1.2	Elect Director Richard C. Adkerson	Mgmt	For	Refer	For
1.3	Elect Director Marcela E. Donadio	Mgmt	For	Refer	For
1.4	Elect Director Robert W. Dudley	Mgmt	For	Refer	For
1.5	Elect Director Hugh Grant	Mgmt	For	Refer	For
1.6	Elect Director Lydia H. Kennard	Mgmt	For	Refer	For
1.7	Elect Director Ryan M. Lance	Mgmt	For	Refer	For
1.8	Elect Director Sara Grootwassink Lewis	Mgmt	For	Refer	For
1.9	Elect Director Dustan E. McCoy	Mgmt	For	Refer	For
1.10	Elect Director Kathleen L. Quirk	Mgmt	For	Refer	For
1.11	Elect Director John J. Stephens	Mgmt	For	Refer	For
1.12	Elect Director Frances Fragos Townsend	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

lululemon athletica inc.

Meeting Date: 06/11/2025	Country: USA	Ticker: LULU
Record Date: 04/14/2025	Meeting Type: Annual	
Primary Security ID: 550021109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathryn Henry	Mgmt	For	Refer	For
1b	Elect Director Alison Loehnis	Mgmt	For	Refer	For
1c	Elect Director Jon McNeill	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Report on Discrimination in Charitable Contributions	SH	Against	Refer	Against

Nasdaq, Inc.

Meeting Date: 06/11/2025

Record Date: 04/14/2025

Primary Security ID: 631103108

Country: USA

Meeting Type: Annual

Ticker: NDAQ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melissa M. Arnoldi	Mgmt	For	Refer	For
1b	Elect Director Charlene T. Begley	Mgmt	For	Refer	For
1c	Elect Director Adena T. Friedman	Mgmt	For	Refer	For
1d	Elect Director Essa Kazim	Mgmt	For	Refer	For
1e	Elect Director Thomas A. Kloet	Mgmt	For	Refer	For
1f	Elect Director Kathryn A. Koch	Mgmt	For	Refer	For
1g	Elect Director Holden Spaht	Mgmt	For	Refer	For
1h	Elect Director Michael R. Splinter	Mgmt	For	Refer	For
1i	Elect Director Johan Torgeby	Mgmt	For	Refer	For
1j	Elect Director Toni Townes-Whitley	Mgmt	For	Refer	For
1k	Elect Director Jeffery W. Yabuki	Mgmt	For	Refer	For
1l	Elect Director Alfred W. Zollar	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Refer	For

NXP Semiconductors N.V.

Meeting Date: 06/11/2025

Country: Netherlands

Ticker: NXPI

Record Date: 05/14/2025

Meeting Type: Annual

Primary Security ID: N6596X109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	Refer	For
2	Approve Discharge of Board Members	Mgmt	For	Refer	For
3a	Reelect Kurt Sievers as Executive Director	Mgmt	For	Refer	For
3b	Reelect Annette Clayton as Non-Executive Director	Mgmt	For	Refer	For
3c	Reelect Anthony Foxx as Non-Executive Director	Mgmt	For	Refer	For
3d	Reelect Moshe Gavrielov as Non-Executive Director	Mgmt	For	Refer	For
3e	Reelect Chunyuan Gu as Non-Executive Director	Mgmt	For	Refer	For
3f	Reelect Lena Olving as Non-Executive Director	Mgmt	For	Refer	For
3g	Reelect Julie Southern as Non-Executive Director	Mgmt	For	Refer	For
3h	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	Refer	For
3i	Reelect Gregory Summe as Non-Executive Director	Mgmt	For	Refer	For
3j	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	Refer	For
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	Refer	For
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Refer	For
6	Authorize Share Repurchase Program	Mgmt	For	Refer	For

NXP Semiconductors N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Cancellation of Ordinary Shares	Mgmt	For	Refer	For
8	Ratify EY Accountants B.V. as Auditors	Mgmt	For	Refer	For
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Target Corporation

Meeting Date: 06/11/2025	Country: USA	Ticker: TGT
Record Date: 04/14/2025	Meeting Type: Annual	
Primary Security ID: 87612E106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Abney	Mgmt	For	Refer	For
1b	Elect Director Douglas M. Baker, Jr.	Mgmt	For	Refer	For
1c	Elect Director George S. Barrett	Mgmt	For	Refer	For
1d	Elect Director Gail K. Boudreaux	Mgmt	For	Refer	For
1e	Elect Director Brian C. Cornell	Mgmt	For	Refer	For
1f	Elect Director Robert L. Edwards	Mgmt	For	Refer	For
1g	Elect Director Donald R. Knauss	Mgmt	For	Refer	For
1h	Elect Director Christine A. Leahy	Mgmt	For	Refer	For
1i	Elect Director Monica C. Lozano	Mgmt	For	Refer	For
1j	Elect Director Grace Puma	Mgmt	For	Refer	For
1k	Elect Director Derica W. Rice	Mgmt	For	Refer	For
1l	Elect Director Dmitri L. Stockton	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Report on Discrimination Risks of Affirmative Action Initiatives	SH	Against	Refer	Against

Ulta Beauty, Inc.

Meeting Date: 06/11/2025

Record Date: 04/14/2025

Primary Security ID: 903845303

Country: USA

Meeting Type: Annual

Ticker: ULTA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michelle L. Collins	Mgmt	For	Refer	For
1b	Elect Director Kelly E. Garcia	Mgmt	For	Refer	For
1c	Elect Director Catherine A. Halligan	Mgmt	For	Refer	For
1d	Elect Director Patricia A. Little	Mgmt	For	Refer	For
1e	Elect Director George R. Mrkonic	Mgmt	For	Refer	For
1f	Elect Director Lorna E. Nagler	Mgmt	For	Refer	For
1g	Elect Director Heidi G. Petz	Mgmt	For	Refer	For
1h	Elect Director Gisel Ruiz	Mgmt	For	Refer	For
1i	Elect Director Michael C. Smith	Mgmt	For	Refer	For
1j	Elect Director Kecia L. Steelman	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

W. R. Berkley Corporation

Meeting Date: 06/11/2025

Record Date: 04/17/2025

Primary Security ID: 084423102

Country: USA

Meeting Type: Annual

Ticker: WRB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald E. Blaylock	Mgmt	For	Refer	For
1b	Elect Director Mary C. Farrell	Mgmt	For	Refer	For
1c	Elect Director Marie A. Mattson	Mgmt	For	Refer	For
1d	Elect Director Robert A. Rusbuldt	Mgmt	For	Refer	For
2	Increase Authorized Common Stock	Mgmt	For	Refer	For

W. R. Berkley Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
5	Adopt Director Resignation Guideline	SH	Against	Refer	Against

Williams-Sonoma, Inc.

Meeting Date: 06/11/2025

Record Date: 04/14/2025

Primary Security ID: 969904101

Country: USA

Meeting Type: Annual

Ticker: WSM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Laura Alber	Mgmt	For	Refer	For
1.2	Elect Director Esi Eggleston Bracey	Mgmt	For	Refer	For
1.3	Elect Director Andrew Champion	Mgmt	For	Refer	For
1.4	Elect Director Scott Dahnke	Mgmt	For	Refer	For
1.5	Elect Director Anne Finucane	Mgmt	For	Refer	For
1.6	Elect Director Arianna Huffington	Mgmt	For	Refer	For
1.7	Elect Director William Ready	Mgmt	For	Refer	For
1.8	Elect Director Frits van Paasschen	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Fidelity National Information Services, Inc.

Meeting Date: 06/12/2025

Record Date: 04/14/2025

Primary Security ID: 31620M106

Country: USA

Meeting Type: Annual

Ticker: FIS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicole M. Anasenes	Mgmt	For	Refer	For

Fidelity National Information Services, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Mark D. Benjamin	Mgmt	For	Refer	For
1c	Elect Director Stephanie L. Ferris	Mgmt	For	Refer	For
1d	Elect Director Kourtney K. Gibson	Mgmt	For	Refer	For
1e	Elect Director Jeffrey A. Goldstein	Mgmt	For	Refer	For
1f	Elect Director Lisa A. Hook	Mgmt	For	Refer	For
1g	Elect Director Kenneth T. Lamneck	Mgmt	For	Refer	For
1h	Elect Director Gary L. Lauer	Mgmt	For	Refer	For
1i	Elect Director James B. Stallings, Jr.	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Generac Holdings Inc.

Meeting Date: 06/12/2025	Country: USA	Ticker: GNRC
Record Date: 04/17/2025	Meeting Type: Annual	
Primary Security ID: 368736104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Aaron P. Jagdfeld	Mgmt	For	For	For
1.2	Elect Director Andrew G. Lampereur	Mgmt	For	For	For
1.3	Elect Director Nam T. Nguyen	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Ingersoll Rand Inc.

Meeting Date: 06/12/2025	Country: USA	Ticker: IR
Record Date: 04/17/2025	Meeting Type: Annual	
Primary Security ID: 45687V106		

Ingersoll Rand Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicente Reynal	Mgmt	For	Refer	For
1b	Elect Director William P. Donnelly	Mgmt	For	Refer	For
1c	Elect Director Jennifer Hartsock	Mgmt	For	Refer	For
1d	Elect Director John Humphrey	Mgmt	For	Refer	For
1e	Elect Director Marc E. Jones	Mgmt	For	Refer	For
1f	Elect Director JoAnna L. Sohovich	Mgmt	For	Refer	For
1g	Elect Director Mark P. Stevenson	Mgmt	For	Refer	For
1h	Elect Director Michelle Swanenburg	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Live Nation Entertainment, Inc.

Meeting Date: 06/12/2025 **Country:** USA **Ticker:** LYV
Record Date: 04/16/2025 **Meeting Type:** Annual
Primary Security ID: 538034109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maverick Carter	Mgmt	For	Refer	For
1.2	Elect Director Ping Fu	Mgmt	For	Refer	For
1.3	Elect Director Jeffrey T. Hinson	Mgmt	For	Refer	For
1.4	Elect Director Chad Hollingsworth	Mgmt	For	Refer	For
1.5	Elect Director James Iovine	Mgmt	For	Refer	For
1.6	Elect Director James S. Kahan	Mgmt	For	Refer	For
1.7	Elect Director Randall T. Mays	Mgmt	For	Refer	For
1.8	Elect Director Richard A. Paul	Mgmt	For	Refer	For
1.9	Elect Director Michael Rapino	Mgmt	For	Refer	For
1.10	Elect Director Carl E. Vogel	Mgmt	For	Refer	For
1.11	Elect Director Latriece Watkins	Mgmt	For	Refer	For

Live Nation Entertainment, Inc.

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

Monolithic Power Systems, Inc.

Meeting Date: 06/12/2025

Country: USA

Ticker: MPWR

Record Date: 04/16/2025

Meeting Type: Annual

Primary Security ID: 609839105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herbert Chang	Mgmt	For	Refer	For
1.2	Elect Director Michael Hsing	Mgmt	For	Refer	For
1.3	Elect Director Carintia Martinez	Mgmt	For	Refer	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Declassify the Board of Directors	Mgmt	For	Refer	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Refer	Against

Monster Beverage Corporation

Meeting Date: 06/12/2025

Country: USA

Ticker: MNST

Record Date: 04/21/2025

Meeting Type: Annual

Primary Security ID: 61174X109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Sacks	Mgmt	For	Refer	For
1b	Elect Director Hilton H. Schlosberg	Mgmt	For	Refer	For
1c	Elect Director Mark J. Hall	Mgmt	For	Refer	For
1d	Elect Director Ana Demel	Mgmt	For	Refer	For
1e	Elect Director James L. Dinkins	Mgmt	For	Refer	For

Monster Beverage Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director William "Bill" W. Douglas, III	Mgmt	For	Refer	For
1g	Elect Director Tiffany M. Hall	Mgmt	For	Refer	For
1h	Elect Director Jeanne P. Jackson	Mgmt	For	Refer	For
1i	Elect Director Steven G. Pizula	Mgmt	For	Refer	For
1j	Elect Director Mark S. Vidergauz	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Norwegian Cruise Line Holdings Ltd.

Meeting Date: 06/12/2025	Country: Bermuda	Ticker: NCLH
Record Date: 04/02/2025	Meeting Type: Annual	
Primary Security ID: G66721104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose E. Cil	Mgmt	For	For	For
1b	Elect Director Harry C. Curtis	Mgmt	For	For	For
1c	Elect Director Harry Sommer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

TKO Group Holdings, Inc.

Meeting Date: 06/12/2025	Country: USA	Ticker: TKO
Record Date: 04/17/2025	Meeting Type: Annual	
Primary Security ID: 87256C101		

TKO Group Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ariel Emanuel	Mgmt	For	Refer	For
1.2	Elect Director Mark Shapiro	Mgmt	For	Refer	Withhold
1.3	Elect Director Peter C.B. Bynoe	Mgmt	For	Refer	Withhold
1.4	Elect Director Egon P. Durban	Mgmt	For	Refer	For
1.5	Elect Director Dwayne Johnson	Mgmt	For	Refer	For
1.6	Elect Director Bradley A. Keywell	Mgmt	For	Refer	For
1.7	Elect Director Nick Khan	Mgmt	For	Refer	For
1.8	Elect Director Steven R. Koonin	Mgmt	For	Refer	Withhold
1.9	Elect Director Jonathan A. Kraft	Mgmt	For	Refer	For
1.10	Elect Director Sonya E. Medina	Mgmt	For	Refer	Withhold
1.11	Elect Director Nancy R. Tellem	Mgmt	For	Refer	For
1.12	Elect Director Carrie Wheeler	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Best Buy Co., Inc.

Meeting Date: 06/13/2025 **Country:** USA **Ticker:** BBY
Record Date: 04/14/2025 **Meeting Type:** Annual
Primary Security ID: 086516101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Corie S. Barry	Mgmt	For	Refer	For
1b	Elect Director Lisa M. Caputo	Mgmt	For	Refer	For
1c	Elect Director David W. Kenny	Mgmt	For	Refer	For
1d	Elect Director David C. Kimbell	Mgmt	For	Refer	For
1e	Elect Director Mario J. Marte	Mgmt	For	Refer	For
1f	Elect Director Karen A. McLoughlin	Mgmt	For	Refer	For
1g	Elect Director Claudia F. Munce	Mgmt	For	Refer	For
1h	Elect Director Richelle P. Parham	Mgmt	For	Refer	For
1i	Elect Director Steven E. Rendle	Mgmt	For	Refer	For
1j	Elect Director Sima D. Sistani	Mgmt	For	Refer	For

Best Buy Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Melinda D. Whittington	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Provide Right to Act by Written Consent	SH	Against	Refer	For
6	Consider Ending Participation in Human Rights Campaign Corporate Equality Index	SH	Against	Refer	Against
7	Report on LGBTQIA+ Inclusion Efforts	SH	Against	Refer	Against
8	Publish Climate Transition Plan	SH	Against	Refer	Against

Fortinet, Inc.

Meeting Date: 06/13/2025

Record Date: 04/21/2025

Primary Security ID: 34959E109

Country: USA

Meeting Type: Annual

Ticker: FTNT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ken Xie	Mgmt	For	Refer	For
1.2	Elect Director Michael Xie	Mgmt	For	Refer	For
1.3	Elect Director Kenneth A. Goldman	Mgmt	For	Refer	For
1.4	Elect Director Ming Hsieh	Mgmt	For	Refer	For
1.5	Elect Director Jean Hu	Mgmt	For	Refer	For
1.6	Elect Director Janet Napolitano	Mgmt	For	Refer	For
1.7	Elect Director William H. Neukom	Mgmt	For	Refer	For
1.8	Elect Director Judith Sim	Mgmt	For	Refer	For
1.9	Elect Director James Stavridis	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Require Independent Board Chair	SH	Against	Refer	For

Regeneron Pharmaceuticals, Inc.

Meeting Date: 06/13/2025

Record Date: 04/15/2025

Primary Security ID: 75886F107

Country: USA

Meeting Type: Annual

Ticker: REGN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bonnie L. Bassler	Mgmt	For	Refer	For
1b	Elect Director Michael S. Brown	Mgmt	For	Refer	Against
1c	Elect Director Leonard S. Schleifer	Mgmt	For	Refer	For
1d	Elect Director George D. Yancopoulos	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Declassify the Board of Directors	Mgmt	For	Refer	For
5a	Eliminate Supermajority Vote Requirements of Section 2(e) (8) of Article VI of Incorporation	Mgmt	For	Refer	For
5b	Eliminate Supermajority Vote Requirements of Article VI of Incorporation	Mgmt	For	Refer	For

Biogen Inc.

Meeting Date: 06/17/2025

Record Date: 04/21/2025

Primary Security ID: 09062X103

Country: USA

Meeting Type: Annual

Ticker: BIIB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director: Caroline D. Dorsa	Mgmt	For	Refer	For
1b	Elect Director: Maria C. Freire	Mgmt	For	Refer	For
1c	Elect Director: William A. Hawkins	Mgmt	For	Refer	For
1d	Elect Director: Susan K. Langer	Mgmt	For	Refer	For
1e	Elect Director: Jesus B. Mantas	Mgmt	For	Refer	For
1f	Elect Director: Lloyd Minor	Mgmt	For	Refer	For
1g	Elect Director: Menelas Pangalos	Mgmt	For	Refer	For

Biogen Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director: Monish Patolawala	Mgmt	For	Refer	For
1i	Elect Director: Eric K. Rowinsky	Mgmt	For	Refer	For
1j	Elect Director: Stephen A. Sherwin	Mgmt	For	Refer	For
1k	Elect Director: Christopher A. Viehbach	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

MetLife, Inc.

Meeting Date: 06/17/2025

Record Date: 04/21/2025

Primary Security ID: 59156R108

Country: USA

Meeting Type: Annual

Ticker: MET

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carlos M. Gutierrez	Mgmt	For	Refer	For
1b	Elect Director Carla A. Harris	Mgmt	For	Refer	For
1c	Elect Director Laura J. Hay	Mgmt	For	Refer	For
1d	Elect Director R. Glenn Hubbard	Mgmt	For	Refer	For
1e	Elect Director Jeh C. Johnson	Mgmt	For	Refer	For
1f	Elect Director William E. Kennard	Mgmt	For	Refer	For
1g	Elect Director Michel A. Khalaf	Mgmt	For	Refer	For
1h	Elect Director Diana L. McKenzie	Mgmt	For	Refer	For
1i	Elect Director Denise M. Morrison	Mgmt	For	Refer	For
1j	Elect Director Christian Mumenthaler	Mgmt	For	Refer	For
1k	Elect Director Mark A. Weinberger	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Synchrony Financial

Meeting Date: 06/17/2025

Record Date: 04/22/2025

Primary Security ID: 87165B103

Country: USA

Meeting Type: Annual

Ticker: SYF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian D. Doubles	Mgmt	For	Refer	For
1b	Elect Director Fernando Aguirre	Mgmt	For	Refer	For
1c	Elect Director Paget L. Alves	Mgmt	For	Refer	For
1d	Elect Director Kamila Chytil	Mgmt	For	Refer	For
1e	Elect Director Daniel Colao	Mgmt	For	Refer	For
1f	Elect Director Arthur W. Coviello, Jr.	Mgmt	For	Refer	For
1g	Elect Director Roy A. Guthrie	Mgmt	For	Refer	For
1h	Elect Director Jeffrey G. Naylor	Mgmt	For	Refer	For
1i	Elect Director P.W. "Bill" Parker	Mgmt	For	Refer	For
1j	Elect Director Laurel J. Richie	Mgmt	For	Refer	For
1k	Elect Director Ellen M. Zane	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Trimble Inc.

Meeting Date: 06/17/2025

Record Date: 04/21/2025

Primary Security ID: 896239100

Country: USA

Meeting Type: Annual

Ticker: TRMB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James C. Dalton	Mgmt	For	Refer	For
1.2	Elect Director Borje Ekholm	Mgmt	For	Refer	For
1.3	Elect Director Kaigham (Ken) Gabriel	Mgmt	For	Refer	For
1.4	Elect Director Meaghan Lloyd	Mgmt	For	Refer	For
1.5	Elect Director Ronald S. Nersesian	Mgmt	For	Refer	For
1.6	Elect Director Robert G. Painter	Mgmt	For	Refer	For
1.7	Elect Director Mark S. Peek	Mgmt	For	Refer	For

Trimble Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Kara Sprague	Mgmt	For	Refer	For
1.9	Elect Director Thomas Sweet	Mgmt	For	Refer	For
1.10	Elect Director Johan Wibergh	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Autodesk, Inc.

Meeting Date: 06/18/2025

Country: USA

Ticker: ADSK

Record Date: 04/22/2025

Meeting Type: Annual

Primary Security ID: 052769106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrew Anagnost	Mgmt	For	Refer	For
1b	Elect Director Karen Blasing	Mgmt	For	Refer	For
1c	Elect Director John T. Cahill	Mgmt	For	Refer	For
1d	Elect Director Reid French	Mgmt	For	Refer	For
1e	Elect Director Ayanna Howard	Mgmt	For	Refer	For
1f	Elect Director Blake Irving	Mgmt	For	Refer	For
1g	Elect Director Ram R. Krishnan	Mgmt	For	Refer	For
1h	Elect Director Stephen Milligan	Mgmt	For	Refer	For
1i	Elect Director Rami Rahim	Mgmt	For	Refer	For
1j	Elect Director Stacy J. Smith	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

Coinbase Global, Inc.

Meeting Date: 06/18/2025

Country: USA

Ticker: COIN

Record Date: 04/21/2025

Meeting Type: Annual

Primary Security ID: 19260Q107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian Armstrong	Mgmt	For	Refer	Withhold
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Refer	Withhold
1.3	Elect Director Paul Clement	Mgmt	For	Refer	For
1.4	Elect Director Christa Davies	Mgmt	For	Refer	For
1.5	Elect Director Frederick Ernest Ehrsam, III	Mgmt	For	Refer	Withhold
1.6	Elect Director Kelly A. Kramer	Mgmt	For	Refer	For
1.7	Elect Director Chis Lehane	Mgmt	For	Refer	For
1.8	Elect Director Tobias Lütke	Mgmt	For	Refer	For
1.9	Elect Director Gokul Rajaram	Mgmt	For	Refer	Withhold
1.10	Elect Director Fred Wilson	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Comcast Corporation

Meeting Date: 06/18/2025

Record Date: 04/08/2025

Primary Security ID: 20030N101

Country: USA

Meeting Type: Annual

Ticker: CMCSA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	Refer	Withhold
1.2	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	Refer	For
1.3	Elect Director Madeline S. Bell	Mgmt	For	Refer	Withhold
1.4	Elect Director Louise F. Brady	Mgmt	For	Refer	For
1.5	Elect Director Edward D. Breen	Mgmt	For	Refer	For
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	Refer	Withhold
1.7	Elect Director Wonya Y. Lucas	Mgmt	For	Refer	For
1.8	Elect Director Asuka Nakahara	Mgmt	For	Refer	For
1.9	Elect Director David C. Novak	Mgmt	For	Refer	For

Comcast Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Brian L. Roberts	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
5	Improve Executive Compensation Program and Policy	SH	Against	Refer	Against
6	Require Independent Board Chair	SH	Against	Refer	For

CrowdStrike Holdings, Inc.

Meeting Date: 06/18/2025

Record Date: 04/25/2025

Primary Security ID: 22788C105

Country: USA

Meeting Type: Annual

Ticker: CRWD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cary J. Davis	Mgmt	For	Refer	Withhold
1.2	Elect Director George Kurtz	Mgmt	For	Refer	For
1.3	Elect Director Laura J. Schumacher	Mgmt	For	Refer	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Keurig Dr Pepper Inc.

Meeting Date: 06/18/2025

Record Date: 04/21/2025

Primary Security ID: 49271V100

Country: USA

Meeting Type: Annual

Ticker: KDP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy "Tim" Cofer	Mgmt	For	Refer	For
1.2	Elect Director Robert "Bob" Gamgort	Mgmt	For	Refer	For
1.3	Elect Director Oray B. Boston Jr.	Mgmt	For	Refer	For

Keurig Dr Pepper Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Juliette Hickman	Mgmt	For	Refer	For
1.5	Elect Director Pamela "Pam" Patsley	Mgmt	For	Refer	For
1.6	Elect Director Debra Sandler	Mgmt	For	Refer	For
1.7	Elect Director Robert "Bob" Singer	Mgmt	For	Refer	For
1.8	Elect Director Mike Van de Ven	Mgmt	For	Refer	For
1.9	Elect Director Lawson Whiting	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Match Group, Inc.

Meeting Date: 06/18/2025	Country: USA	Ticker: MTCH
Record Date: 04/24/2025	Meeting Type: Annual	
Primary Security ID: 57667L107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen Bailey	Mgmt	For	For	For
1b	Elect Director Melissa Brenner	Mgmt	For	For	For
1c	Elect Director Kelly Campbell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Declassify the Board of Directors	Mgmt	For	For	For

Delta Air Lines, Inc.

Meeting Date: 06/19/2025	Country: USA	Ticker: DAL
Record Date: 04/25/2025	Meeting Type: Annual	
Primary Security ID: 247361702		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	Mgmt	For	Refer	For
1b	Elect Director Christophe Beck	Mgmt	For	Refer	For
1c	Elect Director Maria Black	Mgmt	For	Refer	For
1d	Elect Director Willie CW Chiang	Mgmt	For	Refer	For
1e	Elect Director Greg Creed	Mgmt	For	Refer	For
1f	Elect Director David G. DeWalt	Mgmt	For	Refer	For
1g	Elect Director Leslie D. Hale	Mgmt	For	Refer	For
1h	Elect Director Christopher A. Hazleton	Mgmt	For	Refer	For
1i	Elect Director Michael P. Huerta	Mgmt	For	Refer	For
1j	Elect Director Judith J. McKenna	Mgmt	For	Refer	For
1k	Elect Director Vasant M. Prabhu	Mgmt	For	Refer	For
1l	Elect Director Sergio A. L. Rial	Mgmt	For	Refer	For
1m	Elect Director David S. Taylor	Mgmt	For	Refer	For
1n	Elect Director Kathy N. Waller	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
5	Provide Right to Act by Written Consent	SH	Against	Refer	For

Dollar Tree, Inc.

Meeting Date: 06/19/2025

Record Date: 04/17/2025

Primary Security ID: 256746108

Country: USA

Meeting Type: Annual

Ticker: DLTR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael C. Creedon, Jr.	Mgmt	For	Refer	For
1b	Elect Director William W. Douglas, III	Mgmt	For	Refer	For

Dollar Tree, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Cheryl W. Grise	Mgmt	For	Refer	For
1d	Elect Director Daniel J. Heinrich	Mgmt	For	Refer	For
1e	Elect Director Paul C. Hilal	Mgmt	For	Refer	For
1f	Elect Director Timothy A. Johnson	Mgmt	For	Refer	For
1g	Elect Director Edward J. Kelly, III	Mgmt	For	Refer	For
1h	Elect Director Jeffrey G. Naylor	Mgmt	For	Refer	For
1i	Elect Director Diane E. Randolph	Mgmt	For	Refer	For
1j	Elect Director Bertram L. Scott	Mgmt	For	Refer	For
1k	Elect Director Stephanie P. Stahl	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For

CarMax, Inc.

Meeting Date: 06/24/2025

Record Date: 04/17/2025

Primary Security ID: 143130102

Country: USA

Meeting Type: Annual

Ticker: KMX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Bensen	Mgmt	For	For	For
1b	Elect Director Sona Chawla	Mgmt	For	For	For
1c	Elect Director Thomas J. Folliard	Mgmt	For	For	For
1d	Elect Director Shira D. Goodman	Mgmt	For	For	For
1e	Elect Director David W. McCreight	Mgmt	For	For	For
1f	Elect Director William D. Nash	Mgmt	For	For	For
1g	Elect Director Mark F. O'Neil	Mgmt	For	For	For
1h	Elect Director Pietro Satriano	Mgmt	For	For	For
1i	Elect Director Marcella Shinder	Mgmt	For	For	For

CarMax, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Mitchell D. Steenrod	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Against	Against

DoorDash, Inc.

Meeting Date: 06/24/2025	Country: USA	Ticker: DASH
Record Date: 04/25/2025	Meeting Type: Annual	
Primary Security ID: 25809K105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey Blackburn	Mgmt	For	Refer	For
1b	Elect Director L. John Doerr	Mgmt	For	Refer	Against
1c	Elect Director Andy Fang	Mgmt	For	Refer	Against
1d	Elect Director Diego Piacentini	Mgmt	For	Refer	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Reflect Certain Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	Refer	Against

Mastercard Incorporated

Meeting Date: 06/24/2025	Country: USA	Ticker: MA
Record Date: 04/25/2025	Meeting Type: Annual	
Primary Security ID: 57636Q104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	Refer	For
1b	Elect Director Candido Bracher	Mgmt	For	Refer	For

Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Richard K. Davis	Mgmt	For	Refer	For
1d	Elect Director Julius Genachowski	Mgmt	For	Refer	For
1e	Elect Director Choon Phong Goh	Mgmt	For	Refer	For
1f	Elect Director Oki Matsumoto	Mgmt	For	Refer	For
1g	Elect Director Michael Miebach	Mgmt	For	Refer	For
1h	Elect Director Youngme Moon	Mgmt	For	Refer	For
1i	Elect Director Rima Qureshi	Mgmt	For	Refer	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	Refer	For
1k	Elect Director Harit Talwar	Mgmt	For	Refer	For
1l	Elect Director Lance Uggla	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	Refer	For
5	Amend Articles of Incorporation to Remove Industry Director Concept	Mgmt	For	Refer	For
6	Amend Certificate of Incorporation	Mgmt	For	Refer	For
7	Oversee and Report on a Racial Equity Audit	SH	Against	Refer	Against
8	Report on Discrimination Risks of Affirmative Action Initiatives	SH	Against	Refer	Against

eBay Inc.

Meeting Date: 06/25/2025

Record Date: 04/28/2025

Primary Security ID: 278642103

Country: USA

Meeting Type: Annual

Ticker: EBAY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adriane M. Brown	Mgmt	For	Refer	For
1b	Elect Director Aparna Chennapragada	Mgmt	For	Refer	For
1c	Elect Director Logan D. Green	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director E. Carol Hayles	Mgmt	For	Refer	For
1e	Elect Director Jamie J. Iannone	Mgmt	For	Refer	For
1f	Elect Director Shripriya Mahesh	Mgmt	For	Refer	For
1g	Elect Director William D. Nash	Mgmt	For	Refer	For
1h	Elect Director Paul S. Pressler	Mgmt	For	Refer	For
1i	Elect Director Zane Rowe	Mgmt	For	Refer	For
1j	Elect Director Mohak Shroff	Mgmt	For	Refer	For
1k	Elect Director Perry M. Traquina	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	Against
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	SH	Against	Refer	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Refer	Against

NVIDIA Corporation

Meeting Date: 06/25/2025

Record Date: 04/28/2025

Primary Security ID: 67066G104

Country: USA

Meeting Type: Annual

Ticker: NVDA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	Refer	For
1b	Elect Director Tench Coxé	Mgmt	For	Refer	For
1c	Elect Director John O. Dabiri	Mgmt	For	Refer	For
1d	Elect Director Persis S. Drell	Mgmt	For	Refer	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	Refer	For
1f	Elect Director Dawn Hudson	Mgmt	For	Refer	For
1g	Elect Director Harvey C. Jones	Mgmt	For	Refer	For
1h	Elect Director Melissa B. Lora	Mgmt	For	Refer	For
1i	Elect Director Stephen C. Neal	Mgmt	For	Refer	Against

NVIDIA Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Ellen Ochoa	Mgmt	For	Refer	For
1k	Elect Director A. Brooke Seawell	Mgmt	For	Refer	For
1l	Elect Director Aarti Shah	Mgmt	For	Refer	For
1m	Elect Director Mark A. Stevens	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirements	Mgmt	For	Refer	For
5	Amend Right to Call Special Meeting	SH	Against	Refer	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Refer	Against
7	Enhance Workforce Data Reporting	SH	Against	Refer	Against

CoStar Group, Inc.

Meeting Date: 06/26/2025	Country: USA	Ticker: CSGP
Record Date: 04/28/2025	Meeting Type: Annual	
Primary Security ID: 22160N109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Louise S. Sams	Mgmt	For	Refer	For
1b	Elect Director Andrew C. Florance	Mgmt	For	Refer	For
1c	Elect Director John L. Berisford	Mgmt	For	Refer	For
1d	Elect Director Angelique G. Brunner	Mgmt	For	Refer	For
1e	Elect Director Rachel C. Glaser	Mgmt	For	Refer	For
1f	Elect Director John W. Hill	Mgmt	For	Refer	For
1g	Elect Director Christine M. McCarthy	Mgmt	For	Refer	For
1h	Elect Director Robert W. Musslewhite	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

CoStar Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
5	Report on Political Contributions	SH	Against	Refer	Against

Dell Technologies Inc.

Meeting Date: 06/26/2025

Record Date: 04/30/2025

Primary Security ID: 24703L202

Country: USA

Meeting Type: Annual

Ticker: DELL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael S. Dell	Mgmt	For	Refer	Withhold
1.2	Elect Director David W. Dorman	Mgmt	For	Refer	Withhold
1.3	Elect Director Egon Durban	Mgmt	For	Refer	For
1.4	Elect Director David Grain	Mgmt	For	Refer	For
1.5	Elect Director William D. Green	Mgmt	For	Refer	For
1.6	Elect Director Ellen J. Kullman	Mgmt	For	Refer	Withhold
1.7	Elect Director Steven M. Mollenkopf	Mgmt	For	Refer	For
1.8	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Equity Residential

Meeting Date: 06/26/2025

Record Date: 03/31/2025

Primary Security ID: 29476L107

Country: USA

Meeting Type: Annual

Ticker: EQR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Angela M. Aman	Mgmt	For	Refer	For

Equity Residential

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Linda Walker Bynoe	Mgmt	For	Refer	For
1c	Elect Director Mary Kay Haben	Mgmt	For	Refer	For
1d	Elect Director Ann C. Hoff	Mgmt	For	Refer	For
1e	Elect Director Tahsinul Zia Huque	Mgmt	For	Refer	For
1f	Elect Director Nina P. Jones	Mgmt	For	Refer	For
1g	Elect Director David J. Neithercut	Mgmt	For	Refer	For
1h	Elect Director Mark J. Parrell	Mgmt	For	Refer	For
1i	Elect Director Mark S. Shapiro	Mgmt	For	Refer	For
1j	Elect Director Stephen E. Sterrett	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

The Kroger Co.

Meeting Date: 06/26/2025	Country: USA	Ticker: KR
Record Date: 04/28/2025	Meeting Type: Annual	
Primary Security ID: 501044101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora A. Aufreiter	Mgmt	For	Refer	For
1b	Elect Director Kevin M. Brown	Mgmt	For	Refer	For
1c	Elect Director Elaine L. Chao	Mgmt	For	Refer	For
1d	Elect Director Anne Gates	Mgmt	For	Refer	For
1e	Elect Director Karen M. Hoguet	Mgmt	For	Refer	For
1f	Elect Director Clyde R. Moore	Mgmt	For	Refer	For
1g	Elect Director Ronald L. Sargent	Mgmt	For	Refer	For
1h	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	Mgmt	For	Refer	For
1i	Elect Director Mark S. Sutton	Mgmt	For	Refer	For
1j	Elect Director Ashok Vemuri	Mgmt	For	Refer	For

The Kroger Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Report on Educating Customers on Tobacco Waste	SH	Against	Refer	Against
5	Report on Implementing Worker-Driven Social Responsibility Principles	SH	Against	Refer	Against
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Reproductive or Gender-affirming Health Care	SH	Against	Refer	Against

ANSYS, Inc.

Meeting Date: 06/27/2025	Country: USA	Ticker: ANSS
Record Date: 04/28/2025	Meeting Type: Annual	
Primary Security ID: 03662Q105		

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

Meeting Date: 06/27/2025

Country: Ireland

Ticker: AON

Record Date: 04/11/2025

Meeting Type: Annual

Primary Security ID: G0403H108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	Mgmt	For	Refer	For
1.2	Elect Director Gregory C. Case	Mgmt	For	Refer	For
1.3	Elect Director Jose Antonio Alvarez	Mgmt	For	Refer	For
1.4	Elect Director Jin-Yong Cai	Mgmt	For	Refer	For
1.5	Elect Director Jeffrey C. Campbell	Mgmt	For	Refer	For
1.6	Elect Director Cheryl A. Francis	Mgmt	For	Refer	For
1.7	Elect Director Adriana Karaboutis	Mgmt	For	Refer	For
1.8	Elect Director Richard C. Notebaert	Mgmt	For	Refer	For
1.9	Elect Director Gloria Santona	Mgmt	For	Refer	For
1.10	Elect Director Sarah E. Smith	Mgmt	For	Refer	For
1.11	Elect Director Byron O. Spruell	Mgmt	For	Refer	For
1.12	Elect Director James G. Stavridis	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	For	Refer	For
5	Authorize the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	Refer	For
6	Authorise Issue of Equity	Mgmt	For	Refer	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
8	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott M. Brinker	Mgmt	For	Refer	For
1b	Elect Director Katherine M. Sandstrom	Mgmt	For	Refer	For
1c	Elect Director John T. Thomas	Mgmt	For	Refer	For
1d	Elect Director Brian G. Cartwright	Mgmt	For	Refer	For
1e	Elect Director James B. Connor	Mgmt	For	Refer	For
1f	Elect Director R. Kent Griffin, Jr.	Mgmt	For	Refer	For
1g	Elect Director Pamela J. Kessler	Mgmt	For	Refer	For
1h	Elect Director Sara G. Lewis	Mgmt	For	Refer	For
1i	Elect Director Ava E. Lias-Booker	Mgmt	For	Refer	For
1j	Elect Director Tommy G. Thompson	Mgmt	For	Refer	For
1k	Elect Director Richard A. Weiss	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

JBG SMITH Properties

Meeting Date: 04/24/2025

Record Date: 02/25/2025

Primary Security ID: 46590V100

Country: USA

Meeting Type: Annual

Ticker: JBGS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Phyllis R. Caldwell	Mgmt	For	For	For
1b	Elect Director Scott A. Estes	Mgmt	For	For	For
1c	Elect Director Alan S. Forman	Mgmt	For	Refer	For
1d	Elect Director Michael J. Glosserman	Mgmt	For	For	For
1e	Elect Director W. Matthew Kelly	Mgmt	For	For	For

JBG SMITH Properties

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Alisa M. Mall	Mgmt	For	Refer	For
1g	Elect Director Carol A. Melton	Mgmt	For	For	For
1h	Elect Director William J. Mulrow	Mgmt	For	For	For
1i	Elect Director D. Ellen Shuman	Mgmt	For	Refer	For
1j	Elect Director Robert A. Stewart	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Park Hotels & Resorts Inc.

Meeting Date: 04/25/2025	Country: USA	Ticker: PK
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 700517105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For	For
1B	Elect Director Patricia M. Bedient	Mgmt	For	For	For
1C	Elect Director Thomas D. Eckert	Mgmt	For	For	For
1D	Elect Director Geoffrey M. Garrett	Mgmt	For	For	For
1E	Elect Director Christie B. Kelly	Mgmt	For	For	For
1F	Elect Director Terri D. McClements	Mgmt	For	For	For
1G	Elect Director Thomas A. Natelli	Mgmt	For	For	For
1H	Elect Director Timothy J. Naughton	Mgmt	For	For	For
1I	Elect Director Stephen I. Sadove	Mgmt	For	For	For
2	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

RLJ Lodging Trust

Meeting Date: 04/25/2025Country: USATicker: RLJ

Record Date: 03/06/2025Meeting Type: Annual

Primary Security ID: 74965L101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert L. Johnson	Mgmt	For	For	For
1.2	Elect Director Leslie D. Hale	Mgmt	For	For	For
1.3	Elect Director Evan Bayh	Mgmt	For	For	For
1.4	Elect Director Arthur R. Collins	Mgmt	For	For	For
1.5	Elect Director Nathaniel A. Davis	Mgmt	For	For	For
1.6	Elect Director Patricia L. Gibson	Mgmt	For	For	For
1.7	Elect Director Robert M. La Forgia	Mgmt	For	For	For
1.8	Elect Director Robert J. McCarthy	Mgmt	For	For	For
1.9	Elect Director Robin Zeigler	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

STAG Industrial, Inc.

Meeting Date: 04/28/2025Country: USATicker: STAG

Record Date: 03/03/2025Meeting Type: Annual

Primary Security ID: 85254J102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Benjamin S. Butcher	Mgmt	For	For	For
1b	Elect Director Jit Kee Chin	Mgmt	For	For	For
1c	Elect Director Virgis W. Colbert	Mgmt	For	For	For
1d	Elect Director William R. Crooker	Mgmt	For	For	For
1e	Elect Director Michelle S. Dilley	Mgmt	For	For	For
1f	Elect Director Jeffrey D. Furber	Mgmt	For	For	For
1g	Elect Director Larry T. Guillemette	Mgmt	For	For	For

STAG Industrial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Francis X. Jacoby, III	Mgmt	For	For	For
1i	Elect Director Christopher P. Marr	Mgmt	For	For	For
1j	Elect Director Hans S. Weger	Mgmt	For	For	For
1k	Elect Director Vicki Lundy Wilbon	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

CareTrust REIT, Inc.

Meeting Date: 04/29/2025 **Country:** USA **Ticker:** CTRE
Record Date: 03/05/2025 **Meeting Type:** Annual
Primary Security ID: 14174T107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Diana M. Laing	Mgmt	For	Refer	For
1b	Elect Director Anne Olson	Mgmt	For	For	For
1c	Elect Director Spencer G. Plumb	Mgmt	For	Refer	For
1d	Elect Director David M. Sedgwick	Mgmt	For	For	For
1e	Elect Director Careina D. Williams	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Cousins Properties Incorporated

Meeting Date: 04/29/2025 **Country:** USA **Ticker:** CUZ
Record Date: 02/27/2025 **Meeting Type:** Annual
Primary Security ID: 222795502

Cousins Properties Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles T. Cannada	Mgmt	For	For	For
1b	Elect Director Robert M. Chapman	Mgmt	For	For	For
1c	Elect Director M. Colin Connolly	Mgmt	For	For	For
1d	Elect Director Scott W. Fordham	Mgmt	For	For	For
1e	Elect Director Susan L. Givens	Mgmt	For	For	For
1f	Elect Director R. Kent Griffin, Jr.	Mgmt	For	For	For
1g	Elect Director Donna W. Hyland	Mgmt	For	For	For
1h	Elect Director Dionne Nelson	Mgmt	For	For	For
1i	Elect Director R. Dary Stone	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

DiamondRock Hospitality Company

Meeting Date: 04/29/2025

Record Date: 02/28/2025

Primary Security ID: 252784301

Country: USA

Meeting Type: Annual

Ticker: DRH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy R. Chi	Mgmt	For	For	For
1b	Elect Director Jeffrey J. Donnelly	Mgmt	For	For	For
1c	Elect Director Michael A. Hartmeier	Mgmt	For	For	For
1d	Elect Director Stephanie D. Lepori	Mgmt	For	For	For
1e	Elect Director William W. McCarten	Mgmt	For	For	For
1f	Elect Director Kathleen A. Merrill	Mgmt	For	For	For
1g	Elect Director William J. Shaw	Mgmt	For	For	For

DiamondRock Hospitality Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Bruce D. Wardinski	Mgmt	For	For	For
1i	Elect Director Tabassum S. Zalotrawala	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Equity LifeStyle Properties, Inc.

Meeting Date: 04/29/2025	Country: USA	Ticker: ELS
Record Date: 02/14/2025	Meeting Type: Annual	
Primary Security ID: 29472R108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andrew Berkenfield	Mgmt	For	Refer	For
1.2	Elect Director Derrick Burks	Mgmt	For	Refer	For
1.3	Elect Director Philip Calian	Mgmt	For	Refer	For
1.4	Elect Director David Contis	Mgmt	For	Refer	For
1.5	Elect Director Constance Freedman	Mgmt	For	Refer	For
1.6	Elect Director Thomas Heneghan	Mgmt	For	Refer	For
1.7	Elect Director Marguerite Nader	Mgmt	For	Refer	For
1.8	Elect Director Radhika Papandreou	Mgmt	For	Refer	For
1.9	Elect Director Scott Peppet	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Kimco Realty Corporation

Meeting Date: 04/29/2025	Country: USA	Ticker: KIM
Record Date: 03/04/2025	Meeting Type: Annual	
Primary Security ID: 49446R109		

Kimco Realty Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ross Cooper	Mgmt	For	Refer	Against
1b	Elect Director Philip E. Coviello	Mgmt	For	Refer	For
1c	Elect Director Conor C. Flynn	Mgmt	For	Refer	For
1d	Elect Director Nancy Lashine	Mgmt	For	Refer	For
1e	Elect Director Frank Lourenso	Mgmt	For	Refer	For
1f	Elect Director Henry Moniz	Mgmt	For	Refer	For
1g	Elect Director Mary Hogan Preusse	Mgmt	For	Refer	For
1h	Elect Director Valerie Richardson	Mgmt	For	Refer	For
1i	Elect Director Richard B. Saltzman	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Approve Omnibus Stock Plan	Mgmt	For	Refer	For

First Industrial Realty Trust, Inc.

Meeting Date: 04/30/2025Country: USATicker: FR

Record Date: 03/07/2025Meeting Type: Annual

Primary Security ID: 32054K103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter E. Baccile	Mgmt	For	For	For
1.2	Elect Director Teresa Bryce Bazemore	Mgmt	For	For	For
1.3	Elect Director Matthew S. Dominski	Mgmt	For	For	For
1.4	Elect Director H. Patrick Hackett, Jr.	Mgmt	For	For	For
1.5	Elect Director Denise A. Olsen	Mgmt	For	For	For
1.6	Elect Director John E. Rau	Mgmt	For	For	For
1.7	Elect Director Marcus L. Smith	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

First Industrial Realty Trust, Inc.

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

Broadstone Net Lease, Inc.

Meeting Date: 05/01/2025	Country: USA	Ticker: BNL
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 11135E203		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Laurie A. Hawkes	Mgmt	For	For	For
1.2	Elect Director John D. Moragne	Mgmt	For	For	For
1.3	Elect Director Michael A. Coke	Mgmt	For	For	For
1.4	Elect Director Jessica Duran	Mgmt	For	For	For
1.5	Elect Director Laura Felice	Mgmt	For	For	For
1.6	Elect Director Richard Imperiale	Mgmt	For	For	For
1.7	Elect Director David M. Jacobstein	Mgmt	For	For	For
1.8	Elect Director Joseph Saffire	Mgmt	For	For	For
1.9	Elect Director James H. Watters	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Community Healthcare Trust Incorporated

Meeting Date: 05/01/2025	Country: USA	Ticker: CHCT
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 20369C106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cathrine Cotman	Mgmt	For	For	For
1.2	Elect Director David Dupuy	Mgmt	For	For	For
1.3	Elect Director Alan Gardner	Mgmt	For	For	For

Community Healthcare Trust Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Claire Gulmi	Mgmt	For	For	For
1.5	Elect Director Robert Hensley	Mgmt	For	For	For
1.6	Elect Director Lawrence Van Horn	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify BDO USA, P.C. as Auditors	Mgmt	For	For	For

Gladstone Commercial Corporation

Meeting Date: 05/01/2025

Country: USA

Ticker: GOOD

Record Date: 03/07/2025

Meeting Type: Annual

Primary Security ID: 376536108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Gladstone	Mgmt	For	For	For
1.2	Elect Director John H. Outland	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Phillips Edison & Company, Inc.

Meeting Date: 05/01/2025

Country: USA

Ticker: PECO

Record Date: 03/07/2025

Meeting Type: Annual

Primary Security ID: 71844V201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey (Jeff) S. Edison	Mgmt	For	For	For
1b	Elect Director Leslie (Les) T. Chao	Mgmt	For	For	For
1c	Elect Director Elizabeth (Liz) O. Fischer	Mgmt	For	For	For
1d	Elect Director Devin I. Murphy	Mgmt	For	For	For
1e	Elect Director Stephen (Steve) R. Quazzo	Mgmt	For	For	For
1f	Elect Director Jane E. Silfen	Mgmt	For	For	For

Phillips Edison & Company, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director John A. Strong	Mgmt	For	For	For
1h	Elect Director Anthony (Tony) E. Terry	Mgmt	For	For	For
1i	Elect Director Parilee E. Wang	Mgmt	For	For	For
1j	Elect Director Gregory (Greg) S. Wood	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Sunstone Hotel Investors, Inc.

Meeting Date: 05/01/2025	Country: USA	Ticker: SHO
Record Date: 03/05/2025	Meeting Type: Annual	
Primary Security ID: 867892101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Blake Baird	Mgmt	For	For	For
1b	Elect Director Andrew Batinovich	Mgmt	For	For	For
1c	Elect Director Monica S. Digilio	Mgmt	For	For	For
1d	Elect Director Bryan A. Giglia	Mgmt	For	For	For
1e	Elect Director Kristina M. Leslie	Mgmt	For	For	For
1f	Elect Director Murray J. McCabe	Mgmt	For	For	For
1g	Elect Director Verett Mims	Mgmt	For	For	For
1h	Elect Director Douglas M. Pasquale	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Chatham Lodging Trust

Meeting Date: 05/06/2025	Country: USA	Ticker: CLDT
Record Date: 03/10/2025	Meeting Type: Annual	
Primary Security ID: 16208T102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Edwin B. Brewer, Jr.	Mgmt	For	For	For
1.2	Elect Director Jeffrey H. Fisher	Mgmt	For	For	For
1.3	Elect Director David Grissen	Mgmt	For	For	For
1.4	Elect Director Mary Beth Higgins	Mgmt	For	For	For
1.5	Elect Director Rolf E. Ruhfus	Mgmt	For	For	For
1.6	Elect Director Ethel Isaacs Williams	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

EPR Properties

Meeting Date: 05/06/2025Country: USATicker: EPR

Record Date: 03/12/2025Meeting Type: Annual

Primary Security ID: 26884U109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter C. Brown	Mgmt	For	Refer	For
1.2	Elect Director William P. Brown	Mgmt	For	Refer	For
1.3	Elect Director John P. Case, III	Mgmt	For	Refer	For
1.4	Elect Director James B. Connor	Mgmt	For	Refer	For
1.5	Elect Director Virginia E. Shanks	Mgmt	For	Refer	For
1.6	Elect Director Gregory K. Silvers	Mgmt	For	Refer	For
1.7	Elect Director Robin P. Sterneck	Mgmt	For	Refer	For
1.8	Elect Director John Peter Suarez	Mgmt	For	Refer	For
1.9	Elect Director Lisa G. Trimberger	Mgmt	For	Refer	For
1.10	Elect Director Caixia Y. Ziegler	Mgmt	For	Refer	For

EPR Properties

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Terreno Realty Corporation

Meeting Date: 05/06/2025

Record Date: 03/07/2025

Primary Security ID: 88146M101

Country: USA

Meeting Type: Annual

Ticker: TRNO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Blake Baird	Mgmt	For	For	For
1b	Elect Director Michael A. Coke	Mgmt	For	For	For
1c	Elect Director Gary N. Boston	Mgmt	For	For	For
1d	Elect Director LeRoy E. Carlson	Mgmt	For	For	For
1e	Elect Director Irene H. Oh	Mgmt	For	For	For
1f	Elect Director Constance von Muehlen	Mgmt	For	For	For
1g	Elect Director Douglas M. Pasquale	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Restricted Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

American Homes 4 Rent

Meeting Date: 05/07/2025

Record Date: 03/14/2025

Primary Security ID: 02665T306

Country: USA

Meeting Type: Annual

Ticker: AMH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Matthew J. Hart	Mgmt	For	Refer	For
1b	Elect Director Bryan Smith	Mgmt	For	Refer	For

American Homes 4 Rent

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

Curbline Properties Corp.

Meeting Date: 05/07/2025

Record Date: 03/17/2025

Primary Security ID: 23128Q101

Country: USA

Meeting Type: Annual

Ticker: CURB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Linda B. Abraham	Mgmt	For	Refer	Against
1.2	Elect Director David R. Lukes	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Federal Realty Investment Trust

Meeting Date: 05/07/2025

Record Date: 03/18/2025

Primary Security ID: 313745101

Country: USA

Meeting Type: Annual

Ticker: FRT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David W. Faeder	Mgmt	For	For	For

Federal Realty Investment Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Elizabeth I. Holland	Mgmt	For	For	For
1.3	Elect Director Nicole Y. Lamb-Hale	Mgmt	For	For	For
1.4	Elect Director Thomas A. McEachin	Mgmt	For	For	For
1.5	Elect Director Anthony P. Nader, III	Mgmt	For	For	For
1.6	Elect Director Gail P. Steinel	Mgmt	For	For	For
1.7	Elect Director Donald C. Wood	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Grant Thornton, LLP as Auditors	Mgmt	For	For	For

Public Storage

Meeting Date: 05/07/2025

Record Date: 03/03/2025

Primary Security ID: 74460D109

Country: USA

Meeting Type: Annual

Ticker: PSA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald L. Havner, Jr.	Mgmt	For	Refer	For
1b	Elect Director Tamara Hughes Gustavson	Mgmt	For	Refer	For
1c	Elect Director Maria R. Hawthorne	Mgmt	For	Refer	For
1d	Elect Director Shankh S. Mitra	Mgmt	For	Refer	For
1e	Elect Director Rebecca Owen	Mgmt	For	Refer	For
1f	Elect Director Kristy M. Pipes	Mgmt	For	Refer	For
1g	Elect Director Avedick B. Poladian	Mgmt	For	Refer	For
1h	Elect Director John Reyes	Mgmt	For	Refer	For
1i	Elect Director Joseph D. Russell, Jr.	Mgmt	For	Refer	For
1j	Elect Director Tariq M. Shaukat	Mgmt	For	Refer	For
1k	Elect Director Ronald P. Spogli	Mgmt	For	Refer	For
1l	Elect Director Paul S. Williams	Mgmt	For	Refer	For

Public Storage

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

Regency Centers Corporation

Meeting Date: 05/07/2025

Record Date: 03/14/2025

Primary Security ID: 758849103

Country: USA

Meeting Type: Annual

Ticker: REG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin E. Stein, Jr.	Mgmt	For	Refer	For
1b	Elect Director Gary E. Anderson	Mgmt	For	Refer	For
1c	Elect Director Bryce Blair	Mgmt	For	Refer	For
1d	Elect Director C. Ronald Blankenship	Mgmt	For	Refer	For
1e	Elect Director Kristin A. Campbell	Mgmt	For	Refer	For
1f	Elect Director Deirdre J. Evens	Mgmt	For	Refer	For
1g	Elect Director Thomas W. Furphy	Mgmt	For	Refer	For
1h	Elect Director Karin M. Klein	Mgmt	For	Refer	For
1i	Elect Director Peter D. Linneman	Mgmt	For	Refer	For
1j	Elect Director Lisa Palmer	Mgmt	For	Refer	For
1k	Elect Director James H. Simmons, III	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Urban Edge Properties

Meeting Date: 05/07/2025

Record Date: 03/10/2025

Primary Security ID: 91704F104

Country: USA

Meeting Type: Annual

Ticker: UE

Urban Edge Properties

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey S. Olson	Mgmt	For	For	For
1b	Elect Director Mary L. Baglivo	Mgmt	For	For	For
1c	Elect Director Steven H. Grapstein	Mgmt	For	For	For
1d	Elect Director Norman K. Jenkins	Mgmt	For	For	For
1e	Elect Director Kevin P. O'Shea	Mgmt	For	For	For
1f	Elect Director Catherine D. Rice	Mgmt	For	For	For
1g	Elect Director Katherine M. Sandstrom	Mgmt	For	For	For
1h	Elect Director Douglas W. Sesler	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Acadia Realty Trust

Meeting Date: 05/08/2025

Record Date: 03/11/2025

Primary Security ID: 004239109

Country: USA

Meeting Type: Annual

Ticker: AKR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kenneth F. Bernstein	Mgmt	For	For	For
1b	Elect Director Mark A. Denien	Mgmt	For	For	For
1c	Elect Director Kenneth A. McIntyre	Mgmt	For	For	For
1d	Elect Director William T. Spitz	Mgmt	For	For	For
1e	Elect Director Lynn C. Thurber	Mgmt	For	For	For
1f	Elect Director Lee S. Wielansky	Mgmt	For	For	For
1g	Elect Director Hope B. Woodhouse	Mgmt	For	For	For
1h	Elect Director C. David Zoba	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Acadia Realty Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Prologis, Inc.

Meeting Date: 05/08/2025	Country: USA	Ticker: PLD
Record Date: 03/12/2025	Meeting Type: Annual	
Primary Security ID: 74340W103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	Mgmt	For	Refer	For
1b	Elect Director Cristina G. Bitá	Mgmt	For	Refer	For
1c	Elect Director James B. Connor	Mgmt	For	Refer	For
1d	Elect Director George L. Fotiades	Mgmt	For	Refer	For
1e	Elect Director Lydia H. Kennard	Mgmt	For	Refer	For
1f	Elect Director Daniel S. Letter	Mgmt	For	Refer	For
1g	Elect Director Irving F. Lyons, III	Mgmt	For	Refer	For
1h	Elect Director Guy A. Metcalfe	Mgmt	For	Refer	For
1i	Elect Director Avid Modjtabai	Mgmt	For	Refer	For
1j	Elect Director David P. O'Connor	Mgmt	For	Refer	For
1k	Elect Director Olivier Piani	Mgmt	For	Refer	For
1l	Elect Director Sarah A. Slusser	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Refer	Against

Ryman Hospitality Properties, Inc.

Meeting Date: 05/08/2025	Country: USA	Ticker: RHP
Record Date: 03/25/2025	Meeting Type: Annual	
Primary Security ID: 78377T107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rachna Bhasin	Mgmt	For	For	For
1b	Elect Director Alvin Bowles, Jr.	Mgmt	For	For	For
1c	Elect Director Mark Fioravanti	Mgmt	For	For	For
1d	Elect Director William E. Haslam	Mgmt	For	For	For
1e	Elect Director Erin Mulligan Helgren	Mgmt	For	For	For
1f	Elect Director Christine Pantoya	Mgmt	For	For	For
1g	Elect Director Robert Prather, Jr.	Mgmt	For	For	For
1h	Elect Director Colin Reed	Mgmt	For	For	For
1i	Elect Director Michael Roth	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Camden Property Trust

Meeting Date: 05/09/2025

Record Date: 03/14/2025

Primary Security ID: 133131102

Country: USA

Meeting Type: Annual

Ticker: CPT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard J. Campo	Mgmt	For	Refer	For
1b	Elect Director Javier E. Benito	Mgmt	For	Refer	For
1c	Elect Director Heather J. Brunner	Mgmt	For	Refer	For
1d	Elect Director Mark D. Gibson	Mgmt	For	Refer	For
1e	Elect Director Scott S. Ingraham	Mgmt	For	Refer	For
1f	Elect Director Renu Khator	Mgmt	For	Refer	For
1g	Elect Director D. Keith Oden	Mgmt	For	Refer	For
1h	Elect Director Frances Aldrich Sevilla-Sacasa	Mgmt	For	Refer	Against

Camden Property Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Steven A. Webster	Mgmt	For	Refer	For
1j	Elect Director Kelvin R. Westbrook	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Tanger Inc.

Meeting Date: 05/09/2025	Country: USA	Ticker: SKT
Record Date: 03/13/2025	Meeting Type: Annual	
Primary Security ID: 875465106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey B. Citrin	Mgmt	For	For	For
1.2	Elect Director Sandeep L. Mathrani	Mgmt	For	For	For
1.3	Elect Director Thomas J. Reddin	Mgmt	For	For	For
1.4	Elect Director Bridget M. Ryan-Berman	Mgmt	For	For	For
1.5	Elect Director Susan E. Skerritt	Mgmt	For	For	For
1.6	Elect Director Sonia Syngal	Mgmt	For	For	For
1.7	Elect Director Steven B. Tanger	Mgmt	For	For	For
1.8	Elect Director Luis A. Ubinas	Mgmt	For	For	For
1.9	Elect Director Stephen Yalof	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Essential Properties Realty Trust, Inc.

Meeting Date: 05/12/2025	Country: USA	Ticker: EPRT
Record Date: 03/21/2025	Meeting Type: Annual	
Primary Security ID: 29670E107		

Essential Properties Realty Trust, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joyce DeLucca	Mgmt	For	For	For
1.2	Elect Director Scott A. Estes	Mgmt	For	For	For
1.3	Elect Director Peter M. Mavoides	Mgmt	For	For	For
1.4	Elect Director Lawrence J. Minich	Mgmt	For	For	For
1.5	Elect Director Heather L. Neary	Mgmt	For	For	For
1.6	Elect Director Stephen D. Sautel	Mgmt	For	For	For
1.7	Elect Director Janaki Sivanesan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

National Storage Affiliates Trust

Meeting Date: 05/12/2025Country: USATicker: NSA

Record Date: 03/14/2025Meeting Type: Annual

Primary Security ID: 637870106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tamara D. Fischer	Mgmt	For	For	For
1b	Elect Director Arlen D. Nordhagen	Mgmt	For	For	For
1c	Elect Director David G. Cramer	Mgmt	For	For	For
1d	Elect Director Warren W. Allan	Mgmt	For	For	For
1e	Elect Director Lisa R. Cohn	Mgmt	For	For	For
1f	Elect Director Paul W. Hylbert, Jr.	Mgmt	For	For	For
1g	Elect Director Chad L. Meisinger	Mgmt	For	For	For
1h	Elect Director Steven G. Osgood	Mgmt	For	Refer	For
1i	Elect Director Dominic M. Palazzo	Mgmt	For	Refer	For
1j	Elect Director Michael J. Schall	Mgmt	For	For	For

National Storage Affiliates Trust

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

Alexandria Real Estate Equities, Inc.

Meeting Date: 05/13/2025	Country: USA	Ticker: ARE
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: 015271109		

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

Essex Property Trust, Inc.

Meeting Date: 05/13/2025	Country: USA	Ticker: ESS
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: 297178105		

Essex Property Trust, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John V. Arabia	Mgmt	For	Refer	For
1b	Elect Director Keith R. Guericke	Mgmt	For	Refer	For
1c	Elect Director Anne B. Gust	Mgmt	For	Refer	For
1d	Elect Director Maria R. Hawthorne	Mgmt	For	Refer	For
1e	Elect Director Amal M. Johnson	Mgmt	For	Refer	For
1f	Elect Director Mary Kasaris	Mgmt	For	Refer	For
1g	Elect Director Angela L. Kleiman	Mgmt	For	Refer	For
1h	Elect Director Irving F. Lyons, III	Mgmt	For	Refer	For
1i	Elect Director George M. Marcus	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Highwoods Properties, Inc.

Meeting Date: 05/13/2025 **Country:** USA **Ticker:** HIW
Record Date: 03/04/2025 **Meeting Type:** Annual
Primary Security ID: 431284108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles A. Anderson	Mgmt	For	For	For
1.2	Elect Director Carlos E. Evans	Mgmt	For	For	For
1.3	Elect Director David L. Gadis	Mgmt	For	For	For
1.4	Elect Director David J. Hartzell	Mgmt	For	For	For
1.5	Elect Director Theodore J. Klinck	Mgmt	For	For	For
1.6	Elect Director Anne H. Lloyd	Mgmt	For	For	For
1.7	Elect Director Candice W. Todd	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Highwoods Properties, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Restricted Stock Plan	Mgmt	For	For	For

NNN REIT, Inc.

Meeting Date: 05/13/2025	Country: USA	Ticker: NNN
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: 637417106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela K. M. Beall	Mgmt	For	For	For
1b	Elect Director Steven D. Cosler	Mgmt	For	For	For
1c	Elect Director David M. Fick	Mgmt	For	For	For
1d	Elect Director Edward J. Fritsch	Mgmt	For	For	For
1e	Elect Director Elizabeth C. Gulacsy	Mgmt	For	For	For
1f	Elect Director Betsy D. Holden	Mgmt	For	For	For
1g	Elect Director Stephen A. Horn, Jr.	Mgmt	For	For	For
1h	Elect Director Kamau O. Witherspoon	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Realty Income Corporation

Meeting Date: 05/13/2025	Country: USA	Ticker: O
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 756109104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Priscilla Almodovar	Mgmt	For	Refer	For
1b	Elect Director A. Larry Chapman	Mgmt	For	Refer	For
1c	Elect Director Reginald H. Gilyard	Mgmt	For	Refer	For

Realty Income Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Mary Hogan Preusse	Mgmt	For	Refer	For
1e	Elect Director Priya Cherian Huskins	Mgmt	For	Refer	For
1f	Elect Director Jeff A. Jacobson	Mgmt	For	Refer	For
1g	Elect Director Gerardo I. Lopez	Mgmt	For	Refer	For
1h	Elect Director Michael D. McKee	Mgmt	For	Refer	For
1i	Elect Director Gregory T. McLaughlin	Mgmt	For	Refer	For
1j	Elect Director Sumit Roy	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

Sun Communities, Inc.

Meeting Date: 05/13/2025	Country: USA	Ticker: SUI
Record Date: 03/18/2025	Meeting Type: Annual	
Primary Security ID: 866674104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gary A. Shiffman	Mgmt	For	Refer	For
1b	Elect Director Tonya Allen	Mgmt	For	Refer	For
1c	Elect Director Meghan G. Baivier	Mgmt	For	Refer	For
1d	Elect Director Jeff T. Blau	Mgmt	For	Refer	For
1e	Elect Director Mark A. Denien	Mgmt	For	Refer	For
1f	Elect Director Jerome W. Ehlinger	Mgmt	For	Refer	For
1g	Elect Director Brian M. Hermelin	Mgmt	For	Refer	For
1h	Elect Director Craig A. Leupold	Mgmt	For	Refer	For
1i	Elect Director Clunet R. Lewis	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	Refer	For

Sun Communities, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

Ventas, Inc.

Meeting Date: 05/13/2025	Country: USA	Ticker: VTR
Record Date: 03/19/2025	Meeting Type: Annual	
Primary Security ID: 92276F100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melody C. Barnes	Mgmt	For	Refer	For
1b	Elect Director Theodore R. Bigman	Mgmt	For	Refer	For
1c	Elect Director Debra A. Cafaro	Mgmt	For	Refer	For
1d	Elect Director Michael J. Embler	Mgmt	For	Refer	For
1e	Elect Director Matthew J. Lustig	Mgmt	For	Refer	For
1f	Elect Director Roxanne M. Martino	Mgmt	For	Refer	For
1g	Elect Director Marguerite M. Nader	Mgmt	For	Refer	For
1h	Elect Director Sean P. Nolan	Mgmt	For	Refer	For
1i	Elect Director Walter C. Rakowich	Mgmt	For	Refer	For
1j	Elect Director Joe V. Rodriguez, Jr.	Mgmt	For	Refer	For
1k	Elect Director Sumit Roy	Mgmt	For	Refer	For
1l	Elect Director Maurice S. Smith	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Increase Authorized Common Stock	Mgmt	For	Refer	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	Refer	For

Xenia Hotels & Resorts, Inc.

Meeting Date: 05/13/2025	Country: USA	Ticker: XHR
Record Date: 03/21/2025	Meeting Type: Annual	
Primary Security ID: 984017103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marcel Verbaas	Mgmt	For	For	For
1b	Elect Director Keith E. Bass	Mgmt	For	For	For
1c	Elect Director Thomas M. Gartland	Mgmt	For	For	For
1d	Elect Director Beverly K. Goulet	Mgmt	For	For	For
1e	Elect Director Arlene Isaacs-Lowe	Mgmt	For	For	For
1f	Elect Director Mary E. McCormick	Mgmt	For	For	For
1g	Elect Director Terrence Moorehead	Mgmt	For	For	For
1h	Elect Director Dennis D. Oklak	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Centerspace

Meeting Date: 05/14/2025 **Country:** USA **Ticker:** CSR
Record Date: 03/20/2025 **Meeting Type:** Annual
Primary Security ID: 15202L107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John A. Schissel	Mgmt	For	For	For
1b	Elect Director Emily Nagle Green	Mgmt	For	For	For
1c	Elect Director Ola Oyinsan Hixon	Mgmt	For	For	For
1d	Elect Director Rodney Jones-Tyson	Mgmt	For	For	For
1e	Elect Director Anne M. Olson	Mgmt	For	For	For
1f	Elect Director Jay L. Rosenberg	Mgmt	For	For	For
1g	Elect Director Mary J. Twinem	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For

Centerspace

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

Global Medical REIT Inc.

Meeting Date: 05/14/2025	Country: USA	Ticker: GMRE
Record Date: 03/19/2025	Meeting Type: Annual	
Primary Security ID: 37954A204		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey M. Busch	Mgmt	For	For	For
1.2	Elect Director Matthew L. Cypher	Mgmt	For	For	For
1.3	Elect Director Ronald Marston	Mgmt	For	For	For
1.4	Elect Director Henry E. Cole	Mgmt	For	For	For
1.5	Elect Director Zhang Huiqi	Mgmt	For	For	For
1.6	Elect Director Paula R. Crowley	Mgmt	For	For	For
1.7	Elect Director Lori Wittman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Host Hotels & Resorts, Inc.

Meeting Date: 05/14/2025	Country: USA	Ticker: HST
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: 44107P104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary L. Baglivo	Mgmt	For	For	For
1.2	Elect Director Herman E. Bulls	Mgmt	For	For	For
1.3	Elect Director Diana M. Laing	Mgmt	For	For	For
1.4	Elect Director Richard E. Marriott	Mgmt	For	For	For
1.5	Elect Director Mary Hogan Preusse	Mgmt	For	For	For

Host Hotels & Resorts, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Walter C. Rakowich	Mgmt	For	For	For
1.7	Elect Director James F. Risoleo	Mgmt	For	For	For
1.8	Elect Director Gordon H. Smith	Mgmt	For	For	For
1.9	Elect Director A. William Stein	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Hudson Pacific Properties, Inc.

Meeting Date: 05/14/2025

Country: USA

Ticker: HPP

Record Date: 03/21/2025

Meeting Type: Annual

Primary Security ID: 444097109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Victor J. Coleman	Mgmt	For	For	For
1.2	Elect Director Theodore R. Antenucci	Mgmt	For	For	For
1.3	Elect Director Ebs Burnough	Mgmt	For	Refer	For
1.4	Elect Director Jonathan M. Glaser	Mgmt	For	For	For
1.5	Elect Director Robert L. Harris, II	Mgmt	For	Refer	For
1.6	Elect Director Christy Haubegger	Mgmt	For	Refer	For
1.7	Elect Director Mark D. Linehan	Mgmt	For	For	For
1.8	Elect Director Michael Nash	Mgmt	For	For	For
1.9	Elect Director Barry A. Sholem	Mgmt	For	For	For
1.10	Elect Director Andrea Wong	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Independence Realty Trust, Inc.

Meeting Date: 05/14/2025

Record Date: 03/17/2025

Primary Security ID: 45378A106

Country: USA

Meeting Type: Annual

Ticker: IRT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott F. Schaeffer	Mgmt	For	For	For
1.2	Elect Director Stephen R. Bowie	Mgmt	For	For	For
1.3	Elect Director Ned W. Brines	Mgmt	For	For	For
1.4	Elect Director Richard D. Gebert	Mgmt	For	For	For
1.5	Elect Director Melinda H. McClure	Mgmt	For	For	For
1.6	Elect Director James J. Sebra	Mgmt	For	Against	Against
1.7	Elect Director Ana Marie del Rio	Mgmt	For	For	For
1.8	Elect Director DeForest B. Soaries, Jr.	Mgmt	For	For	For
1.9	Elect Director Lisa Washington	Mgmt	For	For	For
1.10	Elect Director Craig Macnab	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Simon Property Group, Inc.

Meeting Date: 05/14/2025

Record Date: 03/17/2025

Primary Security ID: 828806109

Country: USA

Meeting Type: Annual

Ticker: SPG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Glyn F. Aeppel	Mgmt	For	Refer	Against
1B	Elect Director Larry C. Glasscock	Mgmt	For	Refer	Against
1C	Elect Director Nina P. Jones	Mgmt	For	Refer	For
1D	Elect Director Reuben S. Leibowitz	Mgmt	For	Refer	For
1E	Elect Director Randall J. Lewis	Mgmt	For	Refer	For
1F	Elect Director Gary M. Rodkin	Mgmt	For	Refer	Against

Simon Property Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1G	Elect Director Peggy Fang Roe	Mgmt	For	Refer	Against
1H	Elect Director Stefan M. Selig	Mgmt	For	Refer	For
1I	Elect Director Daniel C. Smith	Mgmt	For	Refer	For
1J	Elect Director Marta R. Stewart	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Change State of Incorporation from Delaware to Indiana	Mgmt	For	Refer	For

SITE Centers Corp.

Meeting Date: 05/14/2025	Country: USA	Ticker: SITC
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: 82981J851		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary N. Boston	Mgmt	For	For	For
1.2	Elect Director John M. Cattonar	Mgmt	For	Against	Against
1.3	Elect Director Cynthia Foster Curry	Mgmt	For	For	For
1.4	Elect Director David R. Lukes	Mgmt	For	For	For
1.5	Elect Director Dawn M. Sweeney	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Agree Realty Corporation

Meeting Date: 05/15/2025	Country: USA	Ticker: ADC
Record Date: 03/07/2025	Meeting Type: Annual	
Primary Security ID: 008492100		

Agree Realty Corporation

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

Empire State Realty Trust, Inc.

Meeting Date: 05/15/2025 **Country:** USA **Ticker:** ESRT
Record Date: 03/03/2025 **Meeting Type:** Annual
Primary Security ID: 292104106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony E. Malkin	Mgmt	For	For	For
1b	Elect Director Steven J. Gilbert	Mgmt	For	For	For
1c	Elect Director S. Michael Giliberto	Mgmt	For	For	For
1d	Elect Director Patricia S. Han	Mgmt	For	For	For
1e	Elect Director Grant H. Hill	Mgmt	For	For	For
1f	Elect Director R. Paige Hood	Mgmt	For	For	For
1g	Elect Director James D. Robinson, IV	Mgmt	For	For	For
1h	Elect Director Christina Van Tassell	Mgmt	For	For	For
1i	Elect Director Hannah Yang	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Invitation Homes Inc.

Meeting Date: 05/15/2025
 Country: USA
 Ticker: INVH

Record Date: 03/20/2025
 Meeting Type: Annual

Primary Security ID: 46187W107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael D. Fascitelli	Mgmt	For	Refer	For
1.2	Elect Director Dallas B. Tanner	Mgmt	For	Refer	For
1.3	Elect Director Jana Cohen Barbe	Mgmt	For	Refer	For
1.4	Elect Director H. Wyman Howard, III	Mgmt	For	Refer	For
1.5	Elect Director Jeffrey E. Kelter	Mgmt	For	Refer	For
1.6	Elect Director Kellyn Smith Kenny	Mgmt	For	Refer	For
1.7	Elect Director Joseph D. Margolis	Mgmt	For	Refer	For
1.8	Elect Director John B. Rhea	Mgmt	For	Refer	For
1.9	Elect Director Frances Aldrich Sevilla-Sacasa	Mgmt	For	Refer	For
1.10	Elect Director Keith D. Taylor	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	One Year

NetSTREIT Corp.

Meeting Date: 05/15/2025
 Country: USA
 Ticker: NTST

Record Date: 03/18/2025
 Meeting Type: Annual

Primary Security ID: 64119V303

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark Manheimer	Mgmt	For	For	For
1b	Elect Director Lori Wittman	Mgmt	For	For	For
1c	Elect Director Michael Christodolou	Mgmt	For	For	For
1d	Elect Director Heidi Everett	Mgmt	For	For	For

NetSTREIT Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Todd Minnis	Mgmt	For	For	For
1f	Elect Director Matthew Troxell	Mgmt	For	For	For
1g	Elect Director Robin Zeigler	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Paramount Group, Inc.

Meeting Date: 05/15/2025

Record Date: 03/25/2025

Primary Security ID: 69924R108

Country: USA

Meeting Type: Annual

Ticker: PGRE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Albert Behler	Mgmt	For	For	For
1b	Elect Director Frederic Arndts	Mgmt	For	For	For
1c	Elect Director Martin Bussmann	Mgmt	For	For	For
1d	Elect Director Karin Klein	Mgmt	For	For	For
1e	Elect Director Mark Patterson	Mgmt	For	For	For
1f	Elect Director Hitoshi Saito	Mgmt	For	For	For
1g	Elect Director Paula Sutter	Mgmt	For	For	For
1h	Elect Director Greg Wright	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Piedmont Office Realty Trust, Inc.

Meeting Date: 05/15/2025

Record Date: 03/04/2025

Primary Security ID: 720190206

Country: USA

Meeting Type: Annual

Ticker: PDM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kelly H. Barrett	Mgmt	For	For	For
1.2	Elect Director Glenn G. Cohen	Mgmt	For	For	For
1.3	Elect Director Jeffrey J. Donnelly	Mgmt	For	For	For
1.4	Elect Director Deneen L. Donnelly	Mgmt	For	For	For
1.5	Elect Director Mary M. Hager	Mgmt	For	For	For
1.6	Elect Director Barbara B. Lang	Mgmt	For	For	For
1.7	Elect Director Stephen E. Lewis	Mgmt	For	For	For
1.8	Elect Director C. Brent Smith	Mgmt	For	For	For
1.9	Elect Director Dale H. Taysom	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

UDR, Inc.

Meeting Date: 05/15/2025

Record Date: 03/17/2025

Primary Security ID: 902653104

Country: USA

Meeting Type: Annual

Ticker: UDR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katherine A. Cattanach	Mgmt	For	Refer	For
1b	Elect Director Jon A. Grove	Mgmt	For	Refer	For
1c	Elect Director Mary Ann King	Mgmt	For	Refer	For
1d	Elect Director Clint D. McDonnough	Mgmt	For	Refer	For
1e	Elect Director Robert A. McNamara	Mgmt	For	Refer	For
1f	Elect Director Diane M. Morefield	Mgmt	For	Refer	For
1g	Elect Director Kevin C. Nickelberry	Mgmt	For	Refer	For
1h	Elect Director Mark R. Patterson	Mgmt	For	Refer	For

UDR, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Thomas W. Toomey	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Kite Realty Group Trust

Meeting Date: 05/16/2025	Country: USA	Ticker: KRG
Record Date: 03/26/2025	Meeting Type: Annual	
Primary Security ID: 49803T300		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John A. Kite	Mgmt	For	For	For
1b	Elect Director Bonnie S. Biumi	Mgmt	For	For	For
1c	Elect Director Derrick Burks	Mgmt	For	For	For
1d	Elect Director Victor J. Coleman	Mgmt	For	For	For
1e	Elect Director Steven P. Grimes	Mgmt	For	For	For
1f	Elect Director Christie B. Kelly	Mgmt	For	For	For
1g	Elect Director Peter L. Lynch	Mgmt	For	For	For
1h	Elect Director David R. O'Reilly	Mgmt	For	For	For
1i	Elect Director Barton R. Peterson	Mgmt	For	For	For
1j	Elect Director Charles H. Wurtzebach	Mgmt	For	For	For
1k	Elect Director Caroline L. Young	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Apple Hospitality REIT, Inc.

Meeting Date: 05/19/2025	Country: USA	Ticker: APLE
Record Date: 03/21/2025	Meeting Type: Annual	
Primary Security ID: 03784Y200		

Apple Hospitality REIT, Inc.

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

Americold Realty Trust

Meeting Date: 05/20/2025 **Country:** USA **Ticker:** COLD
Record Date: 03/21/2025 **Meeting Type:** Annual
Primary Security ID: 03064D108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George F. Chappelle, Jr.	Mgmt	For	For	For
1b	Elect Director George J. Alburger, Jr.	Mgmt	For	For	For
1c	Elect Director Kelly H. Barrett	Mgmt	For	For	For
1d	Elect Director Robert L. Bass	Mgmt	For	For	For
1e	Elect Director Antonio F. Fernandez	Mgmt	For	For	For
1f	Elect Director Pamela K. Kohn	Mgmt	For	For	For
1g	Elect Director David J. Neithercut	Mgmt	For	For	For

Americold Realty Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Mark R. Patterson	Mgmt	For	For	For
1i	Elect Director Andrew P. Power	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

BXP, Inc.

Meeting Date: 05/20/2025	Country: USA	Ticker: BXP
Record Date: 03/26/2025	Meeting Type: Annual	
Primary Security ID: 101121101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bruce W. Duncan	Mgmt	For	Refer	For
1b	Elect Director Diane J. Hoskins	Mgmt	For	Refer	For
1c	Elect Director Mary E. Kipp	Mgmt	For	Refer	For
1d	Elect Director Joel I. Klein	Mgmt	For	Refer	For
1e	Elect Director Douglas T. Linde	Mgmt	For	Refer	Against
1f	Elect Director Matthew J. Lustig	Mgmt	For	Refer	For
1g	Elect Director Timothy J. Naughton	Mgmt	For	Refer	For
1h	Elect Director Julie G. Richardson	Mgmt	For	Refer	For
1i	Elect Director Owen D. Thomas	Mgmt	For	Refer	For
1j	Elect Director William H. Walton, III	Mgmt	For	Refer	For
1k	Elect Director Derek Anthony (Tony) West	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

COPT Defense Properties

Meeting Date: 05/20/2025

Record Date: 03/07/2025

Primary Security ID: 22002T108

Country: USA

Meeting Type: Annual

Ticker: CDP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert L. Denton, Sr.	Mgmt	For	For	For
1b	Elect Director Stephen E. Budorick	Mgmt	For	For	For
1c	Elect Director Philip L. Hawkins	Mgmt	For	For	For
1d	Elect Director Letitia A. Long	Mgmt	For	For	For
1e	Elect Director Essye B. Miller	Mgmt	For	For	For
1f	Elect Director Raymond L. Owens	Mgmt	For	For	For
1g	Elect Director C. Taylor Pickett	Mgmt	For	For	For
1h	Elect Director Lisa G. Trimberger	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

CubeSmart

Meeting Date: 05/20/2025

Record Date: 03/21/2025

Primary Security ID: 229663109

Country: USA

Meeting Type: Annual

Ticker: CUBE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Piero Bussani	Mgmt	For	For	For
1.2	Elect Director Jit Kee Chin	Mgmt	For	For	For
1.3	Elect Director Dorothy Dowling	Mgmt	For	For	For
1.4	Elect Director John W. Fain	Mgmt	For	For	For
1.5	Elect Director Jair K. Lynch	Mgmt	For	For	For
1.6	Elect Director Christopher P. Marr	Mgmt	For	For	For
1.7	Elect Director Deborah Ratner Salzberg	Mgmt	For	For	For
1.8	Elect Director John F. Remondi	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Jeffrey F. Rogatz	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Healthcare Realty Trust Incorporated

Meeting Date: 05/20/2025

Record Date: 03/27/2025

Primary Security ID: 42226K105

Country: USA

Meeting Type: Annual

Ticker: HR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy H. Agee	Mgmt	For	For	For
1.2	Elect Director Thomas N. Bohjalian	Mgmt	For	For	For
1.3	Elect Director Ajay Gupta	Mgmt	For	For	For
1.4	Elect Director David B. Henry	Mgmt	For	For	For
1.5	Elect Director James J. Kilroy	Mgmt	For	For	For
1.6	Elect Director Jay P. Leupp	Mgmt	For	For	For
1.7	Elect Director Peter F. Lyle, Sr.	Mgmt	For	For	For
1.8	Elect Director Constance B. Moore	Mgmt	For	For	For
1.9	Elect Director Glenn J. Rufrano	Mgmt	For	For	For
1.10	Elect Director Christann M. Vasquez	Mgmt	For	For	For
1.11	Elect Director Donald C. Wood	Mgmt	For	For	For
2	Ratify BDO USA, P.C. as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Kilroy Realty Corporation

Meeting Date: 05/20/2025

Record Date: 03/07/2025

Primary Security ID: 49427F108

Country: USA

Meeting Type: Annual

Ticker: KRC

Kilroy Realty Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Angela M. Aman	Mgmt	For	For	For
1b	Elect Director Edward F. Brennan	Mgmt	For	Refer	For
1c	Elect Director Daryl J. Carter	Mgmt	For	For	For
1d	Elect Director Jolie A. Hunt	Mgmt	For	Refer	For
1e	Elect Director Louisa G. Ritter	Mgmt	For	Refer	For
1f	Elect Director Gary R. Stevenson	Mgmt	For	Refer	For
1g	Elect Director Peter B. Stoneberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Mid-America Apartment Communities, Inc.

Meeting Date: 05/20/2025 **Country:** USA **Ticker:** MAA
Record Date: 03/14/2025 **Meeting Type:** Annual
Primary Security ID: 59522J103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director H. Eric Bolton, Jr.	Mgmt	For	Refer	For
1b	Elect Director Deborah H. Caplan	Mgmt	For	Refer	For
1c	Elect Director John P. Case	Mgmt	For	Refer	For
1d	Elect Director Tamara Fischer	Mgmt	For	Refer	For
1e	Elect Director Alan B. Graf, Jr.	Mgmt	For	Refer	For
1f	Elect Director Brad Hill	Mgmt	For	Refer	For
1g	Elect Director Edith Kelly-Green	Mgmt	For	Refer	For
1h	Elect Director Sheila K. McGrath	Mgmt	For	Refer	For
1i	Elect Director Claude B. Nielsen	Mgmt	For	Refer	For
1j	Elect Director Gary S. Shorb	Mgmt	For	Refer	For
1k	Elect Director David P. Stockert	Mgmt	For	Refer	For

Mid-America Apartment Communities, Inc.

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

NexPoint Residential Trust, Inc.

Meeting Date: 05/20/2025Country: USATicker: NXRT

Record Date: 03/24/2025Meeting Type: Annual

Primary Security ID: 65341D102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Dondero	Mgmt	For	For	For
1b	Elect Director Brian Mitts	Mgmt	For	For	For
1c	Elect Director Edward Constantino	Mgmt	For	Refer	Withhold
1d	Elect Director Scott Kavanaugh	Mgmt	For	Refer	Withhold
1e	Elect Director Arthur Laffer	Mgmt	For	Refer	Withhold
1f	Elect Director Carol Swain	Mgmt	For	Refer	Withhold
1g	Elect Director Catherine Wood	Mgmt	For	Refer	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

AvalonBay Communities, Inc.

Meeting Date: 05/21/2025Country: USATicker: AVB

Record Date: 03/21/2025Meeting Type: Annual

Primary Security ID: 053484101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glyn F. Aeppel	Mgmt	For	Refer	For
1b	Elect Director Terry S. Brown	Mgmt	For	Refer	For
1c	Elect Director Ronald L. Havner, Jr.	Mgmt	For	Refer	For

AvalonBay Communities, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Stephen P. Hills	Mgmt	For	Refer	For
1e	Elect Director Christopher B. Howard	Mgmt	For	Refer	For
1f	Elect Director Richard J. Lieb	Mgmt	For	Refer	For
1g	Elect Director Nnenna Lynch	Mgmt	For	Refer	For
1h	Elect Director Charles E. Mueller, Jr.	Mgmt	For	Refer	For
1i	Elect Director Timothy J. Naughton	Mgmt	For	Refer	For
1j	Elect Director Benjamin W. Schall	Mgmt	For	Refer	For
1k	Elect Director Susan Swanezy	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Brandywine Realty Trust

Meeting Date: 05/21/2025	Country: USA	Ticker: BDN
Record Date: 03/26/2025	Meeting Type: Annual	
Primary Security ID: 105368203		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Reginald DesRoches	Mgmt	For	For	For
1b	Elect Director James C. Diggs	Mgmt	For	For	For
1c	Elect Director H. Richard Haverstick, Jr.	Mgmt	For	For	For
1d	Elect Director Joan Lau	Mgmt	For	Against	Against
1e	Elect Director Charles P. Pizzi	Mgmt	For	For	For
1f	Elect Director Gerard H. Sweeney	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

Equinix, Inc.

Meeting Date: 05/21/2025

Record Date: 03/25/2025

Primary Security ID: 29444U700

Country: USA

Meeting Type: Annual

Ticker: EQIX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nanci Caldwell	Mgmt	For	Refer	For
1b	Elect Director Adaire Fox-Martin	Mgmt	For	Refer	For
1c	Elect Director Gary Hromadko	Mgmt	For	Refer	For
1d	Elect Director Charles Meyers	Mgmt	For	Refer	For
1e	Elect Director Thomas Olinger	Mgmt	For	Refer	For
1f	Elect Director Christopher Paisley	Mgmt	For	Refer	For
1g	Elect Director Sandra Rivera	Mgmt	For	Refer	For
1h	Elect Director Fidelma Russo	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	SH	Against	Refer	Against

Extra Space Storage Inc.

Meeting Date: 05/21/2025

Record Date: 03/24/2025

Primary Security ID: 30225T102

Country: USA

Meeting Type: Annual

Ticker: EXR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth M. Woolley	Mgmt	For	Refer	For
1.2	Elect Director Joseph D. Margolis	Mgmt	For	Refer	For
1.3	Elect Director Mark G. Barberio	Mgmt	For	Refer	For
1.4	Elect Director Joseph J. Bonner	Mgmt	For	Refer	For
1.5	Elect Director Gary L. Crittenden	Mgmt	For	Refer	For

Extra Space Storage Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Susan Harnett	Mgmt	For	Refer	For
1.7	Elect Director Spencer F. Kirk	Mgmt	For	Refer	For
1.8	Elect Director Diane Olmstead	Mgmt	For	Refer	For
1.9	Elect Director Joseph V. Saffire	Mgmt	For	Refer	For
1.10	Elect Director Julia Vander Ploeg	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

National Health Investors, Inc.

Meeting Date: 05/21/2025

Record Date: 03/28/2025

Primary Security ID: 63633D104

Country: USA

Meeting Type: Proxy Contest

Ticker: NHI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 4 Directors	Mgmt			
1a	Elect Management Nominee Director Robert G. Adams	Mgmt	For	Refer	Do Not Vote
1b	Elect Management Nominee Director Robert W. Chapin, Jr.	Mgmt	For	Refer	Do Not Vote
1c	Elect Management Nominee Director James R. Jobe	Mgmt	For	Refer	Do Not Vote
1d	Elect Management Nominee Director Candice W. Todd	Mgmt	For	Refer	Do Not Vote
1e	Elect Dissident Nominee Director James Hoffmann	SH	Withhold	Refer	Do Not Vote
1f	Elect Dissident Nominee Director A. Adam Troso	SH	Withhold	Refer	Do Not Vote
2	Declassify the Board of Directors	Mgmt	For	Refer	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Do Not Vote
4	Ratify BDO USA, P.C. as Auditors	Mgmt	For	Refer	Do Not Vote

National Health Investors, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Dissident Universal Proxy (Gold Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 4 Directors	Mgmt			
1a	Elect Dissident Nominee Director James Hoffmann	SH	For	Refer	For
1b	Elect Dissident Nominee Director A. Adam Troso	SH	For	Refer	Withhold
1c	Elect Management Nominee Director Candice W. Todd	Mgmt	For	Refer	For
1d	Elect Management Nominee Director Robert W. Chapin, Jr.	Mgmt	For	Refer	For
1e	Elect Management Nominee Director Robert G. Adams	Mgmt	Withhold	Refer	For
1f	Elect Management Nominee Director James R. Jobe	Mgmt	Withhold	Refer	Withhold
2	Declassify the Board of Directors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	Refer	For
4	Ratify BDO USA, P.C. as Auditors	Mgmt	None	Refer	For

Sila Realty Trust, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: SILA
Record Date: 03/20/2025	Meeting Type: Annual	
Primary Security ID: 146280508		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Z. Jamie Behar	Mgmt	For	For	For
1b	Elect Director Adrienne Kirby	Mgmt	For	For	For
1c	Elect Director Jonathan Kuchin	Mgmt	For	For	For
1d	Elect Director Verett Mims	Mgmt	For	For	For
1e	Elect Director Roger Pratt	Mgmt	For	For	For
1f	Elect Director Michael A. Seton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Restricted Stock Plan	Mgmt	For	For	For

Summit Hotel Properties, Inc.

Meeting Date: 05/21/2025

Record Date: 03/05/2025

Primary Security ID: 866082100

Country: USA

Meeting Type: Annual

Ticker: INN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bjorn R. L. Hanson	Mgmt	For	For	For
1b	Elect Director Jeffrey W. Jones	Mgmt	For	For	For
1c	Elect Director Kenneth J. Kay	Mgmt	For	For	For
1d	Elect Director Mehulkumar B. Patel	Mgmt	For	For	For
1e	Elect Director Amina Belouizdad Porter	Mgmt	For	For	For
1f	Elect Director Jonathan P. Stanner	Mgmt	For	For	For
1g	Elect Director Thomas W. Storey	Mgmt	For	For	For
1h	Elect Director Hope S. Taitz	Mgmt	For	For	For
2	Ratify Ernst & Young, LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Easterly Government Properties, Inc.

Meeting Date: 05/22/2025

Record Date: 03/18/2025

Primary Security ID: 27616P301

Country: USA

Meeting Type: Annual

Ticker: DEA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darrell W. Crate	Mgmt	For	For	For
1b	Elect Director William H. Binnie	Mgmt	For	For	For
1c	Elect Director Michael P. Ibe	Mgmt	For	For	For
1d	Elect Director Cynthia A. Fisher	Mgmt	For	For	For
1e	Elect Director Scott D. Freeman	Mgmt	For	For	For
1f	Elect Director Emil W. Henry, Jr.	Mgmt	For	For	For
1g	Elect Director Tara S. Innes	Mgmt	For	For	For

Easterly Government Properties, Inc.

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

EastGroup Properties, Inc.

Meeting Date: 05/22/2025Country: USATicker: EGP

Record Date: 03/21/2025Meeting Type: Annual

Primary Security ID: 277276101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director D. Pike Aloian	Mgmt	For	For	For
1b	Elect Director H. Eric Bolton, Jr.	Mgmt	For	For	For
1c	Elect Director Donald F. Colleran	Mgmt	For	For	For
1d	Elect Director David M. Fields	Mgmt	For	For	For
1e	Elect Director Marshall A. Loeb	Mgmt	For	For	For
1f	Elect Director Mary E. McCormick	Mgmt	For	For	For
1g	Elect Director Katherine M. Sandstrom	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Global Net Lease, Inc.

Meeting Date: 05/22/2025Country: USATicker: GNL

Record Date: 03/25/2025Meeting Type: Annual

Primary Security ID: 379378201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward M. Weil, Jr.	Mgmt	For	For	For
1b	Elect Director M. Therese Antone	Mgmt	For	For	For

Global Net Lease, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Lisa D. Kabnick	Mgmt	For	For	For
1d	Elect Director Robert I. Kauffman	Mgmt	For	For	For
1e	Elect Director Leslie D. Michelson	Mgmt	For	For	For
1f	Elect Director Michael J.U. Monahan	Mgmt	For	For	For
1g	Elect Director Stanley R. Perla	Mgmt	For	For	For
1h	Elect Director P. Sue Perrotty	Mgmt	For	For	For
1i	Elect Director Edward G. Rendell	Mgmt	For	For	For
1j	Elect Director Leon C. Richardson	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Vornado Realty Trust

Meeting Date: 05/22/2025	Country: USA	Ticker: VNO
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 929042109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven Roth	Mgmt	For	For	For
1.2	Elect Director Candace K. Beinecke	Mgmt	For	For	For
1.3	Elect Director Michael D. Fascitelli	Mgmt	For	For	For
1.4	Elect Director Beatrice Hamza Bassey	Mgmt	For	Refer	For
1.5	Elect Director William W. Helman, IV	Mgmt	For	Refer	For
1.6	Elect Director David M. Mandelbaum	Mgmt	For	For	For
1.7	Elect Director Raymond J. McGuire	Mgmt	For	Refer	For
1.8	Elect Director Mandakini Puri	Mgmt	For	For	For
1.9	Elect Director Daniel R. Tisch	Mgmt	For	Refer	For

Vornado Realty Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Russell B. Wight, Jr.	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Welltower Inc.

Meeting Date: 05/22/2025	Country: USA	Ticker: WELL
Record Date: 03/27/2025	Meeting Type: Annual	
Primary Security ID: 95040Q104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kenneth J. Bacon	Mgmt	For	Refer	For
1b	Elect Director Karen B. DeSalvo	Mgmt	For	Refer	For
1c	Elect Director Andrew Gundlach	Mgmt	For	Refer	For
1d	Elect Director Dennis G. Lopez	Mgmt	For	Refer	For
1e	Elect Director Shankh Mitra	Mgmt	For	Refer	For
1f	Elect Director Ade J. Patton	Mgmt	For	Refer	For
1g	Elect Director Sergio D. Rivera	Mgmt	For	Refer	For
1h	Elect Director Johnese M. Spisso	Mgmt	For	Refer	For
1i	Elect Director Kathryn M. Sullivan	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

Pebblebrook Hotel Trust

Meeting Date: 05/23/2025	Country: USA	Ticker: PEB
Record Date: 03/07/2025	Meeting Type: Annual	
Primary Security ID: 70509V100		

Pebblebrook Hotel Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jon E. Bortz	Mgmt	For	For	For
1b	Elect Director Cydney C. Donnell	Mgmt	For	For	For
1c	Elect Director Ron E. Jackson	Mgmt	For	For	For
1d	Elect Director Phillip M. Miller	Mgmt	For	For	For
1e	Elect Director Michael J. Schall	Mgmt	For	For	For
1f	Elect Director Bonny W. Simi	Mgmt	For	Against	Against
1g	Elect Director Earl E. Webb	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

LXP Industrial Trust

Meeting Date: 05/27/2025Country: USATicker: LXP

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: 529043101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director T. Wilson Eglin	Mgmt	For	For	For
1.2	Elect Director Lawrence L. Gray	Mgmt	For	For	For
1.3	Elect Director Arun Gupta	Mgmt	For	For	For
1.4	Elect Director Jamie Handwerker	Mgmt	For	For	For
1.5	Elect Director Derrick Johnson	Mgmt	For	For	For
1.6	Elect Director Claire A. Koeneman	Mgmt	For	For	For
1.7	Elect Director Nancy Elizabeth Noe	Mgmt	For	For	For
1.8	Elect Director Howard Roth	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For

LXP Industrial Trust

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

UMH Properties, Inc.

Meeting Date: 05/28/2025	Country: USA	Ticker: UMH
Record Date: 03/07/2025	Meeting Type: Annual	
Primary Security ID: 903002103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amy L. Butewicz	Mgmt	For	Refer	Withhold
1.2	Elect Director Kiernan Conway *Withdrawn Resolution*	Mgmt			
1.3	Elect Director Michael P. Landy	Mgmt	For	Refer	Withhold
1.4	Elect Director William E. Mitchell	Mgmt	For	Refer	Withhold
2	Ratify PKF O'Connor Davies, LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Diversified Healthcare Trust

Meeting Date: 05/29/2025	Country: USA	Ticker: DHC
Record Date: 03/13/2025	Meeting Type: Annual	
Primary Security ID: 25525P107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan Felder	Mgmt	For	For	For
1.2	Elect Director Lisa Harris Jones	Mgmt	For	Withhold	Withhold
1.3	Elect Director Phyllis M. Hollis	Mgmt	For	For	For
1.4	Elect Director Dawn K. Neher	Mgmt	For	For	For
1.5	Elect Director Jeffrey P. Somers	Mgmt	For	Withhold	Withhold
1.6	Elect Director Christopher J. Bilotto	Mgmt	For	For	For
1.7	Elect Director Adam Portnoy	Mgmt	For	Refer	Withhold

Diversified Healthcare Trust

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

Douglas Emmett, Inc.

Meeting Date: 05/29/2025

Record Date: 04/01/2025

Primary Security ID: 25960P109

Country: USA

Meeting Type: Annual

Ticker: DEI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jordan L. Kaplan	Mgmt	For	For	For
1.2	Elect Director Kenneth M. Panzer	Mgmt	For	Withhold	Withhold
1.3	Elect Director Leslie E. Bider	Mgmt	For	For	For
1.4	Elect Director Dorene C. Dominguez	Mgmt	For	For	For
1.5	Elect Director Virginia A. McFerran	Mgmt	For	Withhold	Withhold
1.6	Elect Director Thomas E. O'Hern	Mgmt	For	For	For
1.7	Elect Director William E. Simon, Jr.	Mgmt	For	Refer	Withhold
1.8	Elect Director Shirley Wang	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Elme Communities

Meeting Date: 05/29/2025

Record Date: 04/11/2025

Primary Security ID: 939653101

Country: USA

Meeting Type: Annual

Ticker: ELME

Elme Communities

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jennifer S. Banner	Mgmt	For	For	For
1.2	Elect Director Benjamin S. Butcher	Mgmt	For	For	For
1.3	Elect Director Susan Carras	Mgmt	For	For	For
1.4	Elect Director Ellen M. Goitia	Mgmt	For	For	For
1.5	Elect Director Paul T. McDermott	Mgmt	For	For	For
1.6	Elect Director Thomas H. Nolan, Jr.	Mgmt	For	For	For
1.7	Elect Director Ron D. Sturzenegger	Mgmt	For	For	For
1.8	Elect Director Anthony L. Winns	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Medical Properties Trust, Inc.

Meeting Date: 05/29/2025

Record Date: 03/18/2025

Primary Security ID: 58463J304

Country: USA

Meeting Type: Annual

Ticker: MPW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Edward K. Aldag, Jr.	Mgmt	For	For	For
1.2	Elect Director G. Steven Dawson	Mgmt	For	For	For
1.3	Elect Director R. Steven Hamner	Mgmt	For	Against	Against
1.4	Elect Director Caterina A. Mozingo	Mgmt	For	For	For
1.5	Elect Director Emily W. Murphy	Mgmt	For	For	For
1.6	Elect Director Elizabeth N. Pitman	Mgmt	For	For	For
1.7	Elect Director D. Paul Sparks, Jr.	Mgmt	For	Refer	For
1.8	Elect Director Michael G. Stewart	Mgmt	For	Refer	For

Medical Properties Trust, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director C. Reynolds Thompson, III	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

American Assets Trust, Inc.

Meeting Date: 06/02/2025Country: USATicker: AAT

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: 024013104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ernest S. Rady	Mgmt	For	For	For
1.2	Elect Director Robert S. Sullivan	Mgmt	For	For	For
1.3	Elect Director Thomas S. Olinger	Mgmt	For	For	For
1.4	Elect Director Joy L. Schaefer	Mgmt	For	For	For
1.5	Elect Director Nina A. Tran	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

The Macerich Company

Meeting Date: 06/02/2025Country: USATicker: MAC

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: 554382101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven R. Hash	Mgmt	For	For	For
1b	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	For
1c	Elect Director Daniel J. Hirsch	Mgmt	For	For	For
1d	Elect Director Jackson Hsieh	Mgmt	For	For	For

The Macerich Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Diana M. Laing	Mgmt	For	For	For
1f	Elect Director Marianne Lowenthal	Mgmt	For	For	For
1g	Elect Director Devin I. Murphy	Mgmt	For	For	For
1h	Elect Director Andrea M. Stephen	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Rexford Industrial Realty, Inc.

Meeting Date: 06/03/2025

Record Date: 04/03/2025

Primary Security ID: 76169C100

Country: USA

Meeting Type: Annual

Ticker: REXR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert L. Antin	Mgmt	For	For	For
1.2	Elect Director Michael S. Frankel	Mgmt	For	For	For
1.3	Elect Director Diana J. Ingram	Mgmt	For	For	For
1.4	Elect Director Angela L. Kleiman	Mgmt	For	For	For
1.5	Elect Director Debra L. Morris	Mgmt	For	For	For
1.6	Elect Director Tyler H. Rose	Mgmt	For	For	For
1.7	Elect Director Howard Schwimmer	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

SL Green Realty Corp.

Meeting Date: 06/03/2025

Record Date: 03/31/2025

Primary Security ID: 78440X887

Country: USA

Meeting Type: Annual

Ticker: SLG

SL Green Realty Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John H. Alschuler	Mgmt	For	Refer	For
1b	Elect Director Carol N. Brown	Mgmt	For	For	For
1c	Elect Director Lauren B. Dillard	Mgmt	For	Refer	For
1d	Elect Director Stephen L. Green	Mgmt	For	For	For
1e	Elect Director Craig M. Hatkoff	Mgmt	For	Against	Against
1f	Elect Director Marc Holliday	Mgmt	For	For	For
1g	Elect Director Peggy Lamb	Mgmt	For	For	For
1h	Elect Director Andrew W. Mathias	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

Four Corners Property Trust, Inc.

Meeting Date: 06/05/2025

Record Date: 04/04/2025

Primary Security ID: 35086T109

Country: USA

Meeting Type: Annual

Ticker: FCPT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William H. Lenehan	Mgmt	For	For	For
1b	Elect Director Douglas B. Hansen	Mgmt	For	For	For
1c	Elect Director Charles L. Jemley	Mgmt	For	For	For
1d	Elect Director Barbara Jesuele	Mgmt	For	For	For
1e	Elect Director Marran H. Ogilvie	Mgmt	For	For	For
1f	Elect Director Toni Steele	Mgmt	For	For	For
1g	Elect Director Liz Tennican	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Digital Realty Trust, Inc.

Meeting Date: 06/06/2025

Record Date: 04/07/2025

Primary Security ID: 253868103

Country: USA

Meeting Type: Annual

Ticker: DLR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director VeraLinn "Dash" Jamieson	Mgmt	For	Refer	For
1b	Elect Director Kevin J. Kennedy	Mgmt	For	Refer	For
1c	Elect Director William G. LaPerch	Mgmt	For	Refer	For
1d	Elect Director Jean F.H.P. Mandeville	Mgmt	For	Refer	For
1e	Elect Director Afshin Mohebbi	Mgmt	For	Refer	For
1f	Elect Director Mark R. Patterson	Mgmt	For	Refer	For
1g	Elect Director Andrew P. Power	Mgmt	For	Refer	For
1h	Elect Director Mary Hogan Preusse	Mgmt	For	Refer	For
1i	Elect Director Susan Swanezy	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
5	Adopt a Policy on Human Right to Water	SH	Against	Refer	Against

Omega Healthcare Investors, Inc.

Meeting Date: 06/06/2025

Record Date: 04/09/2025

Primary Security ID: 681936100

Country: USA

Meeting Type: Annual

Ticker: OHI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kapila K. Anand	Mgmt	For	For	For
1b	Elect Director Craig R. Callen	Mgmt	For	For	For
1c	Elect Director Lisa C. Egbunu-Davis	Mgmt	For	For	For
1d	Elect Director Barbara B. Hill	Mgmt	For	For	For
1e	Elect Director Kevin J. Jacobs	Mgmt	For	For	For

Omega Healthcare Investors, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director C. Taylor Pickett	Mgmt	For	For	For
1g	Elect Director Stephen D. Plavin	Mgmt	For	For	For
1h	Elect Director Burke W. Whitman	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Increase Authorized Common Stock	Mgmt	For	For	For

Apartment Investment and Management Company

Meeting Date: 06/10/2025Country: USATicker: AIV

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

Primary Security ID: 03748R747

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

Innovative Industrial Properties, Inc.

Meeting Date: 06/11/2025Country: USATicker: IIPR

Record Date: 04/14/2025Meeting Type: Annual

Primary Security ID: 45781V101

Innovative Industrial Properties, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan Gold	Mgmt	For	Refer	For
1b	Elect Director Gary Kreitzer	Mgmt	For	Refer	For
1c	Elect Director Scott Shoemaker	Mgmt	For	Refer	For
1d	Elect Director Paul Smithers	Mgmt	For	Refer	For
1e	Elect Director David Boyle	Mgmt	For	Refer	For
2	Ratify BDO USA, P.C. as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Universal Health Realty Income Trust

Meeting Date: 06/11/2025

Record Date: 04/14/2025

Primary Security ID: 91359E105

Country: USA

Meeting Type: Annual

Ticker: UHT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael Allan Domb	Mgmt	For	For	For
1.2	Elect Director James P. Morey	Mgmt	For	For	For
1.3	Elect Director Rebecca A. Guzman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Veris Residential, Inc.

Meeting Date: 06/11/2025

Record Date: 04/17/2025

Primary Security ID: 554489104

Country: USA

Meeting Type: Annual

Ticker: VRE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frederic Cumenal	Mgmt	For	For	For

Veris Residential, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Ronald M. Dickerman	Mgmt	For	For	For
1.3	Elect Director Tammy K. Jones	Mgmt	For	For	For
1.4	Elect Director A. Akiva Katz	Mgmt	For	For	For
1.5	Elect Director Nori Gerardo Lietz	Mgmt	For	For	For
1.6	Elect Director Victor B. MacFarlane	Mgmt	For	For	For
1.7	Elect Director Mahbod Nia	Mgmt	For	For	For
1.8	Elect Director Howard S. Stern	Mgmt	For	For	For
1.9	Elect Director Stephanie L. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Plymouth Industrial REIT, Inc.

Meeting Date: 06/12/2025	Country: USA	Ticker: PLYM
Record Date: 04/23/2025	Meeting Type: Annual	
Primary Security ID: 729640102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Philip S. Cottone	Mgmt	For	For	For
1.2	Elect Director Richard J. DeAgazio	Mgmt	For	For	For
1.3	Elect Director David G. Gaw	Mgmt	For	For	For
1.4	Elect Director John W. Guinee	Mgmt	For	For	For
1.5	Elect Director Caitlin Murphy	Mgmt	For	For	For
1.6	Elect Director Robert O. Stephenson	Mgmt	For	For	For
1.7	Elect Director Pendleton P. White, Jr.	Mgmt	For	For	For
1.8	Elect Director Jeffrey E. Witherell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Plymouth Industrial REIT, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

W. P. Carey Inc.

Meeting Date: 06/12/2025

Record Date: 03/24/2025

Primary Security ID: 92936U109

Country: USA

Meeting Type: Annual

Ticker: WPC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Alexander	Mgmt	For	Refer	For
1b	Elect Director Constantin H. Beier	Mgmt	For	Refer	For
1c	Elect Director Tonit M. Calaway	Mgmt	For	Refer	For
1d	Elect Director Peter J. Farrell	Mgmt	For	Refer	For
1e	Elect Director Robert J. Flanagan	Mgmt	For	Refer	For
1f	Elect Director Jason E. Fox	Mgmt	For	Refer	For
1g	Elect Director Rhonda O. Gass	Mgmt	For	Refer	For
1h	Elect Director Margaret G. Lewis	Mgmt	For	Refer	For
1i	Elect Director Christopher J. Niehaus	Mgmt	For	Refer	For
1j	Elect Director Elisabeth T. Stheeman	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Service Properties Trust

Meeting Date: 06/13/2025

Record Date: 03/18/2025

Primary Security ID: 81761L102

Country: USA

Meeting Type: Annual

Ticker: SVC

Service Properties Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Laurie B. Burns	Mgmt	For	For	For
1.2	Elect Director Robert E. Cramer	Mgmt	For	Refer	Against
1.3	Elect Director Donna D. Fraiche	Mgmt	For	Refer	Against
1.4	Elect Director William A. Lamkin	Mgmt	For	For	For
1.5	Elect Director Rajan C. Penkar	Mgmt	For	For	For
1.6	Elect Director Christopher J. Bilotto	Mgmt	For	For	For
1.7	Elect Director Adam Portnoy	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Amend Restricted Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Net Lease Office Properties

Meeting Date: 06/16/2025 **Country:** USA **Ticker:** NLOP
Record Date: 04/14/2025 **Meeting Type:** Annual
Primary Security ID: 64110Y108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Axel K.A. Hansing	Mgmt	For	For	For
1b	Elect Director Jean Hoysradt	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

American Healthcare REIT, Inc.

Meeting Date: 06/25/2025 **Country:** USA **Ticker:** AHR
Record Date: 03/27/2025 **Meeting Type:** Annual
Primary Security ID: 398182303

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey T. Hanson	Mgmt	For	For	For
1b	Elect Director Danny Prosky	Mgmt	For	For	For
1c	Elect Director Mathieu B. Streiff	Mgmt	For	For	For
1d	Elect Director Scott A. Estes	Mgmt	For	For	For
1e	Elect Director Brian J. Flornes	Mgmt	For	For	For
1f	Elect Director Dianne Hurley	Mgmt	For	For	For
1g	Elect Director Marvin R. O'Quinn	Mgmt	For	For	For
1h	Elect Director Valerie Richardson	Mgmt	For	For	For
1i	Elect Director Wilbur H. Smith, III	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Equity Residential

Meeting Date: 06/26/2025 **Country:** USA **Ticker:** EQR
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: 29476L107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Angela M. Aman	Mgmt	For	Refer	For
1b	Elect Director Linda Walker Bynoe	Mgmt	For	Refer	For
1c	Elect Director Mary Kay Haben	Mgmt	For	Refer	For
1d	Elect Director Ann C. Hoff	Mgmt	For	Refer	For
1e	Elect Director Tahsinul Zia Huque	Mgmt	For	Refer	For
1f	Elect Director Nina P. Jones	Mgmt	For	Refer	For
1g	Elect Director David J. Neithercut	Mgmt	For	Refer	For
1h	Elect Director Mark J. Parrell	Mgmt	For	Refer	For

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System



Mellon Investments Corporation

BNYM Mellon DB SL Large Cap Growth Stock Index Fund

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

04/01/25 - 06/30/25

VOTE SUMMARY REPORT

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

Zscaler, Inc.

Meeting Date: 01/10/2025 **Country:** USA **Ticker:** ZS
Record Date: 11/13/2024 **Meeting Type:** Annual
Primary Security ID: 98980G102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Karen Blasing	Mgmt	For	Refer	For
1.2	Elect Director Charles Giancarlo	Mgmt	For	Refer	Withhold
1.3	Elect Director Eileen Naughton	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	Against

MicroStrategy Incorporated

Meeting Date: 01/21/2025 **Country:** USA **Ticker:** MSTR
Record Date: 01/02/2025 **Meeting Type:** Special
Primary Security ID: 594972408

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Increase Authorized Class A Common Stock	Mgmt	For	Refer	For
2	Increase Authorized Preferred Stock	Mgmt	For	Refer	Against
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	Against
4	Adjourn Meeting	Mgmt	For	Refer	For

Costco Wholesale Corporation

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

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

Intuit Inc.

Meeting Date: 01/23/2025

Record Date: 11/25/2024

Primary Security ID: 461202103

Country: USA

Meeting Type: Annual

Ticker: INTU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	Refer	For
1b	Elect Director Scott D. Cook	Mgmt	For	Refer	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	Refer	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	Refer	For
1e	Elect Director Deborah Liu	Mgmt	For	Refer	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	Refer	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	Refer	For
1h	Elect Director Forrest Norrod	Mgmt	For	Refer	For

Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Vasant Prabhu	Mgmt	For	Refer	For
1j	Elect Director Ryan Roslansky	Mgmt	For	Refer	For
1k	Elect Director Thomas Szkutak	Mgmt	For	Refer	For
1l	Elect Director Raul Vazquez	Mgmt	For	Refer	For
1m	Elect Director Eric S. Yuan	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	Refer	For

Jabil Inc.

Meeting Date: 01/23/2025

Record Date: 11/29/2024

Primary Security ID: 466313103

Country: USA

Meeting Type: Annual

Ticker: JBL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anousheh Ansari	Mgmt	For	Refer	For
1b	Elect Director Michael Dastoor	Mgmt	For	Refer	For
1c	Elect Director Christopher S. Holland	Mgmt	For	Refer	For
1d	Elect Director Mark T. Mondello	Mgmt	For	Refer	For
1e	Elect Director John C. Plant	Mgmt	For	Refer	For
1f	Elect Director Steven A. Raymund	Mgmt	For	Refer	Against
1g	Elect Director James Siminoff	Mgmt	For	Refer	For
1h	Elect Director N.V. "Tiger" Tyagarajan	Mgmt	For	Refer	For
1i	Elect Director Kathleen A. Walters	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Refer	Against

Jabil Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Refer	Against

Valvoline Inc.

Meeting Date: 01/28/2025	Country: USA	Ticker: VVV
Record Date: 12/02/2024	Meeting Type: Annual	
Primary Security ID: 92047W101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerald W. Evans, Jr.	Mgmt	For	For	For
1b	Elect Director Lori A. Flees	Mgmt	For	For	For
1c	Elect Director Richard J. Freeland	Mgmt	For	For	For
1d	Elect Director Carol H. Kruse	Mgmt	For	For	For
1e	Elect Director Vada O. Manager	Mgmt	For	For	For
1f	Elect Director Patrick S. Pacious	Mgmt	For	For	For
1g	Elect Director Jennifer L. Slater	Mgmt	For	For	For
1h	Elect Director Charles M. Sonsteby	Mgmt	For	For	For
1i	Elect Director Mary J. Twinem	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Visa Inc.

Meeting Date: 01/28/2025	Country: USA	Ticker: V
Record Date: 12/02/2024	Meeting Type: Annual	
Primary Security ID: 92826C839		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	Refer	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	Refer	For

Visa Inc.

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

Spirit AeroSystems Holdings, Inc.

Meeting Date: 01/31/2025	Country: USA	Ticker: SPR
Record Date: 12/20/2024	Meeting Type: Special	
Primary Security ID: 848574109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

Rockwell Automation, Inc.

Meeting Date: 02/04/2025

Record Date: 12/09/2024

Primary Security ID: 773903109

Country: USA

Meeting Type: Annual

Ticker: ROK

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

PTC Inc.

Meeting Date: 02/12/2025

Record Date: 12/13/2024

Primary Security ID: 69370C100

Country: USA

Meeting Type: Annual

Ticker: PTC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Neil Barua	Mgmt	For	Refer	For
1.2	Elect Director Mark Benjamin	Mgmt	For	Refer	For
1.3	Elect Director Robert Bernshteyn	Mgmt	For	Refer	For
1.4	Elect Director Janice Chaffin	Mgmt	For	Refer	For
1.5	Elect Director Amar Hanspal	Mgmt	For	Refer	For
1.6	Elect Director Michal Katz	Mgmt	For	Refer	For
1.7	Elect Director Paul Lacy	Mgmt	For	Refer	For
1.8	Elect Director Corinna Lathan	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Apple Inc.

Meeting Date: 02/25/2025

Record Date: 01/02/2025

Primary Security ID: 037833100

Country: USA

Meeting Type: Annual

Ticker: AAPL

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

Liberty Broadband Corporation

Meeting Date: 02/26/2025

Record Date: 01/13/2025

Primary Security ID: 530307305

Country: USA

Meeting Type: Special

Ticker: LBRDK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
2	Adjourn Meeting	Mgmt	For	Refer	For

Tetra Tech, Inc.

Meeting Date: 02/27/2025

Record Date: 01/02/2025

Primary Security ID: 88162G103

Country: USA

Meeting Type: Annual

Ticker: TTEK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	Mgmt	For	Refer	For
1B	Elect Director Gary R. Birkenbeuel	Mgmt	For	Refer	For
1C	Elect Director John M. Douglas	Mgmt	For	Refer	For
1D	Elect Director Prashant Gandhi	Mgmt	For	Refer	For
1E	Elect Director Christiana Obiaya	Mgmt	For	Refer	For
1F	Elect Director Kimberly E. Ritrievi	Mgmt	For	Refer	For
1G	Elect Director Kirsten M. Volpi	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

The AZEK Company Inc.

Meeting Date: 02/28/2025

Record Date: 01/02/2025

Primary Security ID: 05478C105

Country: USA

Meeting Type: Annual

Ticker: AZEK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary Hendrickson	Mgmt	For	For	For
1.2	Elect Director Jesse Singh	Mgmt	For	For	For
1.3	Elect Director Pamela Edwards	Mgmt	For	For	For
1.4	Elect Director Howard Heckes	Mgmt	For	For	For
1.5	Elect Director Vernon J. Nagel	Mgmt	For	For	For
1.6	Elect Director Harmit Singh	Mgmt	For	For	For
1.7	Elect Director Brian Spaly	Mgmt	For	For	For
1.8	Elect Director Fiona Tan	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

The AZEK Company Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Eliminate Former Sponsors References	Mgmt	For	Against	Against
5	Amend Certificate of Incorporation to Eliminate Sponsor Corporate Opportunity Waiver Provision	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Eliminate Sponsor's Exemption from Certain Business Combination Restrictions	Mgmt	For	Against	Against

Fair Isaac Corporation

Meeting Date: 03/05/2025	Country: USA	Ticker: FICO
Record Date: 01/06/2025	Meeting Type: Annual	
Primary Security ID: 303250104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Braden R. Kelly	Mgmt	For	Refer	For
1b	Elect Director Fabiola R. Arredondo	Mgmt	For	Refer	For
1c	Elect Director William J. Lansing	Mgmt	For	Refer	For
1d	Elect Director Eva Manolis	Mgmt	For	Refer	For
1e	Elect Director Marc F. McMorris	Mgmt	For	Refer	For
1f	Elect Director Joanna Rees	Mgmt	For	Refer	For
1g	Elect Director David A. Rey	Mgmt	For	Refer	For
1h	Elect Director H. Tayloe Stansbury	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Applied Materials, Inc.

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

Applied Materials, Inc.

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

Cencora, Inc.

Meeting Date: 03/06/2025 **Country:** USA **Ticker:** COR
Record Date: 01/10/2025 **Meeting Type:** Annual
Primary Security ID: 03073E105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	Refer	For
1b	Elect Director Werner Baumann	Mgmt	For	Refer	For
1c	Elect Director Frank K. Clyburn	Mgmt	For	Refer	For
1d	Elect Director Steven H. Collis	Mgmt	For	Refer	For
1e	Elect Director D. Mark Durcan	Mgmt	For	Refer	For
1f	Elect Director Lon R. Greenberg	Mgmt	For	Refer	For
1g	Elect Director Lorence H. Kim	Mgmt	For	Refer	For
1h	Elect Director Robert P. Mauch	Mgmt	For	Refer	For
1i	Elect Director Redonda G. Miller	Mgmt	For	Refer	For

Cencora, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Dennis M. Nally	Mgmt	For	Refer	For
1k	Elect Director Lauren M. Tyler	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

MACOM Technology Solutions Holdings, Inc.

Meeting Date: 03/06/2025

Record Date: 01/13/2025

Primary Security ID: 55405Y100

Country: USA

Meeting Type: Annual

Ticker: MTSI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Chung	Mgmt	For	For	For
1.2	Elect Director Geoffrey Ribar	Mgmt	For	For	For
1.3	Elect Director John Ritchie	Mgmt	For	For	For
1.4	Elect Director Jihye Whang Rosenband	Mgmt	For	For	For
1.5	Elect Director Murugesan "Raj" Shanmugaraaj	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

TransDigm Group Incorporated

Meeting Date: 03/06/2025

Record Date: 01/10/2025

Primary Security ID: 893641100

Country: USA

Meeting Type: Annual

Ticker: TDG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Barr	Mgmt	For	Refer	For
1.2	Elect Director Jane M. Cronin	Mgmt	For	Refer	For

TransDigm Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Michael Graff	Mgmt	For	Refer	For
1.4	Elect Director Sean P. Hennessy	Mgmt	For	Refer	For
1.5	Elect Director W. Nicholas Howley	Mgmt	For	Refer	For
1.6	Elect Director Gary E. McCullough	Mgmt	For	Refer	For
1.7	Elect Director Michele L. Santana	Mgmt	For	Refer	For
1.8	Elect Director Robert J. Small	Mgmt	For	Refer	For
1.9	Elect Director Kevin M. Stein	Mgmt	For	Refer	For
1.10	Elect Director Jorge L. Valladares, III	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Starbucks Corporation

Meeting Date: 03/12/2025

Record Date: 01/10/2025

Primary Security ID: 855244109

Country: USA

Meeting Type: Annual

Ticker: SBUX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	Refer	For
1b	Elect Director Andrew Campion	Mgmt	For	Refer	For
1c	Elect Director Beth Ford	Mgmt	For	Refer	For
1d	Elect Director Jorgen Vig Knudstorp	Mgmt	For	Refer	For
1e	Elect Director Neal Mohan	Mgmt	For	Refer	For
1f	Elect Director Brian Niccol	Mgmt	For	Refer	For
1g	Elect Director Daniel Javier Servitje Montull	Mgmt	For	Refer	For
1h	Elect Director Michael Sievert	Mgmt	For	Refer	For
1i	Elect Director Wei Zhang	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Report on Discrimination in Charitable Contributions	SH	Against	Refer	Against
5	Require Independent Board Chair	SH	Against	Refer	Against
6	Report on Human Rights Risks Related to Labor Organizing	SH	Against	Refer	Against
7	Report on Cage Free Egg Commitment in China and Japan	SH	Against	Refer	Against
8	Publish an Annual Carbon Emissions Congruency Report	SH	Against	Refer	Against

HEICO Corporation

Meeting Date: 03/14/2025	Country: USA	Ticker: HEI
Record Date: 01/17/2025	Meeting Type: Annual	
Primary Security ID: 422806109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas M. Culligan	Mgmt	For	Refer	For
1.2	Elect Director Carol F. Fine	Mgmt	For	Refer	For
1.3	Elect Director Adolfo Henriques	Mgmt	For	Refer	For
1.4	Elect Director Mark H. Hildebrandt	Mgmt	For	Refer	Against
1.5	Elect Director Eric A. Mendelson	Mgmt	For	Refer	For
1.6	Elect Director Laurans A. Mendelson	Mgmt	For	Refer	For
1.7	Elect Director Victor H. Mendelson	Mgmt	For	Refer	For
1.8	Elect Director Julie Neitzel	Mgmt	For	Refer	For
1.9	Elect Director Alan Schriesheim	Mgmt	For	Refer	Against
1.10	Elect Director Frank J. Schwitter	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

QUALCOMM Incorporated

Meeting Date: 03/18/2025 **Country:** USA **Ticker:** QCOM
Record Date: 01/17/2025 **Meeting Type:** Annual
Primary Security ID: 747525103

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

Jefferies Financial Group Inc.

Meeting Date: 03/27/2025 **Country:** USA **Ticker:** JEF
Record Date: 01/27/2025 **Meeting Type:** Annual
Primary Security ID: 47233W109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda L. Adamany	Mgmt	For	Refer	For
1b	Elect Director Robert D. Beyer	Mgmt	For	Refer	For

Jefferies Financial Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Matrice Ellis Kirk	Mgmt	For	Refer	For
1d	Elect Director Brian P. Friedman	Mgmt	For	Refer	For
1e	Elect Director MaryAnne Gilmartin	Mgmt	For	Refer	For
1f	Elect Director Richard B. Handler	Mgmt	For	Refer	For
1g	Elect Director Thomas W. Jones	Mgmt	For	Refer	For
1h	Elect Director Jacob M. Katz	Mgmt	For	Refer	For
1i	Elect Director Toru Nakashima	Mgmt	For	Refer	For
1j	Elect Director Michael T. O'Kane	Mgmt	For	Refer	For
1k	Elect Director Joseph S. Steinberg	Mgmt	For	Refer	For
1l	Elect Director Melissa V. Weiler	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Spotify Technology SA

Meeting Date: 04/09/2025

Record Date: 02/13/2025

Primary Security ID: L8681T102

Country: Luxembourg

Meeting Type: Annual

Ticker: SPOT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Approve Financial Statements and Consolidated Financial Statements	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Discharge of Directors	Mgmt	For	For	For
4a	Elect Daniel Ek as Director	Mgmt	For	Against	Against
4b	Elect Martin Lorentzon as Director	Mgmt	For	Against	Against
4c	Elect Shishir Samir Mehrotra as Director	Mgmt	For	For	For
4d	Elect Christopher Marshall as Director	Mgmt	For	For	For

Spotify Technology SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4e	Elect Barry McCarthy as Director	Mgmt	For	For	For
4f	Elect Heidi O'Neill as Director	Mgmt	For	For	For
4g	Elect Ted Sarandos as Director	Mgmt	For	For	For
4h	Elect Thomas Owen Staggs as Director	Mgmt	For	For	For
4i	Elect Mona Sutphen as Director	Mgmt	For	For	For
4j	Elect Padmasree Warrior as Director	Mgmt	For	For	For
5	Appoint Ernst & Young S.A. (Luxembourg) as Auditor	Mgmt	For	For	For
6	Approve Remuneration of Directors	Mgmt	For	Against	Against
7	Authorize Guy Harles and Alexandre Gobert to Execute and Deliver, and with Full Power of Substitution, Any Documents Necessary or Useful in Connection with the Annual Filing and Registration Required by the Luxembourg Laws	Mgmt	For	For	For

Synopsys, Inc.

Meeting Date: 04/10/2025

Record Date: 02/10/2025

Primary Security ID: 871607107

Country: USA

Meeting Type: Annual

Ticker: SNPS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aart J. de Geus	Mgmt	For	Refer	For
1b	Elect Director John G. Schwarz	Mgmt	For	Refer	For
1c	Elect Director Sassine Ghazi	Mgmt	For	Refer	For
1d	Elect Director Luis Borgen	Mgmt	For	Refer	For
1e	Elect Director Janice D. Chaffin	Mgmt	For	Refer	For
1f	Elect Director Bruce R. Chizen	Mgmt	For	Refer	For
1g	Elect Director Mercedes Johnson	Mgmt	For	Refer	For
1h	Elect Director Robert G. Painter	Mgmt	For	Refer	For
1i	Elect Director Jeannine P. Sargent	Mgmt	For	Refer	For
2	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

Synopsys, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
6	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

Moody's Corporation

Meeting Date: 04/15/2025	Country: USA	Ticker: MCO
Record Date: 02/19/2025	Meeting Type: Annual	
Primary Security ID: 615369105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jorge A. Bermudez	Mgmt	For	Refer	For
1b	Elect Director Therese Esperdy	Mgmt	For	Refer	For
1c	Elect Director Robert Fauber	Mgmt	For	Refer	For
1d	Elect Director Vincent A. Forlenza	Mgmt	For	Refer	For
1e	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	Refer	For
1f	Elect Director Jose M. Minaya	Mgmt	For	Refer	For
1g	Elect Director Leslie F. Seidman	Mgmt	For	Refer	For
1h	Elect Director Zig Serafin	Mgmt	For	Refer	For
1i	Elect Director Bruce Van Saun	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

The Bank of New York Mellon Corporation

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

The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Z. Cook	Mgmt	For	For	For
1b	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1c	Elect Director M. Amy Gilliland	Mgmt	For	For	For
1d	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For
1e	Elect Director K. Guru Gowrappan	Mgmt	For	For	For
1f	Elect Director Ralph Izzo	Mgmt	For	For	For
1g	Elect Director Sandie O'Connor	Mgmt	For	For	For
1h	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1i	Elect Director Rakefet Russak-Aminoach	Mgmt	For	For	For
1j	Elect Director Robin A. Vince	Mgmt	For	For	For
1k	Elect Director Alfred W. "Al" Zollar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Carnival Corporation

Meeting Date: 04/16/2025 **Country:** Panama **Ticker:** CCL
Record Date: 02/18/2025 **Meeting Type:** Annual
Primary Security ID: 143658300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Re-elect Micky Arison as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
2	Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
3	Re-elect Jason Glen Cahilly as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For

Carnival Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Nelda J. Connors as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
5	Re-elect Helen Deeble as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
6	Re-elect Jeffrey J. Gearhart as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
7	Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
8	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
9	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
10	Re-elect Josh Weinstein as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
11	Re-elect Randy Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
13	Approve Directors' Remuneration Report (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	For	Refer	For
14	Approve Directors' Remuneration Policy (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	For	Refer	For
15	Appoint Deloitte LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of Deloitte & Touche LLP as the Independent Registered Public Accounting Firm of Carnival Corporation	Mgmt	For	Refer	For
16	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	Refer	For

Carnival Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Receive the Accounts and Reports of the Directors and Auditors of Carnival plc for the Year Ended November 30, 2024 (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	For	Refer	For
18	Approve Issuance of Equity	Mgmt	For	Refer	For
19	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Refer	For
20	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For

The Sherwin-Williams Company

Meeting Date: 04/16/2025

Record Date: 02/19/2025

Primary Security ID: 824348106

Country: USA

Meeting Type: Annual

Ticker: SHW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kerrii B. Anderson	Mgmt	For	Refer	For
1b	Elect Director Jeff M. Fetting	Mgmt	For	Refer	For
1c	Elect Director Robert J. Gamgort	Mgmt	For	Refer	For
1d	Elect Director Heidi G. Petz	Mgmt	For	Refer	For
1e	Elect Director Aaron M. Powell	Mgmt	For	Refer	For
1f	Elect Director Marta R. Stewart	Mgmt	For	Refer	For
1g	Elect Director Michael H. Thaman	Mgmt	For	Refer	For
1h	Elect Director Matthew Thornton, III	Mgmt	For	Refer	For
1i	Elect Director Thomas L. Williams	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
5	Eliminate Supermajority Vote Requirement of Paragraph (B) of Article Sixth of the Charter	Mgmt	For	Refer	For

The Sherwin-Williams Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Eliminate Supermajority Vote Requirement of Section 6(b) of Article Fourth, Division A of the Charter	Mgmt	For	Refer	For

Interactive Brokers Group, Inc.

Meeting Date: 04/17/2025	Country: USA	Ticker: IBKR
Record Date: 02/19/2025	Meeting Type: Annual	
Primary Security ID: 45841N107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas Peterffy	Mgmt	For	Refer	Against
1b	Elect Director Earl H. Nemser	Mgmt	For	Refer	Against
1c	Elect Director Milan Galik	Mgmt	For	Refer	For
1d	Elect Director Paul J. Brody	Mgmt	For	Refer	Against
1e	Elect Director Lawrence E. Harris	Mgmt	For	Refer	For
1f	Elect Director William Peterffy	Mgmt	For	Refer	Against
1g	Elect Director Nicole Yuen	Mgmt	For	Refer	Against
1h	Elect Director Jill Bright	Mgmt	For	Refer	For
1i	Elect Director Richard Repetto	Mgmt	For	Refer	For
1j	Elect Director Lori Conkling	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Texas Instruments Incorporated

Meeting Date: 04/17/2025	Country: USA	Ticker: TXN
Record Date: 02/20/2025	Meeting Type: Annual	
Primary Security ID: 882508104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark Blinn	Mgmt	For	Refer	For
1b	Elect Director Todd Bluedorn	Mgmt	For	Refer	For

Texas Instruments Incorporated

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

Broadcom Inc.

Meeting Date: 04/21/2025

Record Date: 02/21/2025

Primary Security ID: 11135F101

Country: USA

Meeting Type: Annual

Ticker: AVGO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Diane M. Bryant	Mgmt	For	Refer	For
1b	Elect Director Gayla J. Delly	Mgmt	For	Refer	For
1c	Elect Director Kenneth Y. Hao	Mgmt	For	Refer	For
1d	Elect Director Eddy W. Hartenstein	Mgmt	For	Refer	For
1e	Elect Director Check Kian Low	Mgmt	For	Refer	For
1f	Elect Director Justine F. Page	Mgmt	For	Refer	For
1g	Elect Director Henry Samueli	Mgmt	For	Refer	For
1h	Elect Director Hock E. Tan	Mgmt	For	Refer	For
1i	Elect Director Harry L. You	Mgmt	For	Refer	For

Broadcom Inc.

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

Adobe Inc.

Meeting Date: 04/22/2025

Country: USA

Ticker: ADBE

Record Date: 02/21/2025

Meeting Type: Annual

Primary Security ID: 00724F101

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

Bank of America Corporation

Meeting Date: 04/22/2025

Country: USA

Ticker: BAC

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 060505104

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	For	Refer	For
1b	Elect Director Jose (Joe) E. Almeida	Mgmt	For	Refer	For
1c	Elect Director Pierre J.P. de Weck	Mgmt	For	Refer	For
1d	Elect Director Arnold W. Donald	Mgmt	For	Refer	For
1e	Elect Director Linda P. Hudson	Mgmt	For	Refer	For
1f	Elect Director Monica C. Lozano	Mgmt	For	Refer	For
1g	Elect Director Maria N. Martinez	Mgmt	For	Refer	For
1h	Elect Director Brian T. Moynihan	Mgmt	For	Refer	For
1i	Elect Director Lionel L. Nowell, III	Mgmt	For	Refer	For
1j	Elect Director Denise L. Ramos	Mgmt	For	Refer	For
1k	Elect Director Clayton S. Rose	Mgmt	For	Refer	For
1l	Elect Director Michael D. White	Mgmt	For	Refer	For
1m	Elect Director Thomas D. Woods	Mgmt	For	Refer	For
1n	Elect Director Maria T. Zuber	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Require More Director Nominations Than Open Seats	SH	Against	Refer	Against
6	Report on Board Oversight of Material Risks Related to Animal Welfare	SH	Against	Refer	Against
7	Report on Climate Lobbying	SH	Against	Refer	Against
8	Report on Clean Energy Supply Financing Ratio	SH	Against	Refer	Against

Churchill Downs Incorporated

Meeting Date: 04/22/2025Country: USATicker: CHDN

Record Date: 03/03/2025Meeting Type: Annual

Primary Security ID: 171484108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director R. Alex Rankin	Mgmt	For	For	For
1.2	Elect Director Andréa Carter	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

MSCI Inc.

Meeting Date: 04/22/2025Country: USATicker: MSCI

Record Date: 02/28/2025Meeting Type: Annual

Primary Security ID: 55354G100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert G. Ashe	Mgmt	For	Refer	For
1b	Elect Director Henry A. Fernandez	Mgmt	For	Refer	For
1c	Elect Director Robin L. Matlock	Mgmt	For	Refer	For
1d	Elect Director Jacques P. Perold	Mgmt	For	Refer	For
1e	Elect Director C.D. Baer Pettit	Mgmt	For	Refer	Against
1f	Elect Director Sandy C. Rattray	Mgmt	For	Refer	For
1g	Elect Director Linda H. Riefler	Mgmt	For	Refer	For
1h	Elect Director Michelle Seitz	Mgmt	For	Refer	For
1i	Elect Director Marcus L. Smith	Mgmt	For	Refer	For
1j	Elect Director Rajat Taneja	Mgmt	For	Refer	For
1k	Elect Director Paula Volent	Mgmt	For	Refer	For
1l	Elect Director June Yang	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Rollins, Inc.

Meeting Date: 04/22/2025

Record Date: 02/28/2025

Primary Security ID: 775711104

Country: USA

Meeting Type: Annual

Ticker: ROL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Susan R. Bell	Mgmt	For	Refer	For
1.2	Elect Director Donald P. Carson	Mgmt	For	Refer	For
1.3	Elect Director Paul D. Donahue	Mgmt	For	Refer	For
1.4	Elect Director Louise S. Sams	Mgmt	For	Refer	For
1.5	Elect Director John F. Wilson	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Domino's Pizza, Inc.

Meeting Date: 04/23/2025

Record Date: 02/28/2025

Primary Security ID: 25754A201

Country: USA

Meeting Type: Annual

Ticker: DPZ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Brandon	Mgmt	For	Refer	For
1.2	Elect Director C. Andrew Ballard	Mgmt	For	Refer	For
1.3	Elect Director Andrew B. Balson	Mgmt	For	Refer	For
1.4	Elect Director Corie S. Barry	Mgmt	For	Refer	For
1.5	Elect Director Diane L. Cafritz	Mgmt	For	Refer	For
1.6	Elect Director Richard L. Federico	Mgmt	For	Refer	For
1.7	Elect Director James A. Goldman	Mgmt	For	Refer	For
1.8	Elect Director Patricia E. Lopez	Mgmt	For	Refer	For
1.9	Elect Director Russell J. Weiner	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For

Domino's Pizza, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Refer	For
6	Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	SH	Against	Refer	For

Entegris, Inc.

Meeting Date: 04/23/2025	Country: USA	Ticker: ENTG
Record Date: 03/07/2025	Meeting Type: Annual	
Primary Security ID: 29362U104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney Clark	Mgmt	For	Refer	For
1b	Elect Director James F. Gentilcore	Mgmt	For	Refer	For
1c	Elect Director Yvette Kanouff	Mgmt	For	Refer	For
1d	Elect Director James P. Lederer	Mgmt	For	Refer	For
1e	Elect Director Bertrand Loy	Mgmt	For	Refer	For
1f	Elect Director Mary Puma	Mgmt	For	Refer	For
1g	Elect Director David Reeder	Mgmt	For	Refer	For
1h	Elect Director Azita Saleki-Gerhardt	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Adopt Simple Majority Vote	SH	None	Refer	For

The Cigna Group

Meeting Date: 04/23/2025	Country: USA	Ticker: CI
Record Date: 03/04/2025	Meeting Type: Annual	
Primary Security ID: 125523100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David M. Cordani	Mgmt	For	Refer	For
1b	Elect Director Eric J. Foss	Mgmt	For	Refer	For

The Cigna Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Elder Granger	Mgmt	For	Refer	For
1d	Elect Director Neesha Hathi	Mgmt	For	Refer	For
1e	Elect Director George Kurian	Mgmt	For	Refer	For
1f	Elect Director Kathleen M. Mazzarella	Mgmt	For	Refer	For
1g	Elect Director Mark B. McClellan	Mgmt	For	Refer	For
1h	Elect Director Philip O. Ozuah	Mgmt	For	Refer	For
1i	Elect Director Kimberly A. Ross	Mgmt	For	Refer	For
1j	Elect Director Eric C. Wiseman	Mgmt	For	Refer	For
1k	Elect Director Donna F. Zarcone	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Right to Call Special Meeting	SH	Against	Refer	Against

The Goldman Sachs Group, Inc.

Meeting Date: 04/23/2025

Record Date: 02/24/2025

Primary Security ID: 38141G104

Country: USA

Meeting Type: Annual

Ticker: GS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michele Burns	Mgmt	For	Refer	For
1b	Elect Director Mark Flaherty	Mgmt	For	Refer	For
1c	Elect Director Kimberley Harris	Mgmt	For	Refer	For
1d	Elect Director John Hess	Mgmt	For	Refer	For
1e	Elect Director Kevin Johnson	Mgmt	For	Refer	For
1f	Elect Director Ellen Kullman	Mgmt	For	Refer	For
1g	Elect Director KC McClure	Mgmt	For	Refer	For
1h	Elect Director Lakshmi Mittal	Mgmt	For	Refer	For
1i	Elect Director Thomas Montag	Mgmt	For	Refer	For
1j	Elect Director Peter Oppenheimer	Mgmt	For	Refer	For
1k	Elect Director David Solomon	Mgmt	For	Refer	For

The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Jan Tighe	Mgmt	For	Refer	For
1m	Elect Director David Viniar	Mgmt	For	Refer	For
1n	Elect Director John Waldron	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
5	Consider Abolishing DEI Goals from Compensation Inducements	SH	Against	Refer	Against
6	Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives	SH	Against	Refer	Against
7	Report on Clean Energy Supply Financing Ratio	SH	Against	Refer	Against

Fastenal Company

Meeting Date: 04/24/2025	Country: USA	Ticker: FAST
Record Date: 02/24/2025	Meeting Type: Annual	
Primary Security ID: 311900104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott A. Satterlee	Mgmt	For	Refer	For
1b	Elect Director Michael J. Ancius	Mgmt	For	Refer	For
1c	Elect Director Stephen L. Eastman	Mgmt	For	Refer	For
1d	Elect Director Brady D. Ericson	Mgmt	For	Refer	For
1e	Elect Director Daniel L. Florness	Mgmt	For	Refer	For
1f	Elect Director Rita J. Heise	Mgmt	For	Refer	For
1g	Elect Director Hsenghung Sam Hsu	Mgmt	For	Refer	For
1h	Elect Director Daniel L. Johnson	Mgmt	For	Refer	For
1i	Elect Director Sarah N. Nielsen	Mgmt	For	Refer	For
1j	Elect Director Irene A. Quarshie	Mgmt	For	Refer	For
1k	Elect Director Reyne K. Wisecup	Mgmt	For	Refer	For

Fastenal Company

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

HCA Healthcare, Inc.

Meeting Date: 04/24/2025

Country: USA

Ticker: HCA

Record Date: 02/24/2025

Meeting Type: Annual

Primary Security ID: 40412C101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas F. Frist, III	Mgmt	For	Refer	For
1b	Elect Director Samuel N. Hazen	Mgmt	For	Refer	For
1c	Elect Director Robert J. Dennis	Mgmt	For	Refer	For
1d	Elect Director Nancy-Ann DeParle	Mgmt	For	Refer	For
1e	Elect Director William R. Frist	Mgmt	For	Refer	For
1f	Elect Director Hugh F. Johnston	Mgmt	For	Refer	For
1g	Elect Director Michael W. Michelson	Mgmt	For	Refer	For
1h	Elect Director Wayne J. Riley	Mgmt	For	Refer	For
1i	Elect Director Andrea B. Smith	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Refer	For
6	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against
7	Amend Patient Safety and Quality of Care Committee Charter	SH	Against	Refer	Against
8	Report on Healthcare Consequences of Acquisition Strategy	SH	Against	Refer	Against

The Boeing Company

Meeting Date: 04/24/2025

Record Date: 02/24/2025

Primary Security ID: 097023105

Country: USA

Meeting Type: Annual

Ticker: BA

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

Steel Dynamics, Inc.

Meeting Date: 04/25/2025

Record Date: 03/06/2025

Primary Security ID: 858119100

Country: USA

Meeting Type: Annual

Ticker: STLD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Mark D. Millett	Mgmt	For	Refer	For

Steel Dynamics, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1B	Elect Director Sheree L. Bargabos	Mgmt	For	Refer	For
1C	Elect Director Kenneth W. Cornew	Mgmt	For	Refer	For
1D	Elect Director Traci M. Dolan	Mgmt	For	Refer	For
1E	Elect Director Jennifer L. Hamann	Mgmt	For	Refer	For
1F	Elect Director Bradley S. Seaman	Mgmt	For	Refer	For
1G	Elect Director Gabriel L. Shaheen	Mgmt	For	Refer	For
1H	Elect Director Luis M. Sierra	Mgmt	For	Refer	For
1I	Elect Director Richard P. Teets, Jr.	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Right to Call Special Meeting	SH	Against	Refer	Against

TopBuild Corp.

Meeting Date: 04/28/2025	Country: USA	Ticker: BLD
Record Date: 02/27/2025	Meeting Type: Annual	
Primary Security ID: 89055F103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alec C. Covington	Mgmt	For	For	For
1b	Elect Director Ernesto Bautista, III	Mgmt	For	For	For
1c	Elect Director Robert M. Buck	Mgmt	For	For	For
1d	Elect Director Joseph S. Cantie	Mgmt	For	For	For
1e	Elect Director Tina M. Donikowski	Mgmt	For	For	For
1f	Elect Director Deirdre C. Drake	Mgmt	For	For	For
1g	Elect Director Mark A. Petrarca	Mgmt	For	For	For
1h	Elect Director Nancy M. Taylor	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

TopBuild Corp.

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

American Express Company

Meeting Date: 04/29/2025

Record Date: 03/03/2025

Primary Security ID: 025816109

Country: USA

Meeting Type: Annual

Ticker: AXP

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

Citigroup Inc.

Meeting Date: 04/29/2025

Record Date: 03/03/2025

Primary Security ID: 172967424

Country: USA

Meeting Type: Annual

Ticker: C

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Titi Cole	Mgmt	For	Refer	For
1b	Elect Director Ellen M. Costello	Mgmt	For	Refer	For
1c	Elect Director Grace E. Dailey	Mgmt	For	Refer	For
1d	Elect Director John C. Dugan	Mgmt	For	Refer	For
1e	Elect Director Jane N. Fraser	Mgmt	For	Refer	For
1f	Elect Director Duncan P. Hennes	Mgmt	For	Refer	For
1g	Elect Director Peter B. Henry	Mgmt	For	Refer	For
1h	Elect Director Renee J. James	Mgmt	For	Refer	For
1i	Elect Director Gary M. Reiner	Mgmt	For	Refer	For
1j	Elect Director Diana L. Taylor	Mgmt	For	Refer	For
1k	Elect Director James S. Turley	Mgmt	For	Refer	For
1l	Elect Director Casper W. von Koskull	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Refer	Against
6	Report on Respecting Indigenous Peoples' Rights	SH	Against	Refer	Against
7	Issue Audited Report on Financial Statement Assumptions and Climate Change	SH	Against	Refer	Against
8	Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	SH	Against	Refer	Against

Masimo Corporation

Meeting Date: 04/29/2025

Record Date: 03/03/2025

Primary Security ID: 574795100

Country: USA

Meeting Type: Annual

Ticker: MASI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William Jellison	Mgmt	For	For	For
1b	Elect Director Wendy Lane	Mgmt	For	For	For
1c	Elect Director Timothy Scannell	Mgmt	For	For	For
1d	Elect Director Darlene Solomon	Mgmt	For	For	For
1e	Elect Director Catherine Szyman	Mgmt	For	For	For
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

The Williams Companies, Inc.

Meeting Date: 04/29/2025

Record Date: 03/06/2025

Primary Security ID: 969457100

Country: USA

Meeting Type: Annual

Ticker: WMB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan S. Armstrong	Mgmt	For	Refer	For
1.2	Elect Director Stephen W. Bergstrom	Mgmt	For	Refer	For
1.3	Elect Director Michael A. Creel	Mgmt	For	Refer	For
1.4	Elect Director Stacey H. Dore	Mgmt	For	Refer	For
1.5	Elect Director Carri A. Lockhart	Mgmt	For	Refer	For
1.6	Elect Director Richard E. Muncrief	Mgmt	For	Refer	For
1.7	Elect Director Peter A. Ragauss	Mgmt	For	Refer	For
1.8	Elect Director Rose M. Robeson	Mgmt	For	Refer	For
1.9	Elect Director Scott D. Sheffield	Mgmt	For	Refer	For
1.10	Elect Director William H. Spence	Mgmt	For	Refer	For
1.11	Elect Director Jesse J. Tyson	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Ameriprise Financial, Inc.

Meeting Date: 04/30/2025

Country: USA

Ticker: AMP

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 03076C106

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

Carlisle Companies Incorporated

Meeting Date: 04/30/2025

Country: USA

Ticker: CSL

Record Date: 03/05/2025

Meeting Type: Annual

Primary Security ID: 142339100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jonathan R. Collins	Mgmt	For	Refer	For
1b	Elect Director D. Christian Koch	Mgmt	For	Refer	For
1c	Elect Director C. David Myers	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Globant SA

Meeting Date: 04/30/2025

Record Date: 03/28/2025

Primary Security ID: L44385109

Country: Luxembourg

Meeting Type: Annual

Ticker: GLOB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Receive Board's and Auditor's Reports	Mgmt			
2.	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3.	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
4.	Approve Allocation of Income	Mgmt	For	For	For
5.	Approve Discharge of Directors	Mgmt	For	For	For
6.	Approve Remuneration of Directors during the Financial Year Ending on December 31, 2025	Mgmt	For	For	For
7.	Appoint PricewaterhouseCoopers, Societe Cooperative as Auditor for Annual Accounts and EU IFRS Consolidated Accounts	Mgmt	For	For	For
8.	Appoint Price Waterhouse & Co. S.R.L. as Auditor for IFRS Consolidated Accounts	Mgmt	For	For	For
9.	Reelect Maria Pinelli as Director	Mgmt	For	For	For
10.	Reelect Andrea Mayumi Petroni Merhy as Director	Mgmt	For	For	For
11.	Reelect Francisco Alvarez-Demalde as Director	Mgmt	For	For	For

Molina Healthcare, Inc.

Meeting Date: 04/30/2025

Record Date: 03/07/2025

Primary Security ID: 60855R100

Country: USA

Meeting Type: Annual

Ticker: MOH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barbara L. Brasier	Mgmt	For	Refer	Against
1b	Elect Director Leo P. Grohowski	Mgmt	For	Refer	For

Molina Healthcare, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Stephen H. Lockhart	Mgmt	For	Refer	For
1d	Elect Director Steven J. Orlando	Mgmt	For	Refer	For
1e	Elect Director Ronna E. Romney	Mgmt	For	Refer	Against
1f	Elect Director Richard M. Schapiro	Mgmt	For	Refer	For
1g	Elect Director Dale B. Wolf	Mgmt	For	Refer	Against
1h	Elect Director Richard C. Zoretic	Mgmt	For	Refer	For
1i	Elect Director Joseph M. Zubretsky	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	For

Pool Corporation

Meeting Date: 04/30/2025

Record Date: 03/12/2025

Primary Security ID: 73278L105

Country: USA

Meeting Type: Annual

Ticker: POOL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter D. Arvan	Mgmt	For	Refer	For
1b	Elect Director Martha S. Gervasi	Mgmt	For	Refer	For
1c	Elect Director James D. Hope	Mgmt	For	Refer	For
1d	Elect Director Kevin M. Murphy	Mgmt	For	Refer	For
1e	Elect Director Debra S. Oler	Mgmt	For	Refer	For
1f	Elect Director Manuel J. Perez de la Mesa	Mgmt	For	Refer	For
1g	Elect Director Carlos A. Sabater	Mgmt	For	Refer	For
1h	Elect Director John E. Stokely	Mgmt	For	Refer	For
1i	Elect Director David G. Whalen	Mgmt	For	Refer	For

Pool Corporation

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

The Coca-Cola Company

Meeting Date: 04/30/2025

Country: USA

Ticker: KO

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 191216100

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

The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Impacts Related to Associating Brand with Politically Divisive Events	SH	Against	Refer	Against
9	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Refer	Against

Trump Media & Technology Group Corp.

Meeting Date: 04/30/2025	Country: USA	Ticker: DJT
Record Date: 03/11/2025	Meeting Type: Annual	
Primary Security ID: 25400Q105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Bernhardt	Mgmt	For	For	For
1.2	Elect Director W. Kyle Green	Mgmt	For	Refer	Withhold
2	Change State of Incorporation from Delaware to Florida	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Ratify Semple, Marchal & Cooper, LLP as Auditors	Mgmt	For	For	For

Vistra Corp.

Meeting Date: 04/30/2025	Country: USA	Ticker: VST
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 92840M102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott B. Helm	Mgmt	For	Refer	For
1.2	Elect Director Hilary E. Ackermann	Mgmt	For	Refer	For
1.3	Elect Director Arcilia C. Acosta	Mgmt	For	Refer	For
1.4	Elect Director Gavin R. Baiera	Mgmt	For	Refer	For

Vistra Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Paul M. Barbas	Mgmt	For	Refer	For
1.6	Elect Director James A. Burke	Mgmt	For	Refer	For
1.7	Elect Director Lisa Crutchfield	Mgmt	For	Refer	For
1.8	Elect Director Julie A. Lagacy	Mgmt	For	Refer	For
1.9	Elect Director John W. (Bill) Pitesa	Mgmt	For	Refer	For
1.10	Elect Director John R. (J. R.) Sult	Mgmt	For	Refer	For
1.11	Elect Director Robert C. Walters	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation	Mgmt	For	Refer	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For
6	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
7	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

W.W. Grainger, Inc.

Meeting Date: 04/30/2025

Country: USA

Ticker: GWW

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 384802104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	Refer	For
1b	Elect Director George S. Davis	Mgmt	For	Refer	For
1c	Elect Director Katherine D. Jaspon	Mgmt	For	Refer	For
1d	Elect Director Christopher J. Klein	Mgmt	For	Refer	For
1e	Elect Director D.G. Macpherson	Mgmt	For	Refer	For
1f	Elect Director Cindy J. Miller	Mgmt	For	Refer	For
1g	Elect Director Neil S. Novich	Mgmt	For	Refer	For

W.W. Grainger, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Beatriz R. Perez	Mgmt	For	Refer	For
1i	Elect Director E. Scott Santi	Mgmt	For	Refer	For
1j	Elect Director Susan Slavik Williams	Mgmt	For	Refer	For
1k	Elect Director Lucas E. Watson	Mgmt	For	Refer	For
1l	Elect Director Steven A. White	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Eliminate Cumulative Voting	Mgmt	For	Refer	For

Boston Scientific Corporation

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

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

Halozyme Therapeutics, Inc.

Meeting Date: 05/01/2025Country: USATicker: HALO

Record Date: 03/04/2025Meeting Type: Annual

Primary Security ID: 40637H109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
1B	Elect Director Helen I. Torley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Inspire Medical Systems, Inc.

Meeting Date: 05/01/2025Country: USATicker: INSP

Record Date: 03/04/2025Meeting Type: Annual

Primary Security ID: 457730109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cynthia B. Burks	Mgmt	For	Withhold	Withhold
1.2	Elect Director Timothy P. Herbert	Mgmt	For	Withhold	Withhold
1.3	Elect Director Shawn T McCormick	Mgmt	For	Withhold	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Intuitive Surgical, Inc.

Meeting Date: 05/01/2025Country: USATicker: ISRG

Record Date: 03/03/2025Meeting Type: Annual

Primary Security ID: 46120E602

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	For	Refer	For

Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Joseph C. Beery	Mgmt	For	Refer	For
1c	Elect Director Lewis Chew	Mgmt	For	Refer	For
1d	Elect Director Gary S. Guthart	Mgmt	For	Refer	For
1e	Elect Director Amal M. Johnson	Mgmt	For	Refer	For
1f	Elect Director Sreelakshmi Kolli	Mgmt	For	Refer	For
1g	Elect Director Amy L. Ladd	Mgmt	For	Refer	For
1h	Elect Director Keith R. Leonard, Jr.	Mgmt	For	Refer	For
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For	Refer	For
1j	Elect Director Monica P. Reed	Mgmt	For	Refer	For
1k	Elect Director David J. Rosa	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Improve Executive Compensation Program	SH	Against	Refer	Against
6	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

Kimberly-Clark Corporation

Meeting Date: 05/01/2025

Country: USA

Ticker: KMB

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 494368103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sylvia M. Burwell	Mgmt	For	Refer	For
1.2	Elect Director John W. Culver	Mgmt	For	Refer	For
1.3	Elect Director Michael D. Hsu	Mgmt	For	Refer	For
1.4	Elect Director Mae C. Jemison	Mgmt	For	Refer	For
1.5	Elect Director Deeptha Khanna	Mgmt	For	Refer	For
1.6	Elect Director S. Todd Maclin	Mgmt	For	Refer	For
1.7	Elect Director Deirdre A. Mahlan	Mgmt	For	Refer	For

Kimberly-Clark Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Sherilyn S. McCoy	Mgmt	For	Refer	For
1.9	Elect Director Christa S. Quarles	Mgmt	For	Refer	For
1.10	Elect Director Jaime A. Ramirez	Mgmt	For	Refer	For
1.11	Elect Director Joseph Romanelli	Mgmt	For	Refer	For
1.12	Elect Director Dunia A. Shive	Mgmt	For	Refer	For
1.13	Elect Director Mark T. Smucker	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Murphy USA Inc.

Meeting Date: 05/01/2025	Country: USA	Ticker: MUSA
Record Date: 03/04/2025	Meeting Type: Annual	
Primary Security ID: 626755102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director R. Madison Murphy	Mgmt	For	For	For
1b	Elect Director R. Andrew Clyde	Mgmt	For	For	For
1c	Elect Director David B. Miller	Mgmt	For	For	For
1d	Elect Director Rosemary L. Turner	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	SH	Against	For	For

NRG Energy, Inc.

Meeting Date: 05/01/2025	Country: USA	Ticker: NRG
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 629377508		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director E. Spencer Abraham	Mgmt	For	Refer	For
1b	Elect Director Antonio Carrillo	Mgmt	For	Refer	For
1c	Elect Director Matthew Carter, Jr.	Mgmt	For	Refer	For
1d	Elect Director Lawrence S. Coben	Mgmt	For	Refer	For
1e	Elect Director Heather Cox	Mgmt	For	Refer	For
1f	Elect Director Elisabeth B. Donohue	Mgmt	For	Refer	For
1g	Elect Director Marwan Fawaz	Mgmt	For	Refer	For
1h	Elect Director Kevin T. Howell	Mgmt	For	Refer	For
1i	Elect Director Alexander Pourbaix	Mgmt	For	Refer	For
1j	Elect Director Alexandra Pruner	Mgmt	For	Refer	For
1k	Elect Director Marcie C. Zlotnik	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirements and Eliminate Related Obsolete References	Mgmt	For	Refer	For

BWX Technologies, Inc.

Meeting Date: 05/02/2025Country: USATicker: BWXT

Record Date: 03/06/2025Meeting Type: Annual

Primary Security ID: 05605H100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jan A. Bertsch	Mgmt	For	For	For
1b	Elect Director Gerhard F. Burbach	Mgmt	For	For	For
1c	Elect Director Rex D. Geveden	Mgmt	For	For	For
1d	Elect Director James M. Jaska	Mgmt	For	For	For
1e	Elect Director Kenneth J. Krieg	Mgmt	For	For	For
1f	Elect Director Leland D. Melvin	Mgmt	For	For	For

BWX Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Barbara A. Niland	Mgmt	For	For	For
1h	Elect Director Nicole W. Piasecki	Mgmt	For	For	For
1i	Elect Director John M. Richardson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Dayforce, Inc.

Meeting Date: 05/02/2025

Record Date: 03/06/2025

Primary Security ID: 15677J108

Country: USA

Meeting Type: Annual

Ticker: DAY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brent Bickett	Mgmt	For	For	For
1b	Elect Director Ronald Clarke	Mgmt	For	For	For
1c	Elect Director Deborah Farrington	Mgmt	For	Refer	Against
1d	Elect Director Thomas Hagerty	Mgmt	For	For	For
1e	Elect Director Linda Mantia	Mgmt	For	For	For
1f	Elect Director David Ossip	Mgmt	For	For	For
1g	Elect Director Ganesh Rao	Mgmt	For	For	For
1h	Elect Director Andrea Rosen	Mgmt	For	For	For
1i	Elect Director Gerald Throop	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation	Mgmt	For	For	For

Illinois Tool Works Inc.

Meeting Date: 05/02/2025

Record Date: 03/03/2025

Primary Security ID: 452308109

Country: USA

Meeting Type: Annual

Ticker: ITW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	For	Refer	For
1b	Elect Director Susan Crown	Mgmt	For	Refer	For
1c	Elect Director Darrell L. Ford	Mgmt	For	Refer	For
1d	Elect Director Kelly J. Grier	Mgmt	For	Refer	For
1e	Elect Director James W. Griffith	Mgmt	For	Refer	For
1f	Elect Director Jay L. Henderson	Mgmt	For	Refer	For
1g	Elect Director Jaime Irick	Mgmt	For	Refer	For
1h	Elect Director Richard H. Lenny	Mgmt	For	Refer	For
1i	Elect Director Christopher A. O'Herlihy	Mgmt	For	Refer	For
1j	Elect Director E. Scott Santi	Mgmt	For	Refer	For
1k	Elect Director David B. Smith, Jr.	Mgmt	For	Refer	For
1l	Elect Director Pamela B. Strobel	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

Lattice Semiconductor Corporation

Meeting Date: 05/02/2025

Record Date: 03/03/2025

Primary Security ID: 518415104

Country: USA

Meeting Type: Annual

Ticker: LSCC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ford Tamer	Mgmt	For	For	For
1.2	Elect Director Robin Abrams	Mgmt	For	For	For
1.3	Elect Director Douglas Bettinger	Mgmt	For	For	For

Lattice Semiconductor Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Que Thanh Dallara	Mgmt	For	Refer	For
1.5	Elect Director John Forsyth	Mgmt	For	Refer	For
1.6	Elect Director Mark Jensen	Mgmt	For	For	For
1.7	Elect Director James Lederer	Mgmt	For	Refer	For
1.8	Elect Director D. Jeffrey Richardson	Mgmt	For	Refer	For
1.9	Elect Director Elizabeth Schwarting	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Carvana Co.

Meeting Date: 05/05/2025	Country: USA	Ticker: CVNA
Record Date: 03/10/2025	Meeting Type: Annual	
Primary Security ID: 146869102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dan Quayle	Mgmt	For	Refer	Withhold
1.2	Elect Director Gregory Sullivan	Mgmt	For	Refer	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	One Year
4	Amend Certificate of Incorporation to Eliminate the Personal Liability of Certain Officers	Mgmt	For	Refer	Against
5	Ratify Grant Thornton LLP as Auditors	Mgmt	For	Refer	For
6	Adopt Simple Majority Vote	SH	Against	Refer	For

Eli Lilly and Company

Meeting Date: 05/05/2025	Country: USA	Ticker: LLY
Record Date: 02/26/2025	Meeting Type: Annual	
Primary Security ID: 532457108		

Eli Lilly and Company

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

Paycom Software, Inc.

Meeting Date: 05/05/2025

Record Date: 03/12/2025

Primary Security ID: 70432V102

Country: USA

Meeting Type: Annual

Ticker: PAYC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Henry C. Duques	Mgmt	For	Refer	Against
1.2	Elect Director Chad Richison	Mgmt	For	Refer	Against
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

RB Global, Inc.

Meeting Date: 05/05/2025

Record Date: 03/20/2025

Primary Security ID: 74935Q107

Country: Canada

Meeting Type: Annual/Special

Ticker: RBA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert George Elton	Mgmt	For	Refer	For
1b	Elect Director Jim Kessler	Mgmt	For	Refer	For
1c	Elect Director Brian Bales	Mgmt	For	Refer	For
1d	Elect Director Adam DeWitt	Mgmt	For	Refer	For
1e	Elect Director Gregory B. Morrison	Mgmt	For	Refer	For
1f	Elect Director Timothy O'Day	Mgmt	For	Refer	For
1g	Elect Director Sarah Raiss	Mgmt	For	Refer	For
1h	Elect Director Michael Sieger	Mgmt	For	Refer	For
1i	Elect Director Debbie Stein	Mgmt	For	Refer	For
1j	Elect Director Carol M. Stephenson	Mgmt	For	Refer	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Shareholder Rights Plan	Mgmt	For	Refer	For

Uber Technologies, Inc.

Meeting Date: 05/05/2025

Record Date: 03/13/2025

Primary Security ID: 90353T100

Country: USA

Meeting Type: Annual

Ticker: UBER

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

Uber Technologies, Inc.

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

Ally Financial Inc.

Meeting Date: 05/06/2025	Country: USA	Ticker: ALLY
Record Date: 03/13/2025	Meeting Type: Annual	
Primary Security ID: 02005N100		

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

Bristol-Myers Squibb Company

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

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

GE Aerospace

Meeting Date: 05/06/2025

Record Date: 03/10/2025

Primary Security ID: 369604301

Country: USA

Meeting Type: Annual

Ticker: GE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen Angel	Mgmt	For	Refer	For
1b	Elect Director Sebastien Bazin	Mgmt	For	Refer	For
1c	Elect Director Margaret Billson	Mgmt	For	Refer	For
1d	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	Refer	For
1e	Elect Director Thomas Enders	Mgmt	For	Refer	For

GE Aerospace

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Edward Garden	Mgmt	For	Refer	For
1g	Elect Director Isabella Goren	Mgmt	For	Refer	For
1h	Elect Director Thomas Horton	Mgmt	For	Refer	For
1i	Elect Director Catherine Lesjak	Mgmt	For	Refer	For
1j	Elect Director Darren McDew	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Refer	Against

Planet Fitness, Inc.

Meeting Date: 05/06/2025

Record Date: 03/10/2025

Primary Security ID: 72703H101

Country: USA

Meeting Type: Annual

Ticker: PLNT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Craig Benson	Mgmt	For	For	For
1.2	Elect Director Cammie Dunaway	Mgmt	For	Withhold	Withhold
1.3	Elect Director Christopher Tanco	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Amend Charter to Remove Obsolete Provisions	Mgmt	For	For	For
7	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
8	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	None	Against	Against

Simpson Manufacturing Co., Inc.

Meeting Date: 05/06/2025

Record Date: 03/11/2025

Primary Security ID: 829073105

Country: USA

Meeting Type: Annual

Ticker: SSD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Andrasick	Mgmt	For	For	For
1b	Elect Director Chau Banks	Mgmt	For	For	For
1c	Elect Director Felica Coney	Mgmt	For	For	For
1d	Elect Director Philip Donaldson	Mgmt	For	For	For
1e	Elect Director Angela Drake	Mgmt	For	For	For
1f	Elect Director Celeste Volz Ford	Mgmt	For	For	For
1g	Elect Director Kenneth Knight	Mgmt	For	For	For
1h	Elect Director Michael Olosky	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

The Hershey Company

Meeting Date: 05/06/2025

Record Date: 03/07/2025

Primary Security ID: 427866108

Country: USA

Meeting Type: Annual

Ticker: HSY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michele G. Buck	Mgmt	For	Refer	For
1b	Elect Director Timothy W. Curoe	Mgmt	For	Refer	For
1c	Elect Director Mary Kay Haben	Mgmt	For	Refer	For
1d	Elect Director Huong Maria T. Kraus	Mgmt	For	Refer	Against
1e	Elect Director Deirdre A. Mahlan	Mgmt	For	Refer	For
1f	Elect Director Barry J. Nalebuff	Mgmt	For	Refer	For
1g	Elect Director Kevin M. Ozan	Mgmt	For	Refer	For
1h	Elect Director Juan R. Perez	Mgmt	For	Refer	Against

The Hershey Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Marie Quintero-Johnson	Mgmt	For	Refer	For
1j	Elect Director Cordel Robbin-Coker	Mgmt	For	Refer	For
1k	Elect Director Harold Singleton, III	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation re: Stockholders' Right to Fill Vacancies	Mgmt	For	Refer	For

Tyler Technologies, Inc.

Meeting Date: 05/06/2025	Country: USA	Ticker: TYL
Record Date: 03/14/2025	Meeting Type: Annual	
Primary Security ID: 902252105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn A. Carter	Mgmt	For	Refer	For
1.2	Elect Director Margot L. Carter	Mgmt	For	Refer	For
1.3	Elect Director Brenda A. Cline	Mgmt	For	Refer	For
1.4	Elect Director Ronnie D. Hawkins, Jr.	Mgmt	For	Refer	For
1.5	Elect Director John S. Marr, Jr.	Mgmt	For	Refer	For
1.6	Elect Director H. Lynn Moore, Jr.	Mgmt	For	Refer	For
1.7	Elect Director Daniel M. Pope	Mgmt	For	Refer	For
1.8	Elect Director Andrew D. Teed	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Report on Political Contributions	SH	Against	Refer	Against
5a	Eliminate Supermajority Vote Requirement in Article Ninth of the Certificate	Mgmt	For	Refer	For

Tyler Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5b	Eliminate Supermajority Vote Requirement in Article Twelfth of the Certificate	Mgmt	For	Refer	For
6	Amend Right to Act by Written Consent	Mgmt	For	Refer	For

Brown & Brown, Inc.

Meeting Date: 05/07/2025

Country: USA

Ticker: BRO

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 115236101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Hyatt Brown	Mgmt	For	Refer	For
1.2	Elect Director J. Powell Brown	Mgmt	For	Refer	For
1.3	Elect Director Lawrence L. Gellerstedt, III	Mgmt	For	Refer	For
1.4	Elect Director Theodore J. Hoepner	Mgmt	For	Refer	For
1.5	Elect Director James S. Hunt	Mgmt	For	Refer	For
1.6	Elect Director Toni Jennings	Mgmt	For	Refer	For
1.7	Elect Director Paul J. Krump	Mgmt	For	Refer	For
1.8	Elect Director Timothy R.M. Main	Mgmt	For	Refer	For
1.9	Elect Director Bronislaw E. Masojada	Mgmt	For	Refer	For
1.10	Elect Director Jaymin B. Patel	Mgmt	For	Refer	For
1.11	Elect Director H. Palmer Proctor, Jr.	Mgmt	For	Refer	For
1.12	Elect Director Wendell S. Reilly	Mgmt	For	Refer	For
1.13	Elect Director Kathleen A. Savio	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

Floor & Decor Holdings, Inc.

Meeting Date: 05/07/2025

Country: USA

Ticker: FND

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: 339750101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nada A. Aried	Mgmt	For	For	For
1b	Elect Director Norman H. Axelrod	Mgmt	For	For	For
1c	Elect Director William T. Giles	Mgmt	For	For	For
1d	Elect Director Dwight James	Mgmt	For	For	For
1e	Elect Director Melissa Kersey	Mgmt	For	For	For
1f	Elect Director Ryan Marshall	Mgmt	For	For	For
1g	Elect Director Richard L. Sullivan	Mgmt	For	For	For
1h	Elect Director Thomas V. Taylor, Jr.	Mgmt	For	For	For
1i	Elect Director Felicia D. Thornton	Mgmt	For	For	For
1j	Elect Director George Vincent West	Mgmt	For	For	For
1k	Elect Director Charles Young	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Eliminate Legacy Classified Board Provisions	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
6	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Refer	For
7	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	For

Gilead Sciences, Inc.

Meeting Date: 05/07/2025

Country: USA

Ticker: GILD

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 375558103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	For	Refer	For
1b	Elect Director Jeffrey A. Bluestone	Mgmt	For	Refer	For
1c	Elect Director Sandra J. Horning	Mgmt	For	Refer	For
1d	Elect Director Kelly A. Kramer	Mgmt	For	Refer	For
1e	Elect Director Ted W. Love	Mgmt	For	Refer	For
1f	Elect Director Harish M. Manwani	Mgmt	For	Refer	For
1g	Elect Director Daniel P. O'Day	Mgmt	For	Refer	For
1h	Elect Director Javier J. Rodriguez	Mgmt	For	Refer	For
1i	Elect Director Anthony Welters	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Report on Pay Disparity	SH	Against	Refer	Against
5	Require Independent Board Chair	SH	Against	Refer	For
6	Adopt Comprehensive Human Rights Policy and Human Rights Due Diligence Process	SH	Against	Refer	Against
7	Report on the Risks of DEI Practices for Contractors	SH	Against	Refer	Against

IDEXX Laboratories, Inc.

Meeting Date: 05/07/2025

Record Date: 03/10/2025

Primary Security ID: 45168D104

Country: USA

Meeting Type: Annual

Ticker: IDXX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stuart M. Essig	Mgmt	For	Refer	For
1b	Elect Director Jonathan J. Mazelsky	Mgmt	For	Refer	For
1c	Elect Director M. Anne Szostak	Mgmt	For	Refer	For

IDEXX Laboratories, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For
5	Amend Certificate of Incorporation to Allow the Exculpation of Officers	Mgmt	For	Refer	For
6	Declassify the Board of Directors	SH	None	Refer	For

PepsiCo, Inc.

Meeting Date: 05/07/2025

Record Date: 02/27/2025

Primary Security ID: 713448108

Country: USA

Meeting Type: Annual

Ticker: PEP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	For	Refer	For
1b	Elect Director Jennifer Bailey	Mgmt	For	Refer	For
1c	Elect Director Cesar Conde	Mgmt	For	Refer	For
1d	Elect Director Ian Cook	Mgmt	For	Refer	For
1e	Elect Director Edith W. Cooper	Mgmt	For	Refer	For
1f	Elect Director Susan M. Diamond	Mgmt	For	Refer	For
1g	Elect Director Dina Dublon	Mgmt	For	Refer	For
1h	Elect Director Michelle Gass	Mgmt	For	Refer	For
1i	Elect Director Ramon L. Laguarta	Mgmt	For	Refer	For
1j	Elect Director Dave J. Lewis	Mgmt	For	Refer	For
1k	Elect Director David C. Page	Mgmt	For	Refer	For
1l	Elect Director Robert C. Pohlad	Mgmt	For	Refer	For
1m	Elect Director Daniel Vasella	Mgmt	For	Refer	For
1n	Elect Director Darren Walker	Mgmt	For	Refer	For
1o	Elect Director Alberto Weisser	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	Refer	Against
5	Report on Third-Party Racial Equity Audit	SH	Against	Refer	Against
6	Report on Risks Related to Biodiversity and Nature Loss	SH	Against	Refer	Against
7	Report on Plastic Packaging	SH	Against	Refer	Against

Public Storage

Meeting Date: 05/07/2025

Record Date: 03/03/2025

Primary Security ID: 74460D109

Country: USA

Meeting Type: Annual

Ticker: PSA

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

Alnylam Pharmaceuticals, Inc.

Meeting Date: 05/08/2025

Record Date: 03/10/2025

Primary Security ID: 02043Q107

Country: USA

Meeting Type: Annual

Ticker: ALNY

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

Cadence Design Systems, Inc.

Meeting Date: 05/08/2025

Record Date: 03/10/2025

Primary Security ID: 127387108

Country: USA

Meeting Type: Annual

Ticker: CDNS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark W. Adams	Mgmt	For	Refer	For
1.2	Elect Director Ita Brennan	Mgmt	For	Refer	For
1.3	Elect Director Lewis Chew	Mgmt	For	Refer	For
1.4	Elect Director Anirudh Devgan	Mgmt	For	Refer	For
1.5	Elect Director Moshe Gavrielov	Mgmt	For	Refer	For
1.6	Elect Director ML Krakauer	Mgmt	For	Refer	For
1.7	Elect Director Julia Liuson	Mgmt	For	Refer	For
1.8	Elect Director James D. Plummer	Mgmt	For	Refer	For
1.9	Elect Director Alberto Sangiovanni-Vincentelli	Mgmt	For	Refer	For
1.10	Elect Director Young K. Sohn	Mgmt	For	Refer	For

Cadence Design Systems, Inc.

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

DexCom, Inc.

Meeting Date: 05/08/2025	Country: USA	Ticker: DXCM
Record Date: 03/13/2025	Meeting Type: Annual	
Primary Security ID: 252131107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin R. Sayer	Mgmt	For	Refer	For
1.2	Elect Director Steven R. Altman	Mgmt	For	Refer	For
1.3	Elect Director Nicholas Augustinos	Mgmt	For	Refer	For
1.4	Elect Director Richard A. Collins	Mgmt	For	Refer	For
1.5	Elect Director Karen Dahut *Withdrawn Resolution*	Mgmt			
1.6	Elect Director Rimma Driscoll	Mgmt	For	Refer	For
1.7	Elect Director Mark G. Foletta	Mgmt	For	Refer	For
1.8	Elect Director Renee Gala	Mgmt	For	Refer	For
1.9	Elect Director Bridgette P. Heller	Mgmt	For	Refer	For
1.10	Elect Director Kyle Malady	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For

Ecolab Inc.

Meeting Date: 05/08/2025	Country: USA	Ticker: ECL
Record Date: 03/11/2025	Meeting Type: Annual	
Primary Security ID: 278865100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Judson B. Althoff	Mgmt	For	Refer	For
1b	Elect Director Shari L. Ballard	Mgmt	For	Refer	For
1c	Elect Director Christophe Beck	Mgmt	For	Refer	For
1d	Elect Director Michel D. Doukeris	Mgmt	For	Refer	For
1e	Elect Director Eric M. Green	Mgmt	For	Refer	For
1f	Elect Director Marion K. Gross	Mgmt	For	Refer	For
1g	Elect Director Michael Larson	Mgmt	For	Refer	For
1h	Elect Director David W. MacLennan	Mgmt	For	Refer	For
1i	Elect Director Tracy B. McKibben	Mgmt	For	Refer	For
1j	Elect Director Lionel L. Nowell, III	Mgmt	For	Refer	For
1k	Elect Director Victoria J. Reich	Mgmt	For	Refer	For
1l	Elect Director Suzanne M. Vautrinot	Mgmt	For	Refer	For
1m	Elect Director John J. Zillmer	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	Refer	For

Meeting Date: 05/08/2025

Record Date: 03/07/2025

Primary Security ID: 294429105

Country: USA

Meeting Type: Annual

Ticker: EFX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark W. Begor	Mgmt	For	Refer	For
1b	Elect Director Mark L. Feidler	Mgmt	For	Refer	For
1c	Elect Director Karen L. Fichuk	Mgmt	For	Refer	For
1d	Elect Director G. Thomas Hough	Mgmt	For	Refer	For

Equifax Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Barbara A. Larson	Mgmt	For	Refer	For
1f	Elect Director Robert D. Marcus	Mgmt	For	Refer	For
1g	Elect Director Scott A. McGregor	Mgmt	For	Refer	For
1h	Elect Director John A. McKinley	Mgmt	For	Refer	For
1i	Elect Director Melissa D. Smith	Mgmt	For	Refer	For
1j	Elect Director Audrey Boone Tillman	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For

Lazard, Inc.

Meeting Date: 05/08/2025

Country: USA

Ticker: LAZ

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: 52110M109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Harrison	Mgmt	For	For	For
1.2	Elect Director Dan Schulman	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
3	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Popular, Inc.

Meeting Date: 05/08/2025

Country: Puerto Rico

Ticker: BPOP

Record Date: 03/11/2025

Meeting Type: Annual

Primary Security ID: 733174700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alejandro M. Ballester	Mgmt	For	For	For
1b	Elect Director Robert Carrady	Mgmt	For	For	For
1c	Elect Director Richard L. Carrion	Mgmt	For	For	For
1d	Elect Director Bertil E. Chappuis	Mgmt	For	For	For
1e	Elect Director Betty DeVita	Mgmt	For	For	For
1f	Elect Director Maria Luisa Ferre Rangel	Mgmt	For	For	For
1g	Elect Director C. Kim Goodwin	Mgmt	For	For	For
1h	Elect Director Jose R. Rodriguez	Mgmt	For	For	For
1i	Elect Director Alejandro M. Sanchez	Mgmt	For	For	For
1j	Elect Director Myrna M. Soto	Mgmt	For	For	For
1k	Elect Director Carlos A. Unanue	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Stryker Corporation

Meeting Date: 05/08/2025

Record Date: 03/10/2025

Primary Security ID: 863667101

Country: USA

Meeting Type: Annual

Ticker: SYK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary K. Brainerd	Mgmt	For	Refer	For
1b	Elect Director Giovanni Caforio	Mgmt	For	Refer	For
1c	Elect Director Kevin A. Lobo	Mgmt	For	Refer	For
1d	Elect Director Emmanuel P. Maceda	Mgmt	For	Refer	For
1e	Elect Director Sherilyn S. McCoy	Mgmt	For	Refer	For
1f	Elect Director Rachel M. Ruggeri	Mgmt	For	Refer	For

Stryker Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Andrew K. Silvernail	Mgmt	For	Refer	For
1h	Elect Director Lisa M. Skeete Tatum	Mgmt	For	Refer	For
1i	Elect Director Ronda E. Stryker	Mgmt	For	Refer	For
1j	Elect Director Rajeev Suri	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
4	Amend Restricted Stock Plan	Mgmt	For	Refer	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
7	Report on Political Contributions and Expenditures	SH	Against	Refer	Against

Union Pacific Corporation

Meeting Date: 05/08/2025

Record Date: 03/14/2025

Primary Security ID: 907818108

Country: USA

Meeting Type: Annual

Ticker: UNP

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

Union Pacific Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Clawback Policy	SH	Against	Refer	Against

AbbVie Inc.

Meeting Date: 05/09/2025

Record Date: 03/10/2025

Primary Security ID: 00287Y109

Country: USA

Meeting Type: Annual

Ticker: ABBV

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

Colgate-Palmolive Company

Meeting Date: 05/09/2025

Record Date: 03/10/2025

Primary Security ID: 194162103

Country: USA

Meeting Type: Annual

Ticker: CL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	Mgmt	For	Refer	For
1b	Elect Director John T. Cahill	Mgmt	For	Refer	For
1c	Elect Director Steven A. Cahillane	Mgmt	For	Refer	For
1d	Elect Director Lisa M. Edwards	Mgmt	For	Refer	For

Colgate-Palmolive Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director C. Martin Harris	Mgmt	For	Refer	For
1f	Elect Director Martina Hund-Mejean	Mgmt	For	Refer	For
1g	Elect Director Kimberly A. Nelson	Mgmt	For	Refer	For
1h	Elect Director Brian O. Newman	Mgmt	For	Refer	For
1i	Elect Director Lorrie M. Norrington	Mgmt	For	Refer	For
1j	Elect Director Noel Wallace	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Require Independent Board Chair	SH	Against	Refer	Against
5	Revisit Plastic Packaging Policies	SH	Against	Refer	Against

Lockheed Martin Corporation

Meeting Date: 05/09/2025

Record Date: 02/28/2025

Primary Security ID: 539830109

Country: USA

Meeting Type: Annual

Ticker: LMT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John C. Aquilino	Mgmt	For	Refer	For
1.2	Elect Director David B. Burritt	Mgmt	For	Refer	For
1.3	Elect Director John M. Donovan	Mgmt	For	Refer	For
1.4	Elect Director Joseph F. Dunford, Jr.	Mgmt	For	Refer	For
1.5	Elect Director Thomas J. Falk	Mgmt	For	Refer	For
1.6	Elect Director Vicki A. Hollub	Mgmt	For	Refer	For
1.7	Elect Director Debra L. Reed-Klages	Mgmt	For	Refer	For
1.8	Elect Director James D. Taiclet	Mgmt	For	Refer	For
1.9	Elect Director Heather A. Wilson	Mgmt	For	Refer	For
1.10	Elect Director Patricia E. Yarrington	Mgmt	For	Refer	For

Lockheed Martin Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against
5	Report on Alignment of Political Activities with Company's Human Rights Policy	SH	Against	Refer	Against
6	Report on Risks of DEI Requirements in Hiring and Recruitment *Withdrawn Resolution*	SH			

Marriott International, Inc.

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

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

Marriott International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Morningstar, Inc.

Meeting Date: 05/09/2025	Country: USA	Ticker: MORN
Record Date: 03/10/2025	Meeting Type: Annual	
Primary Security ID: 617700109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joe Mansueto	Mgmt	For	Refer	For
1b	Elect Director Kunal Kapoor	Mgmt	For	Refer	For
1c	Elect Director Robin Diamonte	Mgmt	For	Refer	Against
1d	Elect Director Cheryl Francis	Mgmt	For	Refer	Against
1e	Elect Director Steve Joynt	Mgmt	For	Refer	For
1f	Elect Director Steve Kaplan	Mgmt	For	Refer	For
1g	Elect Director Gail Landis	Mgmt	For	Refer	Against
1h	Elect Director Bill Lyons	Mgmt	For	Refer	Against
1i	Elect Director Doniel Sutton	Mgmt	For	Refer	Against
1j	Elect Director Caroline Tsay	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

The Progressive Corporation

Meeting Date: 05/09/2025	Country: USA	Ticker: PGR
Record Date: 03/14/2025	Meeting Type: Annual	
Primary Security ID: 743315103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Philip Bleser	Mgmt	For	Refer	For
1b	Elect Director Stuart B. Burgdoerfer	Mgmt	For	Refer	For
1c	Elect Director Pamela J. Craig	Mgmt	For	Refer	For

The Progressive Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Charles A. Davis	Mgmt	For	Refer	For
1e	Elect Director Roger N. Farah	Mgmt	For	Refer	For
1f	Elect Director Lawton W. Fitt	Mgmt	For	Refer	Against
1g	Elect Director Susan Patricia Griffith	Mgmt	For	Refer	For
1h	Elect Director Devin C. Johnson	Mgmt	For	Refer	For
1i	Elect Director Jeffrey D. Kelly	Mgmt	For	Refer	For
1j	Elect Director Barbara R. Snyder	Mgmt	For	Refer	For
1k	Elect Director Kahina Van Dyke	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Liberty Broadband Corporation

Meeting Date: 05/12/2025	Country: USA	Ticker: LBRDK
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 530307305		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard R. Green	Mgmt	For	Refer	Withhold
1.2	Elect Director Sue Ann R. Hamilton	Mgmt	For	Refer	Withhold
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Liberty Media Corporation

Meeting Date: 05/12/2025	Country: USA	Ticker: FWONK
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 531229755		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John C. Malone	Mgmt	For	Refer	Withhold
1.2	Elect Director Robert R. Bennett	Mgmt	For	Refer	Withhold

Liberty Media Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director M. Ian G. Gilchrist	Mgmt	For	Refer	Withhold
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

3M Company

Meeting Date: 05/13/2025	Country: USA	Ticker: MMM
Record Date: 03/18/2025	Meeting Type: Annual	
Primary Security ID: 88579Y101		

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

AAON, Inc.

Meeting Date: 05/13/2025	Country: USA	Ticker: AAON
Record Date: 03/14/2025	Meeting Type: Annual	
Primary Security ID: 000360206		

AAON, Inc.

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

Arthur J. Gallagher & Co.

Meeting Date: 05/13/2025

Record Date: 03/17/2025

Primary Security ID: 363576109

Country: USA

Meeting Type: Annual

Ticker: AJG

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

Dutch Bros Inc.

Meeting Date: 05/13/2025

Record Date: 03/18/2025

Primary Security ID: 26701L100

Country: USA

Meeting Type: Annual

Ticker: BROS

Dutch Bros Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Travis Boersma	Mgmt	For	Against	Against
1b	Elect Director Christine Barone	Mgmt	For	For	For
1c	Elect Director C. David Cone	Mgmt	For	For	For
1d	Elect Director Thomas Davis	Mgmt	For	For	For
1e	Elect Director Kathryn George	Mgmt	For	For	For
1f	Elect Director Stephen Gillett	Mgmt	For	Against	Against
1g	Elect Director G.J. Hart	Mgmt	For	For	For
1h	Elect Director Kory Marchisotto	Mgmt	For	For	For
1i	Elect Director Ann Miller	Mgmt	For	Against	Against
1j	Elect Director Todd Penegor	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Manhattan Associates, Inc.

Meeting Date: 05/13/2025Country: USATicker: MANH

Record Date: 03/18/2025Meeting Type: Annual

Primary Security ID: 562750109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas E. Noonan	Mgmt	For	For	For
1b	Elect Director Kimberly A. Kuryea	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

RLI Corp.

Meeting Date: 05/13/2025Country: USATicker: RLI

Record Date: 03/17/2025Meeting Type: Annual

Primary Security ID: 749607107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael E. Angelina	Mgmt	For	For	For
1b	Elect Director David B. Duclos	Mgmt	For	For	For
1c	Elect Director Susan S. Fleming	Mgmt	For	For	For
1d	Elect Director Jordan W. Graham	Mgmt	For	For	For
1e	Elect Director Clark C. Kellogg	Mgmt	For	For	For
1f	Elect Director Craig W. Kliethermes	Mgmt	For	For	For
1g	Elect Director Paul B. Medini	Mgmt	For	For	For
1h	Elect Director Robert P. Restrepo, Jr.	Mgmt	For	For	For
1i	Elect Director Debbie S. Roberts	Mgmt	For	For	For
1j	Elect Director Michael J. Stone	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Sun Communities, Inc.

Meeting Date: 05/13/2025Country: USATicker: SUI

Record Date: 03/18/2025Meeting Type: Annual

Primary Security ID: 866674104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gary A. Shiffman	Mgmt	For	Refer	For
1b	Elect Director Tonya Allen	Mgmt	For	Refer	For
1c	Elect Director Meghan G. Baivier	Mgmt	For	Refer	For
1d	Elect Director Jeff T. Blau	Mgmt	For	Refer	For
1e	Elect Director Mark A. Denien	Mgmt	For	Refer	For
1f	Elect Director Jerome W. Ehlinger	Mgmt	For	Refer	For
1g	Elect Director Brian M. Hermelin	Mgmt	For	Refer	For
1h	Elect Director Craig A. Leupold	Mgmt	For	Refer	For

Sun Communities, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Clunet R. Lewis	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

Waste Management, Inc.

Meeting Date: 05/13/2025	Country: USA	Ticker: WM
Record Date: 03/18/2025	Meeting Type: Annual	
Primary Security ID: 94106L109		

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

Advanced Micro Devices, Inc.

Meeting Date: 05/14/2025	Country: USA	Ticker: AMD
Record Date: 03/19/2025	Meeting Type: Annual	
Primary Security ID: 007903107		

Advanced Micro Devices, Inc.

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

American Tower Corporation

Meeting Date: 05/14/2025

Record Date: 03/17/2025

Primary Security ID: 03027X100

Country: USA

Meeting Type: Annual

Ticker: AMT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven O. Vondran	Mgmt	For	Refer	For
1b	Elect Director Kelly C. Chambliss	Mgmt	For	Refer	For
1c	Elect Director Teresa H. Clarke	Mgmt	For	Refer	For
1d	Elect Director Kenneth R. Frank	Mgmt	For	Refer	For
1e	Elect Director Robert D. Hormats	Mgmt	For	Refer	For

American Tower Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Rajesh Kalathur	Mgmt	For	Refer	For
1g	Elect Director Grace D. Lieblein	Mgmt	For	Refer	For
1h	Elect Director Craig Macnab	Mgmt	For	Refer	For
1i	Elect Director Neville R. Ray	Mgmt	For	Refer	For
1j	Elect Director Pamela D. A. Reeve	Mgmt	For	Refer	For
1k	Elect Director Bruce L. Tanner	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Avis Budget Group, Inc.

Meeting Date: 05/14/2025	Country: USA	Ticker: CAR
Record Date: 03/20/2025	Meeting Type: Annual	
Primary Security ID: 053774105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jagdeep Pahwa	Mgmt	For	For	For
1b	Elect Director Anu Hariharan	Mgmt	For	For	For
1c	Elect Director Bernardo Hees	Mgmt	For	For	For
1d	Elect Director Lynn Krominga	Mgmt	For	For	For
1e	Elect Director Glenn Lurie	Mgmt	For	For	For
1f	Elect Director Karthik R. Sarma	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement to Amend Charter	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement to Remove Directors	Mgmt	For	For	For
7	Eliminate Supermajority Vote Requirement for Certain Business Combinations	Mgmt	For	For	For

Avis Budget Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Amend Charter to Limit the Voting Rights	Mgmt	For	For	For
9	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Refer	Against

Enphase Energy, Inc.

Meeting Date: 05/14/2025

Country: USA

Ticker: ENPH

Record Date: 03/20/2025

Meeting Type: Annual

Primary Security ID: 29355A107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven J. Gomo	Mgmt	For	For	For
1.2	Elect Director Thurman John Rodgers	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Everest Group, Ltd.

Meeting Date: 05/14/2025

Country: Bermuda

Ticker: EG

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: G3223R108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John J. Amore	Mgmt	For	Refer	For
1.2	Elect Director William F. Galtney Jr.	Mgmt	For	Refer	For
1.3	Elect Director John A. Graf	Mgmt	For	Refer	For
1.4	Elect Director Meryl Hartzband	Mgmt	For	Refer	For
1.5	Elect Director John Howard	Mgmt	For	Refer	For
1.6	Elect Director Gerri Losquadro	Mgmt	For	Refer	For
1.7	Elect Director Hazel McNeilage	Mgmt	For	Refer	For
1.8	Elect Director Roger M. Singer	Mgmt	For	Refer	For

Everest Group, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Jim Williamson	Mgmt	For	Refer	For
2	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
5	Amend Bye-Laws	Mgmt	For	Refer	For

Fiserv, Inc.

Meeting Date: 05/14/2025

Country: USA

Ticker: FI

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 337738108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank J. Bisignano *Withdrawn Resolution*	Mgmt			
1.2	Elect Director Stephanie E. Cohen	Mgmt	For	Refer	For
1.3	Elect Director Henrique de Castro	Mgmt	For	Refer	For
1.4	Elect Director Harry F. DiSimone	Mgmt	For	Refer	For
1.5	Elect Director Lance M. Fritz	Mgmt	For	Refer	For
1.6	Elect Director Ajei S. Gopal	Mgmt	For	Refer	For
1.7	Elect Director Michael P. Lyons	Mgmt	For	Refer	For
1.8	Elect Director Wafaa Mamilli	Mgmt	For	Refer	For
1.9	Elect Director Doyle R. Simons	Mgmt	For	Refer	For
1.10	Elect Director Kevin M. Warren	Mgmt	For	Refer	For
1.11	Elect Director Charlotte B. Yarkoni	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Amend Clawback Policy	SH	Against	Refer	Against

GE Vernova, Inc.

Meeting Date: 05/14/2025

Record Date: 03/21/2025

Primary Security ID: 36828A101

Country: USA

Meeting Type: Annual

Ticker: GEV

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

Hilton Worldwide Holdings Inc.

Meeting Date: 05/14/2025

Record Date: 03/21/2025

Primary Security ID: 43300A203

Country: USA

Meeting Type: Annual

Ticker: HLT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher J. Nassetta	Mgmt	For	Refer	For
1b	Elect Director Jonathan D. Gray	Mgmt	For	Refer	For
1c	Elect Director Charlene T. Begley	Mgmt	For	Refer	For
1d	Elect Director Chris Carr	Mgmt	For	Refer	For
1e	Elect Director Melanie L. Healey	Mgmt	For	Refer	For
1f	Elect Director Raymond E. Mabus, Jr.	Mgmt	For	Refer	For
1g	Elect Director Marissa A. Mayer	Mgmt	For	Refer	For
1h	Elect Director Elizabeth A. Smith	Mgmt	For	Refer	For
1i	Elect Director Douglas M. Steenland	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Hilton Worldwide Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	Refer	For

Iridium Communications Inc.

Meeting Date: 05/14/2025	Country: USA	Ticker: IRDM
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: 46269C102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert H. Niehaus	Mgmt	For	For	For
1.2	Elect Director Thomas C. Canfield	Mgmt	For	For	For
1.3	Elect Director Matthew J. Desch	Mgmt	For	For	For
1.4	Elect Director Thomas J. Fitzpatrick	Mgmt	For	For	For
1.5	Elect Director L. Anthony Frazier	Mgmt	For	For	For
1.6	Elect Director Alvin B. Krongard	Mgmt	For	For	For
1.7	Elect Director Suzanne E. McBride	Mgmt	For	Withhold	Withhold
1.8	Elect Director Eric T. Olson	Mgmt	For	For	For
1.9	Elect Director Kay N. Sears	Mgmt	For	For	For
1.10	Elect Director Jacqueline E. Yeane	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

KBR, Inc.

Meeting Date: 05/14/2025

Record Date: 03/17/2025

Primary Security ID: 48242W106

Country: USA

Meeting Type: Annual

Ticker: KBR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stuart J. B. Bradie	Mgmt	For	For	For
1b	Elect Director Joseph Dominguez	Mgmt	For	For	For
1c	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1d	Elect Director Nchacha E. Etta	Mgmt	For	For	For
1e	Elect Director John A. Manzoni	Mgmt	For	For	For
1f	Elect Director Wendy M. Masiello	Mgmt	For	For	For
1g	Elect Director Jack B. Moore	Mgmt	For	For	For
1h	Elect Director Ann D. Pickard	Mgmt	For	For	For
1i	Elect Director Carlos A. Sabater	Mgmt	For	For	For
1j	Elect Director Lewis F. Von Thaer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

Simon Property Group, Inc.

Meeting Date: 05/14/2025

Record Date: 03/17/2025

Primary Security ID: 828806109

Country: USA

Meeting Type: Annual

Ticker: SPG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Glyn F. Aeppel	Mgmt	For	Refer	Against
1B	Elect Director Larry C. Glasscock	Mgmt	For	Refer	Against
1C	Elect Director Nina P. Jones	Mgmt	For	Refer	For
1D	Elect Director Reuben S. Leibowitz	Mgmt	For	Refer	For
1E	Elect Director Randall J. Lewis	Mgmt	For	Refer	For

Simon Property Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1F	Elect Director Gary M. Rodkin	Mgmt	For	Refer	Against
1G	Elect Director Peggy Fang Roe	Mgmt	For	Refer	Against
1H	Elect Director Stefan M. Selig	Mgmt	For	Refer	For
1I	Elect Director Daniel C. Smith	Mgmt	For	Refer	For
1J	Elect Director Marta R. Stewart	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Change State of Incorporation from Delaware to Indiana	Mgmt	For	Refer	For

SiteOne Landscape Supply, Inc.

Meeting Date: 05/14/2025	Country: USA	Ticker: SITE
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: 82982L103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Fred M. Diaz	Mgmt	For	For	For
1.2	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1.3	Elect Director Larisa J. Drake	Mgmt	For	For	For
2	Declassify the Board of Directors	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Somnigroup International, Inc.

Meeting Date: 05/14/2025	Country: USA	Ticker: SGI
Record Date: 03/18/2025	Meeting Type: Annual	
Primary Security ID: 88023U101		

Somnigroup International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Evelyn S. Dilsaver	Mgmt	For	Refer	For
1b	Elect Director Simon John Dyer	Mgmt	For	Refer	For
1c	Elect Director Cathy Rogers Gates	Mgmt	For	Refer	For
1d	Elect Director Meredith Siegfried Madden	Mgmt	For	Refer	For
1e	Elect Director Richard W. Neu	Mgmt	For	Refer	For
1f	Elect Director Peter R. Sachse	Mgmt	For	Refer	For
1g	Elect Director Scott L. Thompson	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Southwest Airlines Co.

Meeting Date: 05/14/2025

Record Date: 03/18/2025

Primary Security ID: 844741108

Country: USA

Meeting Type: Annual

Ticker: LUV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lisa M. Atherton	Mgmt	For	Refer	For
1b	Elect Director Pierre R. Breber	Mgmt	For	Refer	For
1c	Elect Director Douglas H. Brooks	Mgmt	For	Refer	For
1d	Elect Director C. David Cush	Mgmt	For	Refer	For
1e	Elect Director Sarah E. Feinberg	Mgmt	For	Refer	For
1f	Elect Director Robert L. Fornaro	Mgmt	For	Refer	For
1g	Elect Director Rakesh Gangwal	Mgmt	For	Refer	For
1h	Elect Director David J. Grissen	Mgmt	For	Refer	For
1i	Elect Director David P. Hess	Mgmt	For	Refer	For
1j	Elect Director Robert E. Jordan	Mgmt	For	Refer	For
1k	Elect Director Christopher P. Reynolds	Mgmt	For	Refer	For

Southwest Airlines Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Gregg A. Saretsky	Mgmt	For	Refer	For
1m	Elect Director Patricia A. Watson	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Amend Clawback Policy	SH	Against	Refer	Against

Veralto Corp.

Meeting Date: 05/14/2025

Record Date: 03/24/2025

Primary Security ID: 92338C103

Country: USA

Meeting Type: Annual

Ticker: VLTO

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

Vertex Pharmaceuticals Incorporated

Meeting Date: 05/14/2025

Record Date: 03/17/2025

Primary Security ID: 92532F100

Country: USA

Meeting Type: Annual

Ticker: VRTX

Vertex Pharmaceuticals Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sangeeta N. Bhatia	Mgmt	For	Refer	For
1.2	Elect Director Lloyd Carney	Mgmt	For	Refer	For
1.3	Elect Director Alan Garber	Mgmt	For	Refer	For
1.4	Elect Director Reshma Kewalramani	Mgmt	For	Refer	For
1.5	Elect Director Michel Lagarde	Mgmt	For	Refer	For
1.6	Elect Director Jeffrey M. Leiden	Mgmt	For	Refer	For
1.7	Elect Director Diana McKenzie	Mgmt	For	Refer	For
1.8	Elect Director Bruce I. Sachs	Mgmt	For	Refer	For
1.9	Elect Director Jennifer Schneider	Mgmt	For	Refer	For
1.10	Elect Director Nancy Thornberry	Mgmt	For	Refer	For
1.11	Elect Director Suketu Upadhyay	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

Amphenol Corporation

Meeting Date: 05/15/2025

Record Date: 03/17/2025

Primary Security ID: 032095101

Country: USA

Meeting Type: Annual

Ticker: APH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy A. Altobello	Mgmt	For	Refer	For
1.2	Elect Director David P. Falck	Mgmt	For	Refer	For
1.3	Elect Director Rita S. Lane	Mgmt	For	Refer	For
1.4	Elect Director Robert A. Livingston	Mgmt	For	Refer	For
1.5	Elect Director Martin H. Loeffler	Mgmt	For	Refer	For
1.6	Elect Director R. Adam Norwitt	Mgmt	For	Refer	For

Amphenol Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Prahlad Singh	Mgmt	For	Refer	For
1.8	Elect Director Anne Clarke Wolff	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Increase Authorized Common Stock	Mgmt	For	Refer	For
5	Amend Right to Call Special Meeting	SH	Against	Refer	Against

Cheniere Energy, Inc.

Meeting Date: 05/15/2025

Record Date: 03/31/2025

Primary Security ID: 16411R208

Country: USA

Meeting Type: Annual

Ticker: LNG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director G. Andrea Botta	Mgmt	For	Refer	For
1b	Elect Director Jack A. Fusco	Mgmt	For	Refer	For
1c	Elect Director Patricia K. Collawn	Mgmt	For	Refer	For
1d	Elect Director Brian E. Edwards	Mgmt	For	Refer	For
1e	Elect Director Denise Gray	Mgmt	For	Refer	For
1f	Elect Director Lorraine Mitchelmore	Mgmt	For	Refer	For
1g	Elect Director W. Benjamin Moreland	Mgmt	For	Refer	For
1h	Elect Director Donald F. Robillard, Jr.	Mgmt	For	Refer	For
1i	Elect Director Matthew Runkle	Mgmt	For	Refer	For
1j	Elect Director Neal A. Shear	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Choice Hotels International, Inc.

Meeting Date: 05/15/2025

Record Date: 03/17/2025

Primary Security ID: 169905106

Country: USA

Meeting Type: Annual

Ticker: CHH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian B. Bainum	Mgmt	For	For	For
1.2	Elect Director Stewart W. Bainum, Jr.	Mgmt	For	For	For
1.3	Elect Director William L. Jews	Mgmt	For	For	For
1.4	Elect Director Monte J.M. Koch	Mgmt	For	For	For
1.5	Elect Director Liza K. Landsman	Mgmt	For	For	For
1.6	Elect Director Patrick S. Pacious	Mgmt	For	For	For
1.7	Elect Director Ervin R. Shames	Mgmt	For	For	For
1.8	Elect Director Gordon A. Smith	Mgmt	For	For	For
1.9	Elect Director Maureen D. Sullivan	Mgmt	For	For	For
1.10	Elect Director John P. Tague	Mgmt	For	For	For
1.11	Elect Director Donna F. Vieira	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	For	For	For

Dropbox, Inc.

Meeting Date: 05/15/2025

Record Date: 03/20/2025

Primary Security ID: 26210C104

Country: USA

Meeting Type: Annual

Ticker: DBX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lisa Campbell	Mgmt	For	Withhold	Withhold
1.2	Elect Director Andrew W. Houston	Mgmt	For	Withhold	Withhold
1.3	Elect Director Paul E. Jacobs	Mgmt	For	Withhold	Withhold
1.4	Elect Director Warren Jenson	Mgmt	For	For	For

Dropbox, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Andrew Moore	Mgmt	For	For	For
1.6	Elect Director Abhay Parasnis	Mgmt	For	Refer	For
1.7	Elect Director Karen Peacock	Mgmt	For	Refer	For
1.8	Elect Director Michael Seibel	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Vesting Provisions on Class B Common Stock	SH	Against	Refer	Against

Insmed Incorporated

Meeting Date: 05/15/2025

Record Date: 03/07/2025

Primary Security ID: 457669307

Country: USA

Meeting Type: Annual

Ticker: INSM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leo Lee	Mgmt	For	Refer	For
1.2	Elect Director William H. Lewis	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

Lamar Advertising Company

Meeting Date: 05/15/2025

Record Date: 03/17/2025

Primary Security ID: 512816109

Country: USA

Meeting Type: Annual

Ticker: LAMR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy Fletcher	Mgmt	For	Refer	For

Lamar Advertising Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director John E. Koerner, III	Mgmt	For	Refer	Withhold
1.3	Elect Director Mitch Landrieu	Mgmt	For	Refer	For
1.4	Elect Director Marshall A. Loeb	Mgmt	For	Refer	For
1.5	Elect Director Stephen P. Mumblow	Mgmt	For	Refer	Withhold
1.6	Elect Director Thomas V. Reifenheiser	Mgmt	For	Refer	Withhold
1.7	Elect Director Anna Reilly	Mgmt	For	Refer	Withhold
1.8	Elect Director Kevin P. Reilly, Jr.	Mgmt	For	Refer	Withhold
1.9	Elect Director Wendell Reilly	Mgmt	For	Refer	Withhold
1.10	Elect Director Elizabeth Thompson	Mgmt	For	Refer	Withhold
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Las Vegas Sands Corp.

Meeting Date: 05/15/2025

Country: USA

Ticker: LVS

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 517834107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert G. Goldstein	Mgmt	For	Refer	For
1.2	Elect Director Patrick Dumont	Mgmt	For	Refer	Withhold
1.3	Elect Director Mark Besca	Mgmt	For	Refer	For
1.4	Elect Director Irwin Chafetz	Mgmt	For	Refer	For
1.5	Elect Director Micheline Chau	Mgmt	For	Refer	Withhold
1.6	Elect Director Charles D. Forman	Mgmt	For	Refer	For
1.7	Elect Director Lewis Kramer	Mgmt	For	Refer	Withhold
1.8	Elect Director Alain Li	Mgmt	For	Refer	Withhold
1.9	Elect Director Micky Pant	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Marsh & McLennan Companies, Inc.

Meeting Date: 05/15/2025

Record Date: 03/17/2025

Primary Security ID: 571748102

Country: USA

Meeting Type: Annual

Ticker: MMC

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

Motorola Solutions, Inc.

Meeting Date: 05/15/2025

Record Date: 03/17/2025

Primary Security ID: 620076307

Country: USA

Meeting Type: Annual

Ticker: MSI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory Q. Brown	Mgmt	For	Refer	For
1b	Elect Director Nicole Anasenes	Mgmt	For	Refer	For
1c	Elect Director Kenneth D. Denman	Mgmt	For	Refer	Against
1d	Elect Director Ayanna M. Howard	Mgmt	For	Refer	For

Motorola Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Elizabeth D. Mann	Mgmt	For	Refer	For
1f	Elect Director Gregory K. Mondre	Mgmt	For	Refer	Against
1g	Elect Director Joseph M. Tucci	Mgmt	For	Refer	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

O'Reilly Automotive, Inc.

Meeting Date: 05/15/2025

Record Date: 03/06/2025

Primary Security ID: 67103H107

Country: USA

Meeting Type: Annual

Ticker: ORLY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Greg Henslee	Mgmt	For	Refer	For
1b	Elect Director David O'Reilly	Mgmt	For	Refer	For
1c	Elect Director Thomas T. Hendrickson	Mgmt	For	Refer	For
1d	Elect Director Kimberly A. deBeers	Mgmt	For	Refer	For
1e	Elect Director Gregory D. Johnson	Mgmt	For	Refer	For
1f	Elect Director John R. Murphy	Mgmt	For	Refer	For
1g	Elect Director Dana M. Perlman	Mgmt	For	Refer	Against
1h	Elect Director Maria A. Sastre	Mgmt	For	Refer	For
1i	Elect Director Fred Whitfield	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Increase Authorized Common Stock	Mgmt	For	Refer	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
5	Amend Clawback Policy	SH	Against	Refer	Against

Repligen Corporation

Meeting Date: 05/15/2025

Record Date: 03/24/2025

Primary Security ID: 759916109

Country: USA

Meeting Type: Annual

Ticker: RGEN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Olivier Loeillot	Mgmt	For	For	For
1b	Elect Director Tony J. Hunt	Mgmt	For	For	For
1c	Elect Director Karen A. Dawes	Mgmt	For	For	For
1d	Elect Director Nicolas M. Barthelemy	Mgmt	For	For	For
1e	Elect Director Carrie Eglinton Manner	Mgmt	For	For	For
1f	Elect Director Konstantin Konstantinov	Mgmt	For	For	For
1g	Elect Director Martin D. Madaus	Mgmt	For	For	For
1h	Elect Director Rohin Mhatre	Mgmt	For	For	For
1i	Elect Director Glenn P. Muir	Mgmt	For	For	For
1j	Elect Director Margaret A. Pax	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

Teradata Corporation

Meeting Date: 05/15/2025

Record Date: 03/20/2025

Primary Security ID: 88076W103

Country: USA

Meeting Type: Annual

Ticker: TDC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael P. Gianoni	Mgmt	For	For	For
1b	Elect Director Todd E. McElhatton	Mgmt	For	For	For
1c	Elect Director Joanne B. Olsen	Mgmt	For	For	For

Teradata Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Texas Roadhouse, Inc.

Meeting Date: 05/15/2025 **Country:** USA **Ticker:** TXRH
Record Date: 03/17/2025 **Meeting Type:** Annual
Primary Security ID: 882681109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jane Grote Abell	Mgmt	For	Refer	For
1.2	Elect Director Michael A. Crawford	Mgmt	For	Refer	For
1.3	Elect Director Donna E. Epps	Mgmt	For	Refer	For
1.4	Elect Director Wayne L. Jones	Mgmt	For	Refer	For
1.5	Elect Director Gregory N. Moore	Mgmt	For	Refer	For
1.6	Elect Director Gerald L. Morgan	Mgmt	For	Refer	For
1.7	Elect Director Curtis A. Warfield	Mgmt	For	Refer	For
1.8	Elect Director Kathleen M. Widmer	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Adopt a Policy to Disclose EEO-1 Report	SH	Against	Refer	Against

Tractor Supply Company

Meeting Date: 05/15/2025 **Country:** USA **Ticker:** TSCO
Record Date: 03/21/2025 **Meeting Type:** Annual
Primary Security ID: 892356106

Tractor Supply Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joy Brown	Mgmt	For	Refer	For
1.2	Elect Director Ricardo ("Rick") Cardenas	Mgmt	For	Refer	For
1.3	Elect Director Meg Ham	Mgmt	For	Refer	For
1.4	Elect Director André Hawaux	Mgmt	For	Refer	For
1.5	Elect Director Denise L. Jackson	Mgmt	For	Refer	Against
1.6	Elect Director Ramkumar Krishnan	Mgmt	For	Refer	For
1.7	Elect Director Edna K. Morris	Mgmt	For	Refer	For
1.8	Elect Director Mark J. Weikel	Mgmt	For	Refer	For
1.9	Elect Director Harry A. Lawton, III	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers and Make Certain Conforming Changes	Mgmt	For	Refer	For

Ultragenyx Pharmaceutical Inc.

Meeting Date: 05/15/2025

Record Date: 03/24/2025

Primary Security ID: 90400D108

Country: USA

Meeting Type: Annual

Ticker: RARE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Matthew K. Fust	Mgmt	For	For	For
1b	Elect Director Amrit Ray	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Meeting Date: 05/15/2025

Record Date: 04/03/2025

Primary Security ID: 96208T104

Country: USA

Meeting Type: Annual

Ticker: WEX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy Altobello	Mgmt	For	For	For
1.2	Elect Director Daniel Callahan	Mgmt	For	For	For
1.3	Elect Director Aimee Cardwell	Mgmt	For	For	For
1.4	Elect Director Shikhar Ghosh	Mgmt	For	For	For
1.5	Elect Director James Groch	Mgmt	For	For	For
1.6	Elect Director James (Jim) Neary	Mgmt	For	For	For
1.7	Elect Director Derrick Roman	Mgmt	For	For	For
1.8	Elect Director Melissa D. Smith	Mgmt	For	For	For
1.9	Elect Director Stephen Smith	Mgmt	For	For	For
1.10	Elect Director Susan Sobbott	Mgmt	For	For	For
1.11	Elect Director Jack VanWoerkom	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Meeting Date: 05/15/2025

Record Date: 03/21/2025

Primary Security ID: 98311A105

Country: USA

Meeting Type: Annual

Ticker: WH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. Holmes	Mgmt	For	For	For
1b	Elect Director Geoffrey A. Ballotti	Mgmt	For	For	For
1c	Elect Director Myra J. Biblowit	Mgmt	For	For	For

Wyndham Hotels & Resorts, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director James E. Buckman	Mgmt	For	For	For
1e	Elect Director Bruce B. Churchill	Mgmt	For	For	For
1f	Elect Director Mukul V. Deoras	Mgmt	For	For	For
1g	Elect Director Ronald L. Nelson	Mgmt	For	For	For
1h	Elect Director Pauline D.E. Richards	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

XPO, Inc.

Meeting Date: 05/15/2025	Country: USA	Ticker: XPO
Record Date: 03/25/2025	Meeting Type: Annual	
Primary Security ID: 983793100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brad Jacobs	Mgmt	For	Refer	For
1.2	Elect Director Bella Allaire	Mgmt	For	Refer	For
1.3	Elect Director J. Wes Frye	Mgmt	For	Refer	For
1.4	Elect Director Mario Harik	Mgmt	For	Refer	For
1.5	Elect Director Michael G. Jesselson	Mgmt	For	Refer	For
1.6	Elect Director Allison Landry	Mgmt	For	Refer	For
1.7	Elect Director Irene Moshouris	Mgmt	For	Refer	For
1.8	Elect Director Johnny C. Taylor, Jr.	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Yum! Brands, Inc.

Meeting Date: 05/15/2025

Record Date: 03/19/2025

Primary Security ID: 988498101

Country: USA

Meeting Type: Annual

Ticker: YUM

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

Comfort Systems USA, Inc.

Meeting Date: 05/16/2025

Record Date: 03/17/2025

Primary Security ID: 199908104

Country: USA

Meeting Type: Annual

Ticker: FIX

Comfort Systems USA, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Darcy G. Anderson	Mgmt	For	Refer	For
1.2	Elect Director Herman E. Bulls	Mgmt	For	Refer	For
1.3	Elect Director Rhoman J. Hardy	Mgmt	For	Refer	For
1.4	Elect Director Gaurav Kapoor	Mgmt	For	Refer	For
1.5	Elect Director Brian E. Lane	Mgmt	For	Refer	For
1.6	Elect Director Pablo G. Mercado	Mgmt	For	Refer	For
1.7	Elect Director Franklin Myers	Mgmt	For	Refer	For
1.8	Elect Director William J. Sandbrook	Mgmt	For	Refer	For
1.9	Elect Director Constance E. Skidmore	Mgmt	For	Refer	For
1.10	Elect Director Cindy L. Wallis-Lage	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Medpace Holdings, Inc.

Meeting Date: 05/16/2025 **Country:** USA **Ticker:** MEDP
Record Date: 03/20/2025 **Meeting Type:** Annual
Primary Security ID: 58506Q109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director August J. Troendle	Mgmt	For	Withhold	Withhold
1.2	Elect Director Dani S. Zander	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For

Chemed Corporation

Meeting Date: 05/19/2025

Record Date: 03/24/2025

Primary Security ID: 16359R103

Country: USA

Meeting Type: Annual

Ticker: CHE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin J. McNamara	Mgmt	For	For	For
1.2	Elect Director Ron DeLyons	Mgmt	For	For	For
1.3	Elect Director Patrick P. Grace	Mgmt	For	Against	Against
1.4	Elect Director Christopher J. Heaney	Mgmt	For	For	For
1.5	Elect Director Thomas C. Hutton	Mgmt	For	For	For
1.6	Elect Director Andrea R. Lindell	Mgmt	For	For	For
1.7	Elect Director Eileen P. McCarthy	Mgmt	For	For	For
1.8	Elect Director John M. Mount, Jr.	Mgmt	For	For	For
1.9	Elect Director George J. Walsh, III	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against

DraftKings Inc.

Meeting Date: 05/19/2025

Record Date: 03/21/2025

Primary Security ID: 26142V105

Country: USA

Meeting Type: Annual

Ticker: DKNG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jason D. Robins	Mgmt	For	Refer	For
1.2	Elect Director Harry Evans Sloan	Mgmt	For	Refer	For
1.3	Elect Director Matthew Kalish	Mgmt	For	Refer	For
1.4	Elect Director Paul Liberman	Mgmt	For	Refer	For

DraftKings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Woodrow H. Levin	Mgmt	For	Refer	For
1.6	Elect Director Jocelyn Moore	Mgmt	For	Refer	For
1.7	Elect Director Ryan R. Moore	Mgmt	For	Refer	For
1.8	Elect Director Valerie Mosley	Mgmt	For	Refer	For
1.9	Elect Director Steven J. Murray	Mgmt	For	Refer	For
1.10	Elect Director Marni M. Walden	Mgmt	For	Refer	For
2	Ratify BDO USA, P.C. as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
5	Disclose Board Skills and Diversity Matrix	SH	Against	Refer	Against

Burlington Stores, Inc.

Meeting Date: 05/20/2025

Record Date: 03/26/2025

Primary Security ID: 122017106

Country: USA

Meeting Type: Annual

Ticker: BURL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shira Goodman	Mgmt	For	Refer	For
1b	Elect Director John J. Mahoney	Mgmt	For	Refer	For
1c	Elect Director Laura J. Sen	Mgmt	For	Refer	For
1d	Elect Director Paul J. Sullivan	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

CDW Corporation

Meeting Date: 05/20/2025

Record Date: 03/24/2025

Primary Security ID: 12514G108

Country: USA

Meeting Type: Annual

Ticker: CDW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Virginia C. Addicott	Mgmt	For	Refer	For
1b	Elect Director James A. Bell	Mgmt	For	Refer	For
1c	Elect Director Lynda M. Clarizio	Mgmt	For	Refer	For
1d	Elect Director Anthony R. Foxx	Mgmt	For	Refer	For
1e	Elect Director Kelly J. Grier	Mgmt	For	Refer	For
1f	Elect Director Marc E. Jones	Mgmt	For	Refer	For
1g	Elect Director Christine A. Leahy	Mgmt	For	Refer	For
1h	Elect Director Sanjay Mehrotra	Mgmt	For	Refer	For
1i	Elect Director David W. Nelms	Mgmt	For	Refer	For
1j	Elect Director Joseph R. Swedish	Mgmt	For	Refer	For
1k	Elect Director Donna F. Zarcone	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Provide Right to Act by Written Consent	SH	Against	Refer	For

McDonald's Corporation

Meeting Date: 05/20/2025Country: USATicker: MCD

Record Date: 03/24/2025Meeting Type: Annual

Primary Security ID: 580135101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Capuano	Mgmt	For	Refer	For
1b	Elect Director Kareem Daniel	Mgmt	For	Refer	For
1c	Elect Director Lloyd Dean	Mgmt	For	Refer	For
1d	Elect Director Catherine Engelbert	Mgmt	For	Refer	For
1e	Elect Director Margaret Georgiadis	Mgmt	For	Refer	For
1f	Elect Director Michael Hsu	Mgmt	For	Refer	For

McDonald's Corporation

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

Targa Resources Corp.

Meeting Date: 05/20/2025

Record Date: 03/25/2025

Primary Security ID: 87612G101

Country: USA

Meeting Type: Annual

Ticker: TRGP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Waters S. Davis, IV	Mgmt	For	Refer	For
1.2	Elect Director Rene R. Joyce	Mgmt	For	Refer	For
1.3	Elect Director Caron A. Lawhorn	Mgmt	For	Refer	For
1.4	Elect Director Matthew J. Meloy	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Tradeweb Markets Inc.

Meeting Date: 05/20/2025

Record Date: 03/24/2025

Primary Security ID: 892672106

Country: USA

Meeting Type: Annual

Ticker: TW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven Berns	Mgmt	For	Refer	For
1.2	Elect Director William (Billy) Hult	Mgmt	For	Refer	For
1.3	Elect Director Lisa Opoku	Mgmt	For	Refer	Withhold
1.4	Elect Director Rana Yared	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Verisk Analytics, Inc.

Meeting Date: 05/20/2025

Record Date: 03/24/2025

Primary Security ID: 92345Y106

Country: USA

Meeting Type: Annual

Ticker: VRSK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey Dailey	Mgmt	For	Refer	For
1b	Elect Director Bruce Hansen	Mgmt	For	Refer	For
1c	Elect Director Gregory Hendrick	Mgmt	For	Refer	For
1d	Elect Director Kathleen A. Hogenson	Mgmt	For	Refer	For
1e	Elect Director Samuel G. Liss	Mgmt	For	Refer	For
1f	Elect Director Christopher J. Perry	Mgmt	For	Refer	For
1g	Elect Director Sabra R. Purtill	Mgmt	For	Refer	For
1h	Elect Director Lee M. Shavel	Mgmt	For	Refer	For
1i	Elect Director Olumide Soroye	Mgmt	For	Refer	For
1j	Elect Director Kimberly S. Stevenson	Mgmt	For	Refer	For
1k	Elect Director Therese M. Vaughan	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Verisk Analytics, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement for Limitation on Beneficial Ownership of the Company	Mgmt	For	Refer	For
5	Eliminate Supermajority Vote Requirement for Certain Business Combinations	Mgmt	For	Refer	For
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	Refer	For
7	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Refer	For
8	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	For

Viking Therapeutics, Inc.

Meeting Date: 05/20/2025Country: USATicker: VKTX

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: 92686J106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Matthew W. Foehr	Mgmt	For	Withhold	Withhold
1.2	Elect Director Charles A. Rowland, Jr.	Mgmt	For	Withhold	Withhold
2	Ratify CBIZ CPAs P.C. as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Amazon.com, Inc.

Meeting Date: 05/21/2025Country: USATicker: AMZN

Record Date: 03/27/2025Meeting Type: Annual

Primary Security ID: 023135106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	Refer	For
1b	Elect Director Andrew R. Jassy	Mgmt	For	Refer	For
1c	Elect Director Keith B. Alexander	Mgmt	For	Refer	For
1d	Elect Director Edith W. Cooper	Mgmt	For	Refer	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	Refer	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	Refer	For
1g	Elect Director Andrew Y. Ng	Mgmt	For	Refer	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	Refer	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	Refer	For
1j	Elect Director Brad D. Smith	Mgmt	For	Refer	For
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For	Refer	For
1l	Elect Director Wendell P. Weeks	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Adopt Mandatory Policy Separating the Roles of CEO and Board Chair	SH	Against	Refer	Against
5	Report on Risks of Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Refer	Against
6	Disclose All Material Scope 3 Emissions	SH	Against	Refer	Against
7	Report on Impact of Data Centers on Climate Commitments	SH	Against	Refer	Against
8	Commission Third Party Assessment of Board Oversight of Human Rights Risks of AI	SH	Against	Refer	Against
9	Report on Efforts to Reduce Plastic Packaging	SH	Against	Refer	Against
10	Commission Independent Audit and Report on Warehouse Working Conditions	SH	Against	Refer	Against

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Report on Unethical Use of External Data in Development of AI Products	SH	Against	Refer	Against

CBRE Group, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: CBRE
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 12504L109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brandon B. Boze	Mgmt	For	Refer	For
1b	Elect Director Vincent Clancy	Mgmt	For	Refer	For
1c	Elect Director Beth F. Cobert	Mgmt	For	Refer	For
1d	Elect Director Reginald H. Gilyard	Mgmt	For	Refer	For
1e	Elect Director Shira D. Goodman	Mgmt	For	Refer	For
1f	Elect Director Gerardo I. Lopez	Mgmt	For	Refer	For
1g	Elect Director Guy A. Metcalfe	Mgmt	For	Refer	For
1h	Elect Director Gunjan Soni	Mgmt	For	Refer	For
1i	Elect Director Robert E. Sulentic	Mgmt	For	Refer	For
1j	Elect Director Sanjiv Yajnik	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

DoubleVerify Holdings, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: DV
Record Date: 03/25/2025	Meeting Type: Annual	
Primary Security ID: 25862V105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Laura B. Desmond	Mgmt	For	For	For
1.2	Elect Director Rosie Perez	Mgmt	For	For	For

DoubleVerify Holdings, Inc.

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

Equitable Holdings, Inc.

Meeting Date: 05/21/2025

Country: USA

Ticker: EQH

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 29452E101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas Dachille	Mgmt	For	Refer	For
1b	Elect Director Francis A. Hondal	Mgmt	For	Refer	For
1c	Elect Director Arlene Isaacs-Lowe	Mgmt	For	Refer	For
1d	Elect Director Daniel G. Kaye	Mgmt	For	Refer	For
1e	Elect Director Joan Lamm-Tennant	Mgmt	For	Refer	For
1f	Elect Director Craig MacKay	Mgmt	For	Refer	For
1g	Elect Director Mark Pearson	Mgmt	For	Refer	For
1h	Elect Director Bertram L. Scott	Mgmt	For	Refer	For
1i	Elect Director George Stansfield	Mgmt	For	Refer	For
1j	Elect Director Charles G.T. Stonehill	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	Refer	For
7	Provide Right to Call Special Meeting	Mgmt	For	Refer	For
8	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	For

Jones Lang LaSalle Incorporated

Meeting Date: 05/21/2025

Record Date: 03/31/2025

Primary Security ID: 48020Q107

Country: USA

Meeting Type: Annual

Ticker: JLL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hugo Bague	Mgmt	For	Refer	For
1b	Elect Director Matthew Carter, Jr.	Mgmt	For	Refer	For
1c	Elect Director Catherine Clay	Mgmt	For	Refer	For
1d	Elect Director Susan M. Gore	Mgmt	For	Refer	For
1e	Elect Director Tina Ju	Mgmt	For	Refer	For
1f	Elect Director Bridget Macaskill	Mgmt	For	Refer	For
1g	Elect Director Deborah H. McAneny	Mgmt	For	Refer	For
1h	Elect Director Siddharth (Bobby) Mehta	Mgmt	For	Refer	For
1i	Elect Director Moses Ojeisekhoba	Mgmt	For	Refer	For
1j	Elect Director Jeetendra (Jeetu) I. Patel	Mgmt	For	Refer	For
1k	Elect Director Joseph (Larry) Quinlan	Mgmt	For	Refer	For
1l	Elect Director Efrain Rivera	Mgmt	For	Refer	For
1m	Elect Director Christian Ulbrich	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Markel Group Inc.

Meeting Date: 05/21/2025

Record Date: 03/13/2025

Primary Security ID: 570535104

Country: USA

Meeting Type: Annual

Ticker: MKL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark M. Besca	Mgmt	For	Refer	For
1b	Elect Director Lawrence A. Cunningham	Mgmt	For	Refer	For

Markel Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Thomas S. Gayner	Mgmt	For	Refer	For
1d	Elect Director Greta J. Harris	Mgmt	For	Refer	For
1e	Elect Director Morgan E. Housel	Mgmt	For	Refer	For
1f	Elect Director Diane Leopold	Mgmt	For	Refer	For
1g	Elect Director Steven A. Markel	Mgmt	For	Refer	For
1h	Elect Director Jonathan E. Michael	Mgmt	For	Refer	For
1i	Elect Director Harold L. Morrison, Jr.	Mgmt	For	Refer	For
1j	Elect Director Michael O'Reilly	Mgmt	For	Refer	For
1k	Elect Director A. Lynne Puckett	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Disclose GHG Emissions from Underwriting, Insuring, and Investing	SH	Against	Refer	Against
5	Adopt Simple Majority Vote	SH	Against	Refer	For

Neurocrine Biosciences, Inc.

Meeting Date: 05/21/2025

Record Date: 03/24/2025

Primary Security ID: 64125C109

Country: USA

Meeting Type: Annual

Ticker: NBIX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kyle W. Gano	Mgmt	For	Refer	For
1.2	Elect Director Richard F. Pops	Mgmt	For	Refer	Withhold
1.3	Elect Director Shalini Sharp	Mgmt	For	Refer	For
1.4	Elect Director Stephen A. Sherwin	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Old Dominion Freight Line, Inc.

Meeting Date: 05/21/2025

Record Date: 03/13/2025

Primary Security ID: 679580100

Country: USA

Meeting Type: Annual

Ticker: ODFL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sherry A. Aaholm	Mgmt	For	Refer	For
1.2	Elect Director David S. Congdon	Mgmt	For	Refer	For
1.3	Elect Director John R. Congdon, Jr.	Mgmt	For	Refer	For
1.4	Elect Director Andrew S. Davis	Mgmt	For	Refer	For
1.5	Elect Director Kevin M. Freeman	Mgmt	For	Refer	For
1.6	Elect Director Bradley R. Gabosch	Mgmt	For	Refer	For
1.7	Elect Director Greg C. Gantt	Mgmt	For	Refer	For
1.8	Elect Director John D. Kasarda	Mgmt	For	Refer	For
1.9	Elect Director Debra S. King	Mgmt	For	Refer	For
1.10	Elect Director Cheryl S. Miller	Mgmt	For	Refer	For
1.11	Elect Director Wendy T. Stallings	Mgmt	For	Refer	For
1.12	Elect Director Thomas A. Stith, III	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
5	Disclose Plans to Reduce Scope 1 and 2 GHG Emissions Aligned with Paris Agreement Goals	SH	Against	Refer	Against

Onto Innovation Inc.

Meeting Date: 05/21/2025

Record Date: 03/25/2025

Primary Security ID: 683344105

Country: USA

Meeting Type: Annual

Ticker: ONTO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen D. Kelley	Mgmt	For	For	For
1b	Elect Director Susan D. Lynch	Mgmt	For	For	For
1c	Elect Director David B. Miller	Mgmt	For	For	For
1d	Elect Director Michael P. Plisinski	Mgmt	For	For	For
1e	Elect Director Stephen S. Schwartz	Mgmt	For	For	For
1f	Elect Director Christopher A. Seams	Mgmt	For	For	For
1g	Elect Director May Su	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Phillips 66

Meeting Date: 05/21/2025

Record Date: 04/04/2025

Primary Security ID: 718546104

Country: USA

Meeting Type: Proxy Contest

Ticker: PSX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 4 Directors	Mgmt			
1a	Elect Management Nominee Director A. Nigel Hearne	Mgmt	For	Refer	Do Not Vote
1b	Elect Management Nominee Director John E. Lowe	Mgmt	For	Refer	Do Not Vote
1c	Elect Management Nominee Director Robert W. Pease	Mgmt	For	Refer	Do Not Vote
1d	Elect Management Nominee Director Howard I. Ungerleider	Mgmt	For	Refer	Do Not Vote
1e	Elect Dissident Nominee Director Brian S. Coffman	SH	Withhold	Refer	Do Not Vote
1f	Elect Dissident Nominee Director Sigmund L. Cornelius	SH	Withhold	Refer	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Dissident Nominee Director Michael A. Heim	SH	Withhold	Refer	Do Not Vote
1h	Elect Dissident Nominee Director Stacy D. Nieuwoudt	SH	Withhold	Refer	Do Not Vote
2	Declassify the Board of Directors	Mgmt	For	Refer	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Do Not Vote
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	Do Not Vote
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	Do Not Vote
6	Adopt Policy Requiring Annual Director Resignations	SH	Against	Refer	Do Not Vote
	Dissident Universal Proxy (Gold Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 4 Directors	Mgmt			
	ELLIOTT NOMINEES	Mgmt			
1a	Elect Dissident Nominee Director Brian S. Coffman	SH	For	Refer	For
1b	Elect Dissident Nominee Director Sigmund L. Cornelius	SH	For	Refer	Withhold
1c	Elect Dissident Nominee Director Michael A. Heim	SH	For	Refer	Withhold
1d	Elect Dissident Nominee Director Stacy D. Nieuwoudt	SH	For	Refer	Withhold
	COMPANY NOMINEES OPPOSED BY ELLIOTT	Mgmt			
1a	Elect Management Nominee Director A. Nigel Hearne	Mgmt	Withhold	Refer	For
1b	Elect Management Nominee Director John E. Lowe	Mgmt	Withhold	Refer	For
1c	Elect Management Nominee Director Robert W. Pease	Mgmt	Withhold	Refer	For
1d	Elect Management Nominee Director Howard I. Ungerleider	Mgmt	Withhold	Refer	Withhold
2	Declassify the Board of Directors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	Refer	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	None	Refer	One Year
5	Ratify Ernst & Young LLP as Auditors	Mgmt	None	Refer	For

Phillips 66

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Adopt Policy Requiring Annual Director Resignations	SH	For	Refer	Against

Ross Stores, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: ROST
Record Date: 03/25/2025	Meeting Type: Annual	
Primary Security ID: 778296103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael Balmuth	Mgmt	For	Refer	For
1b	Elect Director K. Gunnar Bjorklund	Mgmt	For	Refer	For
1c	Elect Director Michael J. Bush	Mgmt	For	Refer	For
1d	Elect Director Edward G. Cannizzaro	Mgmt	For	Refer	For
1e	Elect Director James G. Conroy	Mgmt	For	Refer	For
1f	Elect Director Sharon D. Garrett	Mgmt	For	Refer	For
1g	Elect Director Michael J. Hartshorn	Mgmt	For	Refer	For
1h	Elect Director Stephen D. Milligan	Mgmt	For	Refer	For
1i	Elect Director Patricia H. Mueller	Mgmt	For	Refer	For
1j	Elect Director George P. Orban	Mgmt	For	Refer	For
1k	Elect Director Doniel N. Sutton	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Sprouts Farmers Market, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: SFM
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 85208M102		

Sprouts Farmers Market, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kristen E. Blum	Mgmt	For	Refer	For
1.2	Elect Director Jack L. Sinclair	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Declassify the Board of Directors	Mgmt	For	Refer	For

The Wendy's Company

Meeting Date: 05/21/2025

Record Date: 03/24/2025

Primary Security ID: 95058W100

Country: USA

Meeting Type: Annual

Ticker: WEN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arthur B. Winkleblack	Mgmt	For	For	For
1.2	Elect Director Peter W. May	Mgmt	For	For	For
1.3	Elect Director Matthew H. Peltz	Mgmt	For	For	For
1.4	Elect Director Wendy C. Arlin	Mgmt	For	For	For
1.5	Elect Director Michelle Caruso-Cabrera	Mgmt	For	For	For
1.6	Elect Director Kristin A. Dolan	Mgmt	For	For	For
1.7	Elect Director Richard H. Gomez	Mgmt	For	For	For
1.8	Elect Director Michelle "Mich" J. Mathews-Spradlin	Mgmt	For	For	For
1.9	Elect Director Peter H. Rothschild	Mgmt	For	For	For
1.10	Elect Director Kirk Tanner	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Disclose an Assessment of Current Climate Transition Plans	SH	Against	Refer	Against

The Wendy's Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Implementing Worker-Driven Social Responsibility Principles	SH	Against	Against	Against
6	Report on Reducing Single-Use Plastics	SH	Against	Against	Against

Zoetis Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: ZTS
Record Date: 03/28/2025	Meeting Type: Annual	
Primary Security ID: 98978V103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul M. Bisaro	Mgmt	For	Refer	For
1b	Elect Director Vanessa Broadhurst	Mgmt	For	Refer	For
1c	Elect Director Frank A. D'Amelio	Mgmt	For	Refer	For
1d	Elect Director Gavin D.K. Hattersley	Mgmt	For	Refer	For
1e	Elect Director Sanjay Khosla	Mgmt	For	Refer	For
1f	Elect Director Antoinette R. Leatherberry	Mgmt	For	Refer	For
1g	Elect Director Michael B. McCallister	Mgmt	For	Refer	For
1h	Elect Director Gregory Norden	Mgmt	For	Refer	For
1i	Elect Director Louise M. Parent	Mgmt	For	Refer	For
1j	Elect Director Kristin C. Peck	Mgmt	For	Refer	For
1k	Elect Director Willie M. Reed	Mgmt	For	Refer	For
1l	Elect Director Mark Stetter	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Amend Right to Call Special Meeting	SH	Against	Refer	Against

Bentley Systems, Incorporated

Meeting Date: 05/22/2025	Country: USA	Ticker: BSY
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: 08265T208		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barry J. Bentley	Mgmt	For	Refer	Withhold
1.2	Elect Director Gregory S. Bentley	Mgmt	For	Refer	Withhold
1.3	Elect Director Keith A. Bentley	Mgmt	For	Refer	Withhold
1.4	Elect Director Raymond B. Bentley	Mgmt	For	Refer	Withhold
1.5	Elect Director Nicholas H. Cumins	Mgmt	For	Refer	For
1.6	Elect Director Kirk B. Griswold	Mgmt	For	Refer	Withhold
1.7	Elect Director Janet B. Haugen	Mgmt	For	Refer	Withhold
1.8	Elect Director Brian F. Hughes	Mgmt	For	Refer	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Insulet Corporation

Meeting Date: 05/22/2025Country: USATicker: PODD

Record Date: 03/26/2025Meeting Type: Annual

Primary Security ID: 45784P101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jessica Hopfield	Mgmt	For	Refer	For
1.2	Elect Director Ashley A. McEvoy	Mgmt	For	Refer	For
1.3	Elect Director Elizabeth H. Weatherman	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify Grant Thornton LLP as Auditors	Mgmt	For	Refer	For

Kinsale Capital Group, Inc.

Meeting Date: 05/22/2025

Record Date: 03/27/2025

Primary Security ID: 49714P108

Country: USA

Meeting Type: Annual

Ticker: KNSL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven J. Bensinger	Mgmt	For	Refer	For
1b	Elect Director Teresa P. Chia	Mgmt	For	Refer	For
1c	Elect Director Mary Jane B. Fortin	Mgmt	For	Refer	For
1d	Elect Director Robert V. Hatcher, III	Mgmt	For	Refer	For
1e	Elect Director Michael P. Kehoe	Mgmt	For	Refer	For
1f	Elect Director Anne C. Kronenberg	Mgmt	For	Refer	For
1g	Elect Director Robert Lippincott, III	Mgmt	For	Refer	For
1h	Elect Director Frederick L. Russell, Jr.	Mgmt	For	Refer	For
1i	Elect Director Gregory M. Share	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Amend Certificate of Incorporation to Include the Exculpation of Officers	Mgmt	For	Refer	For
4	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Lennox International Inc.

Meeting Date: 05/22/2025

Record Date: 03/28/2025

Primary Security ID: 526107107

Country: USA

Meeting Type: Annual

Ticker: LII

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alok Maskara	Mgmt	For	Refer	For
1.2	Elect Director Sivasankaran ("Soma") Somasundaram	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Lennox International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

LPL Financial Holdings Inc.

Meeting Date: 05/22/2025	Country: USA	Ticker: LPLA
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 50212V100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard Steinmeier	Mgmt	For	Refer	For
1b	Elect Director Edward C. Bernard	Mgmt	For	Refer	For
1c	Elect Director H. Paulett Eberhart	Mgmt	For	Refer	For
1d	Elect Director William F. Glavin, Jr.	Mgmt	For	Refer	For
1e	Elect Director Albert J. Ko	Mgmt	For	Refer	For
1f	Elect Director Allison H. Mnookin	Mgmt	For	Refer	For
1g	Elect Director Anne M. Mulcahy	Mgmt	For	Refer	For
1h	Elect Director James S. Putnam	Mgmt	For	Refer	For
1i	Elect Director Richard P. Schifter	Mgmt	For	Refer	For
1j	Elect Director Corey E. Thomas	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

MasTec, Inc.

Meeting Date: 05/22/2025	Country: USA	Ticker: MTZ
Record Date: 03/14/2025	Meeting Type: Annual	
Primary Security ID: 576323109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director C. Robert Campbell	Mgmt	For	For	For

MasTec, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Robert J. Dwyer	Mgmt	For	Withhold	Withhold
1.3	Elect Director Ava L. Parker	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Pinterest, Inc.

Meeting Date: 05/22/2025

Record Date: 03/26/2025

Primary Security ID: 72352L106

Country: USA

Meeting Type: Annual

Ticker: PINS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leslie Kilgore	Mgmt	For	Refer	For
1b	Elect Director Bill Ready	Mgmt	For	Refer	For
1c	Elect Director Benjamin W. Silbermann	Mgmt	For	Refer	For
1d	Elect Director Salaam Coleman Smith	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Refer	For

Quanta Services, Inc.

Meeting Date: 05/22/2025

Record Date: 04/02/2025

Primary Security ID: 74762E102

Country: USA

Meeting Type: Annual

Ticker: PWR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Earl C. (Duke) Austin, Jr.	Mgmt	For	Refer	For
1.2	Elect Director Warner L. Baxter	Mgmt	For	Refer	For

Quanta Services, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Doyle N. Beneby	Mgmt	For	Refer	For
1.4	Elect Director Bernard Fried	Mgmt	For	Refer	For
1.5	Elect Director Worthing F. Jackman	Mgmt	For	Refer	For
1.6	Elect Director Holli C. Ladhani	Mgmt	For	Refer	For
1.7	Elect Director Jo-ann M. dePass Olsovsky	Mgmt	For	Refer	For
1.8	Elect Director R. Scott Rowe	Mgmt	For	Refer	For
1.9	Elect Director Raul J. Valentin	Mgmt	For	Refer	For
1.10	Elect Director Martha B. Wyrsh	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

ServiceNow, Inc.

Meeting Date: 05/22/2025	Country: USA	Ticker: NOW
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 81762P102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Bostrom	Mgmt	For	Refer	For
1b	Elect Director Teresa Briggs	Mgmt	For	Refer	For
1c	Elect Director Jonathan C. Chadwick	Mgmt	For	Refer	For
1d	Elect Director Paul E. Chamberlain	Mgmt	For	Refer	For
1e	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For	Refer	For
1f	Elect Director Frederic B. Luddy	Mgmt	For	Refer	For
1g	Elect Director William R. McDermott	Mgmt	For	Refer	For
1h	Elect Director Joseph "Larry" Quinlan	Mgmt	For	Refer	For
1i	Elect Director Anita M. Sands	Mgmt	For	Refer	Against

ServiceNow, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	Refer	For
5	Eliminate Supermajority Vote Requirements	Mgmt	For	Refer	For
6	Amend Bylaws Regarding Right to Cure Purported Nomination Defects	SH	Against	Refer	Against
7	Amend Right to Call Special Meeting	SH	Against	Refer	Against

The Charles Schwab Corporation

Meeting Date: 05/22/2025	Country: USA	Ticker: SCHW
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 808513105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John K. Adams, Jr.	Mgmt	For	Refer	For
1.2	Elect Director Stephen A. Ellis	Mgmt	For	Refer	For
1.3	Elect Director Arun Sarin	Mgmt	For	Refer	For
1.4	Elect Director Charles R. Schwab	Mgmt	For	Refer	For
1.5	Elect Director Paula A. Sneed	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Declassify the Board of Directors	SH	Against	Refer	For

The Home Depot, Inc.

Meeting Date: 05/22/2025	Country: USA	Ticker: HD
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 437076102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	For	Refer	For
1b	Elect Director Ari Bousbib	Mgmt	For	Refer	For
1c	Elect Director Jeffery H. Boyd	Mgmt	For	Refer	For
1d	Elect Director Gregory D. Brenneman	Mgmt	For	Refer	For
1e	Elect Director J. Frank Brown	Mgmt	For	Refer	For
1f	Elect Director Edward P. Decker	Mgmt	For	Refer	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	Refer	For
1h	Elect Director Manuel Kadre	Mgmt	For	Refer	For
1i	Elect Director Stephanie C. Linnartz	Mgmt	For	Refer	For
1j	Elect Director Paula A. Santilli	Mgmt	For	Refer	For
1k	Elect Director Caryn Seidman-Becker	Mgmt	For	Refer	For
1l	Elect Director Asha Sharma	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Require Independent Board Chair	SH	Against	Refer	For
5	Disclose a Biodiversity Impact and Dependency Assessment	SH	Against	Refer	Against
6	Report on Efforts to Reduce Plastic Use	SH	Against	Refer	Against

Waters Corporation

Meeting Date: 05/22/2025

Record Date: 03/24/2025

Primary Security ID: 941848103

Country: USA

Meeting Type: Annual

Ticker: WAT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Flemming Ornskov	Mgmt	For	Refer	For
1.2	Elect Director Linda Baddour	Mgmt	For	Refer	For
1.3	Elect Director Udit Batra	Mgmt	For	Refer	For

Waters Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Dan Brennan	Mgmt	For	Refer	For
1.5	Elect Director Richard Fearon	Mgmt	For	Refer	For
1.6	Elect Director Pearl S. Huang	Mgmt	For	Refer	For
1.7	Elect Director Wei Jiang	Mgmt	For	Refer	For
1.8	Elect Director Heather Knight	Mgmt	For	Refer	For
1.9	Elect Director Christopher A. Kuebler	Mgmt	For	Refer	For
1.10	Elect Director Mark Vergnano	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For

Wingstop Inc.

Meeting Date: 05/22/2025	Country: USA	Ticker: WING
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 974155103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Krishnan (Kandy) Anand	Mgmt	For	For	For
1.2	Elect Director David L. Goebel	Mgmt	For	For	For
1.3	Elect Director Thomas R. Greco	Mgmt	For	For	For
1.4	Elect Director Michael J. Hislop	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For

Amgen Inc.

Meeting Date: 05/23/2025

Record Date: 03/24/2025

Primary Security ID: 031162100

Country: USA

Meeting Type: Annual

Ticker: AMGN

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

Spirit AeroSystems Holdings, Inc.

Meeting Date: 05/23/2025

Record Date: 04/08/2025

Primary Security ID: 848574109

Country: USA

Meeting Type: Annual

Ticker: SPR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen A. Cambone	Mgmt	For	For	For
1b	Elect Director Jane P. Chappell	Mgmt	For	For	For
1c	Elect Director Irene M. Esteves	Mgmt	For	Against	Against
1d	Elect Director William A. Fitzgerald	Mgmt	For	Refer	For
1e	Elect Director Paul E. Fulchino	Mgmt	For	Refer	For

Spirit AeroSystems Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Robert D. Johnson	Mgmt	For	For	For
1g	Elect Director Ronald T. Kadish	Mgmt	For	Refer	For
1h	Elect Director James R. Ray, Jr.	Mgmt	For	For	For
1i	Elect Director Patrick M. Shanahan	Mgmt	For	For	For
1j	Elect Director Laura H. Wright	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Political Contributions and Expenditures	SH	Against	Against	Against

The Trade Desk, Inc.

Meeting Date: 05/27/2025	Country: USA	Ticker: TTD
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: 88339J105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lise J. Buyer	Mgmt	For	Refer	Withhold
1.2	Elect Director Kathryn E. Falberg	Mgmt	For	Refer	For
2	Amend Omnibus Stock Plan	Mgmt	For	Refer	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Celsius Holdings, Inc.

Meeting Date: 05/28/2025	Country: USA	Ticker: CELH
Record Date: 04/01/2025	Meeting Type: Annual	
Primary Security ID: 15118V207		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John Fieldly	Mgmt	For	For	For

Celsius Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Nicholas Castaldo	Mgmt	For	Refer	Against
1.3	Elect Director Damon DeSantis	Mgmt	For	Refer	Against
1.4	Elect Director Israel Kontorovsky	Mgmt	For	For	For
1.5	Elect Director Hal Kravitz	Mgmt	For	For	For
1.6	Elect Director Caroline Levy	Mgmt	For	Refer	Against
1.7	Elect Director Hans Melotte	Mgmt	For	For	For
1.8	Elect Director Cheryl Miller	Mgmt	For	Refer	Against
1.9	Elect Director Joyce Russell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Increase Authorized Common Stock	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
7	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Exelixis, Inc.

Meeting Date: 05/28/2025

Record Date: 03/31/2025

Primary Security ID: 30161Q104

Country: USA

Meeting Type: Annual

Ticker: EXEL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary C. Beckerle	Mgmt	For	For	For
1b	Elect Director S. Gail Eckhardt	Mgmt	For	For	For
1c	Elect Director Maria C. Freire	Mgmt	For	For	For
1d	Elect Director Tomas J. Heyman	Mgmt	For	For	For
1e	Elect Director David E. Johnson	Mgmt	For	For	For
1f	Elect Director Michael M. Morrissey	Mgmt	For	For	For
1g	Elect Director Robert (Bob) L. Oliver, Jr.	Mgmt	For	For	For

Exelixis, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Stelios Papadopoulos	Mgmt	For	For	For
1i	Elect Director George Poste	Mgmt	For	For	For
1j	Elect Director Julie Anne Smith	Mgmt	For	For	For
1k	Elect Director Jack L. Wyszomierski	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Howmet Aerospace Inc.

Meeting Date: 05/28/2025

Record Date: 03/31/2025

Primary Security ID: 443201108

Country: USA

Meeting Type: Annual

Ticker: HWM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James F. Albaugh	Mgmt	For	Refer	For
1b	Elect Director Amy E. Alving	Mgmt	For	Refer	For
1c	Elect Director Sharon R. Barner	Mgmt	For	Refer	For
1d	Elect Director Joseph S. Cantie	Mgmt	For	Refer	For
1e	Elect Director Robert F. Leduc	Mgmt	For	Refer	For
1f	Elect Director David J. Miller *Withdrawn Resolution*	Mgmt			
1g	Elect Director Jody G. Miller	Mgmt	For	Refer	For
1h	Elect Director John C. Plant	Mgmt	For	Refer	For
1i	Elect Director Ulrich R. Schmidt	Mgmt	For	Refer	For
1j	Elect Director Gunner S. Smith	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Meeting Date: 05/28/2025

Record Date: 04/01/2025

Primary Security ID: 30303M102

Country: USA

Meeting Type: Annual

Ticker: META

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	For	Refer	Withhold
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Refer	Withhold
1.3	Elect Director John Arnold	Mgmt	For	Refer	For
1.4	Elect Director Patrick Collison	Mgmt	For	Refer	For
1.5	Elect Director John Elkann	Mgmt	For	Refer	Withhold
1.6	Elect Director Andrew W. Houston	Mgmt	For	Refer	Withhold
1.7	Elect Director Nancy Killefer	Mgmt	For	Refer	For
1.8	Elect Director Robert M. Kimmitt	Mgmt	For	Refer	For
1.9	Elect Director Dina Powell McCormick	Mgmt	For	Refer	For
1.10	Elect Director Charles Songhurst	Mgmt	For	Refer	For
1.11	Elect Director Hock E. Tan	Mgmt	For	Refer	For
1.12	Elect Director Tracey T. Travis	Mgmt	For	Refer	For
1.13	Elect Director Dana White	Mgmt	For	Refer	For
1.14	Elect Director Tony Xu	Mgmt	For	Refer	Withhold
1.15	Elect Director Mark Zuckerberg	Mgmt	For	Refer	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Approve Omnibus Stock Plan	Mgmt	For	Refer	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
5	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	Refer	One Year
6	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	Refer	For
7	Disclosure of Voting Results Based on Class of Shares	SH	Against	Refer	For
8	Report on Hate Targeting Marginalized Communities	SH	Against	Refer	Against
9	Report on Child Safety and Harm Reduction	SH	Against	Refer	Against
10	Report on Combatting Risks of Online Child Exploitation	SH	Against	Refer	Against

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Report on Risks of Unethical Use of External Data to Develop AI Products	SH	Against	Refer	Against
12	Disclose a Climate Transition Plan Resulting in New Renewable Energy Capacity	SH	Against	Refer	Against
13	Report on Investing in Bitcoin	SH	Against	Refer	Against
14	Report on Data Collection and Advertising Practices	SH	Against	Refer	Against

Penumbra, Inc.

Meeting Date: 05/28/2025	Country: USA	Ticker: PEN
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: 70975L107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Janet Leeds	Mgmt	For	For	For
1.2	Elect Director Thomas Wilder	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirements	Mgmt	For	For	For

Royal Caribbean Cruises Ltd.

Meeting Date: 05/28/2025	Country: Liberia	Ticker: RCL
Record Date: 04/10/2025	Meeting Type: Annual	
Primary Security ID: V7780T103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John F. Brock	Mgmt	For	Refer	Against
1b	Elect Director Richard D. Fain	Mgmt	For	Refer	For
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	For	Refer	For

Royal Caribbean Cruises Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Michael O. Leavitt	Mgmt	For	Refer	For
1e	Elect Director Jason T. Liberty	Mgmt	For	Refer	For
1f	Elect Director Amy McPherson	Mgmt	For	Refer	For
1g	Elect Director Maritza G. Montiel	Mgmt	For	Refer	For
1h	Elect Director Ann S. Moore	Mgmt	For	Refer	For
1i	Elect Director Eyal M. Ofer	Mgmt	For	Refer	For
1j	Elect Director Vagn O. Sørensen	Mgmt	For	Refer	For
1k	Elect Director Donald Thompson	Mgmt	For	Refer	For
1l	Elect Director Arne Alexander Wilhelmsen	Mgmt	For	Refer	For
1m	Elect Director Rebecca Yeung	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

SoFi Technologies, Inc.

Meeting Date: 05/28/2025

Country: USA

Ticker: SOFI

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: 83406F102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ruzwana Bashir	Mgmt	For	Refer	For
1b	Elect Director William Borden	Mgmt	For	Refer	For
1c	Elect Director Steven Freiberg	Mgmt	For	Refer	For
1d	Elect Director Dana Green	Mgmt	For	Refer	For
1e	Elect Director John Hele	Mgmt	For	Refer	For
1f	Elect Director Tom Hutton	Mgmt	For	Refer	Withhold
1g	Elect Director Clara Liang	Mgmt	For	Refer	For
1h	Elect Director Gary Meltzer	Mgmt	For	Refer	For
1i	Elect Director Anthony Noto	Mgmt	For	Refer	For
1j	Elect Director Magdalena Yesil	Mgmt	For	Refer	For

SoFi Technologies, Inc.

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

Axon Enterprise, Inc.

Meeting Date: 05/29/2025

Country: USA

Ticker: AXON

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: 05464C101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Erika Ayers Badan	Mgmt	For	Refer	For
1B	Elect Director Adriane Brown	Mgmt	For	Refer	For
1C	Elect Director Julie Anne Cullivan	Mgmt	For	Refer	For
1D	Elect Director Michael Garnreiter	Mgmt	For	Refer	For
1E	Elect Director Caitlin Kalinowski	Mgmt	For	Refer	For
1F	Elect Director Matthew McBrady	Mgmt	For	Refer	For
1G	Elect Director Hadi Partovi	Mgmt	For	Refer	For
1H	Elect Director Graham Smith	Mgmt	For	Refer	For
1I	Elect Director Patrick Smith	Mgmt	For	Refer	For
1J	Elect Director Jeri Williams	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

DocuSign, Inc.

Meeting Date: 05/29/2025

Country: USA

Ticker: DOCU

Record Date: 04/07/2025

Meeting Type: Annual

Primary Security ID: 256163106

DocuSign, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Teresa Briggs	Mgmt	For	Refer	For
1b	Elect Director Blake J. Irving	Mgmt	For	Refer	Against
1c	Elect Director Anna Marrs	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

FTAI Aviation Ltd.

Meeting Date: 05/29/2025	Country: Cayman Islands	Ticker: FTAI
Record Date: 04/01/2025	Meeting Type: Annual	
Primary Security ID: G3730V105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul R. Goodwin	Mgmt	For	Refer	For
1.2	Elect Director Ray M. Robinson	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Gartner, Inc.

Meeting Date: 05/29/2025	Country: USA	Ticker: IT
Record Date: 04/04/2025	Meeting Type: Annual	
Primary Security ID: 366651107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter E. Bisson	Mgmt	For	Refer	For
1b	Elect Director Richard J. Bressler	Mgmt	For	Refer	For

Gartner, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Raul E. Cesan	Mgmt	For	Refer	For
1d	Elect Director Karen E. Dykstra	Mgmt	For	Refer	For
1e	Elect Director Diana S. Ferguson	Mgmt	For	Refer	For
1f	Elect Director Anne Sutherland Fuchs	Mgmt	For	Refer	For
1g	Elect Director William O. Grabe	Mgmt	For	Refer	Against
1h	Elect Director José M. Gutiérrez	Mgmt	For	Refer	For
1i	Elect Director Eugene A. Hall	Mgmt	For	Refer	For
1j	Elect Director Stephen G. Pagliuca	Mgmt	For	Refer	For
1k	Elect Director Eileen M. Serra	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Roblox Corporation

Meeting Date: 05/29/2025

Record Date: 04/11/2025

Primary Security ID: 771049103

Country: USA

Meeting Type: Annual

Ticker: RBLX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christopher Carvalho	Mgmt	For	Refer	Withhold
1.2	Elect Director Gina Mastantuono	Mgmt	For	Refer	For
1.3	Elect Director Jason Kilar	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Change State of Incorporation from Delaware to Nevada	Mgmt	For	Refer	Against

Arista Networks, Inc.

Meeting Date: 05/30/2025

Record Date: 04/02/2025

Primary Security ID: 040413205

Country: USA

Meeting Type: Annual

Ticker: ANET

Arista Networks, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles Giancarlo	Mgmt	For	Refer	For
1.2	Elect Director Daniel Scheinman	Mgmt	For	Refer	Withhold
1.3	Elect Director Yvonne Wassenaar	Mgmt	For	Refer	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Ryan Specialty Holdings, Inc.

Meeting Date: 05/30/2025 **Country:** USA **Ticker:** RYAN
Record Date: 04/01/2025 **Meeting Type:** Annual
Primary Security ID: 78351F107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Henry S. Bienen	Mgmt	For	For	For
1.2	Elect Director Michael D. O'Halloran	Mgmt	For	For	For
1.3	Elect Director Timothy W. Turner	Mgmt	For	For	For
1.4	Elect Director Patrick G. Ryan, Jr.	Mgmt	For	For	For
2	Declassify the Board of Directors	Mgmt	For	For	For
3	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement to Remove Directors	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Provide a Specific Outside Date to Sunset the High Vote of the Class B Common Stock	Mgmt	For	For	For
6	Provide Right to Act by Written Consent	Mgmt	For	For	For
7	Provide Right to Call Special Meeting	Mgmt	For	For	For

Ryan Specialty Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Eliminate Supermajority Vote Requirements to Amend Bylaws and Certain Provisions of the Certificate	Mgmt	For	For	For
9	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Refer	Against
10	Amend Certificate of Incorporation to Incorporate Certain Non-Substantive Amendments	Mgmt	For	For	For
11	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

XP Inc.

Meeting Date: 05/30/2025	Country: Cayman Islands	Ticker: XP
Record Date: 04/29/2025	Meeting Type: Annual	
Primary Security ID: G98239109		

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

Apellis Pharmaceuticals, Inc.

Meeting Date: 06/03/2025	Country: USA	Ticker: APLS
Record Date: 04/07/2025	Meeting Type: Annual	
Primary Security ID: 03753U106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director A. Sinclair Dunlop	Mgmt	For	Withhold	Withhold
1.2	Elect Director Alec Machiels	Mgmt	For	For	For
1.3	Elect Director Keli Walbert	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Apellis Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Booking Holdings Inc.

Meeting Date: 06/03/2025	Country: USA	Ticker: BKNG
Record Date: 04/08/2025	Meeting Type: Annual	
Primary Security ID: 09857L108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	Refer	For
1.2	Elect Director Mirian M. Graddick-Weir	Mgmt	For	Refer	For
1.3	Elect Director Kelly Grier	Mgmt	For	Refer	For
1.4	Elect Director Robert J. Mylod, Jr.	Mgmt	For	Refer	For
1.5	Elect Director Charles H. Noski	Mgmt	For	Refer	Withhold
1.6	Elect Director Larry Quinlan	Mgmt	For	Refer	For
1.7	Elect Director Nicholas J. Read	Mgmt	For	Refer	For
1.8	Elect Director Thomas E. Rothman	Mgmt	For	Refer	For
1.9	Elect Director Sumit Singh	Mgmt	For	Refer	For
1.10	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	Refer	For
1.11	Elect Director Vanessa A. Wittman	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Refer	Against

Bright Horizons Family Solutions Inc.

Meeting Date: 06/03/2025	Country: USA	Ticker: BFAM
Record Date: 04/10/2025	Meeting Type: Annual	
Primary Security ID: 109194100		

Bright Horizons Family Solutions Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lawrence M. Alleva	Mgmt	For	For	For
1b	Elect Director Joshua Bekenstein	Mgmt	For	Against	Against
1c	Elect Director David H. Lissy	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Datadog, Inc.

Meeting Date: 06/03/2025	Country: USA	Ticker: DDOG
Record Date: 04/09/2025	Meeting Type: Annual	
Primary Security ID: 23804L103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Titi Cole	Mgmt	For	Refer	Withhold
1b	Elect Director Matthew Jacobson	Mgmt	For	Refer	Withhold
1c	Elect Director Julie G. Richardson	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Refer	Against

Expedia Group, Inc.

Meeting Date: 06/03/2025	Country: USA	Ticker: EXPE
Record Date: 04/04/2025	Meeting Type: Annual	
Primary Security ID: 30212P303		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Beverly Anderson	Mgmt	For	Refer	For
1b	Elect Director M. Moina Banerjee	Mgmt	For	Refer	For
1c	Elect Director Chelsea Clinton	Mgmt	For	Refer	For
1d	Elect Director Barry Diller	Mgmt	For	Refer	Withhold
1e	Elect Director Henrique Dubugras	Mgmt	For	Refer	For
1f	Elect Director Ariane Gorin	Mgmt	For	Refer	For
1g	Elect Director Craig Jacobson	Mgmt	For	Refer	For
1h	Elect Director Dara Khosrowshahi	Mgmt	For	Refer	For
1i	Elect Director Patricia Menendez Cambo	Mgmt	For	Refer	For
1j	Elect Director Alex von Furstenberg	Mgmt	For	Refer	For
1k	Elect Director Alexandr Wang	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Loar Holdings, Inc.

Meeting Date: 06/03/2025Country: USATicker: LOAR

Record Date: 04/21/2025Meeting Type: Annual

Primary Security ID: 53947R105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dirkson Charles	Mgmt	For	For	For
1.2	Elect Director Anthony M. Carpenito	Mgmt	For	For	For
1.3	Elect Director Taiwo Danmola	Mgmt	For	For	For
1.4	Elect Director Paul S. Levy	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For

Airbnb, Inc.

Meeting Date: 06/04/2025

Record Date: 04/07/2025

Primary Security ID: 009066101

Country: USA

Meeting Type: Annual

Ticker: ABNB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amrita Ahuja	Mgmt	For	Refer	For
1.2	Elect Director Joseph Gebbia	Mgmt	For	Refer	Withhold
1.3	Elect Director Jeffrey Jordan	Mgmt	For	Refer	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Disclosure of Voting Results Based on Class of Shares	SH	Against	Refer	For

AppLovin Corporation

Meeting Date: 06/04/2025

Record Date: 04/10/2025

Primary Security ID: 03831W108

Country: USA

Meeting Type: Annual

Ticker: APP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adam Foroughi	Mgmt	For	Refer	Withhold
1b	Elect Director Craig Billings	Mgmt	For	Refer	For
1c	Elect Director Herald Chen	Mgmt	For	Refer	Withhold
1d	Elect Director Margaret Georgiadis	Mgmt	For	Refer	Withhold
1e	Elect Director Alyssa Harvey Dawson	Mgmt	For	Refer	Withhold
1f	Elect Director Barbara Messing	Mgmt	For	Refer	Withhold
1g	Elect Director Todd Morgenfeld	Mgmt	For	Refer	For
1h	Elect Director Eduardo Vivas	Mgmt	For	Refer	For
1i	Elect Director Maynard Webb	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Credit Acceptance Corporation

Meeting Date: 06/04/2025

Record Date: 04/08/2025

Primary Security ID: 225310101

Country: USA

Meeting Type: Annual

Ticker: CACC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth S. Booth	Mgmt	For	For	For
1.2	Elect Director Glenda J. Flanagan	Mgmt	For	For	For
1.3	Elect Director Vinayak R. Hegde	Mgmt	For	For	For
1.4	Elect Director Sean E. Quinn	Mgmt	For	For	For
1.5	Elect Director Thomas N. Tryforos	Mgmt	For	For	For
1.6	Elect Director Scott J. Vassalluzzo	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

GoDaddy Inc.

Meeting Date: 06/04/2025

Record Date: 04/07/2025

Primary Security ID: 380237107

Country: USA

Meeting Type: Annual

Ticker: GDDY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amanpal (Aman) Bhutani	Mgmt	For	Refer	For
1b	Elect Director Herald Chen	Mgmt	For	Refer	For
1c	Elect Director Caroline Donahue	Mgmt	For	Refer	For
1d	Elect Director Mark Garrett	Mgmt	For	Refer	For
1e	Elect Director Brian Sharples	Mgmt	For	Refer	For
1f	Elect Director Graham Smith	Mgmt	For	Refer	For
1g	Elect Director Leah Sweet	Mgmt	For	Refer	For
1h	Elect Director Srinivas (Srin) Tallapragada	Mgmt	For	Refer	For
1i	Elect Director Sigal Zarmi	Mgmt	For	Refer	For

GoDaddy Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	Refer	For
5	Amend Certificate of Incorporation to Implement Miscellaneous Changes	Mgmt	For	Refer	For

HubSpot, Inc.

Meeting Date: 06/04/2025

Record Date: 04/15/2025

Primary Security ID: 443573100

Country: USA

Meeting Type: Annual

Ticker: HUBS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lorrie M. Norrington	Mgmt	For	Refer	For
1b	Elect Director Andrew Anagnost	Mgmt	For	Refer	For
1c	Elect Director Dharmesh Shah	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Declassify the Board of Directors	Mgmt	For	Refer	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For
6	Adopt Simple Majority Vote	SH	Against	Refer	For

Leonardo DRS, Inc.

Meeting Date: 06/04/2025

Record Date: 04/07/2025

Primary Security ID: 52661A108

Country: USA

Meeting Type: Annual

Ticker: DRS

Leonardo DRS, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William J. Lynn, III	Mgmt	For	For	For
1.2	Elect Director Frances F. Townsend	Mgmt	For	For	For
1.3	Elect Director Gail S. Baker	Mgmt	For	For	For
1.4	Elect Director Louis R. Brothers	Mgmt	For	For	For
1.5	Elect Director David W. Carey	Mgmt	For	For	For
1.6	Elect Director George W. Casey, Jr.	Mgmt	For	For	For
1.7	Elect Director Mary E. Gallagher	Mgmt	For	For	For
1.8	Elect Director Kenneth J. Krieg	Mgmt	For	For	For
1.9	Elect Director Eric C. Salzman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	For	For

Super Micro Computer, Inc.

Meeting Date: 06/04/2025 **Country:** USA **Ticker:** SMCI
Record Date: 04/07/2025 **Meeting Type:** Annual
Primary Security ID: 86800U302

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert Blair	Mgmt	For	Refer	For
1b	Elect Director Susan Mogensen (Susie Giordano)	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify BDO USA, P.C. as Auditors	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	Against

UWM Holdings Corporation

Meeting Date: 06/04/2025

Record Date: 04/07/2025

Primary Security ID: 91823B109

Country: USA

Meeting Type: Annual

Ticker: UWMC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kelly Czubak	Mgmt	For	Withhold	Withhold
1.2	Elect Director Alex Elezaj	Mgmt	For	Withhold	Withhold
1.3	Elect Director Mat Ishbia	Mgmt	For	Withhold	Withhold
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Workday, Inc.

Meeting Date: 06/04/2025

Record Date: 04/07/2025

Primary Security ID: 98138H101

Country: USA

Meeting Type: Annual

Ticker: WDAY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carl M. Eschenbach	Mgmt	For	Refer	For
1b	Elect Director Michael M. McNamara	Mgmt	For	Refer	Against
1c	Elect Director Michael L. Speiser	Mgmt	For	Refer	For
1d	Elect Director Jerry Yang	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Astera Labs, Inc.

Meeting Date: 06/05/2025

Record Date: 04/15/2025

Primary Security ID: 04626A103

Country: USA

Meeting Type: Annual

Ticker: ALAB

Astera Labs, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jitendra Mohan	Mgmt	For	For	For
1.2	Elect Director Stefan Dyckerhoff	Mgmt	For	Refer	Withhold
1.3	Elect Director Bethany Mayer	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Cloudflare, Inc.

Meeting Date: 06/05/2025

Record Date: 04/10/2025

Primary Security ID: 18915M107

Country: USA

Meeting Type: Annual

Ticker: NET

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stacey Cunningham	Mgmt	For	Refer	For
1.2	Elect Director Mark Hawkins	Mgmt	For	Refer	For
1.3	Elect Director Carl Ledbetter	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

DaVita Inc.

Meeting Date: 06/05/2025

Record Date: 04/09/2025

Primary Security ID: 23918K108

Country: USA

Meeting Type: Annual

Ticker: DVA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela M. Arway	Mgmt	For	Refer	For
1b	Elect Director Barbara J. Desoer	Mgmt	For	Refer	For
1c	Elect Director Jason M. Hollar	Mgmt	For	Refer	For
1d	Elect Director Gregory J. Moore	Mgmt	For	Refer	For
1e	Elect Director Dennis W. Pullin	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Javier J. Rodriguez	Mgmt	For	Refer	For
1g	Elect Director Adam H. Schechter	Mgmt	For	Refer	For
1h	Elect Director Wendy L. Schoppert	Mgmt	For	Refer	For
1i	Elect Director Phyllis R. Yale	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

EMCOR Group, Inc.

Meeting Date: 06/05/2025Country: USATicker: EME

Record Date: 04/08/2025Meeting Type: Annual

Primary Security ID: 29084Q100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John W. Altmeyer	Mgmt	For	Refer	For
1b	Elect Director Amy E. Dahl	Mgmt	For	Refer	For
1c	Elect Director Anthony J. Guzzi	Mgmt	For	Refer	For
1d	Elect Director Ronald L. Johnson	Mgmt	For	Refer	For
1e	Elect Director Carol P. Lowe	Mgmt	For	Refer	For
1f	Elect Director M. Kevin McEvoy	Mgmt	For	Refer	For
1g	Elect Director William P. Reid	Mgmt	For	Refer	For
1h	Elect Director Steven B. Schwarzwaelder	Mgmt	For	Refer	For
1i	Elect Director Robin Walker-Lee	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Amend Restricted Stock Plan	Mgmt	For	Refer	For

Meeting Date: 06/05/2025

Country: Ireland

Ticker: FLUT

Record Date: 04/10/2025

Meeting Type: Annual

Primary Security ID: G3643J108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John A. Bryant	Mgmt	For	Refer	For
1b	Elect Director Peter Jackson	Mgmt	For	Refer	For
1c	Elect Director Robert (Dob) Bennett	Mgmt	For	Refer	For
1d	Elect Director Nancy Cruickshank	Mgmt	For	Refer	For
1e	Elect Director Nancy Dubuc	Mgmt	For	Refer	For
1f	Elect Director Alfred F. Hurley, Jr.	Mgmt	For	Refer	For
1g	Elect Director Holly Keller Koeppel	Mgmt	For	Refer	For
1h	Elect Director Carolan Lennon	Mgmt	For	Refer	For
1i	Elect Director Christine M. McCarthy	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
6	Amend Sharesave Scheme	Mgmt	For	Refer	For
7a	Ratify KPMG as Auditors	Mgmt	For	Refer	For
7b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	Refer	For
8	Authorize Board to Issue of Shares	Mgmt	For	Refer	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	Refer	For
11	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	Refer	For

Ionis Pharmaceuticals, Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: IONS

Record Date: 04/07/2025

Meeting Type: Annual

Primary Security ID: 462222100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Allene M. Diaz	Mgmt	For	For	For
1b	Elect Director Michael Hayden	Mgmt	For	For	For
1c	Elect Director Joseph "Skip" Klein, III	Mgmt	For	For	For
1d	Elect Director Joseph Loscalzo	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Lyft, Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: LYFT

Record Date: 04/22/2025

Meeting Type: Annual

Primary Security ID: 55087P104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Management Nominee Director Sean Aggarwal	Mgmt	For	Withhold	Withhold
1b	Elect Management Nominee Director Jill Beggs	Mgmt	For	For	For
1c	Elect Management Nominee Director Ariel Cohen *Withdrawn Resolution*	Mgmt			
1d	Elect Management Nominee Director Betsey Stevenson	Mgmt	For	Withhold	Withhold
1e	Elect Dissident Nominee Director Alan L. Bazaar *Withdrawn Resolution*	Mgmt			
1f	Elect Dissident Nominee Director Daniel B. Silvers *Withdrawn Resolution*	Mgmt			
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Lyft, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Commission Third Party Human Risk Assessment Regarding Use of Artificial Intelligence	SH	Against	Against	Against

Netflix, Inc.

Meeting Date: 06/05/2025

Record Date: 04/07/2025

Primary Security ID: 64110L106

Country: USA

Meeting Type: Annual

Ticker: NFLX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard N. Barton	Mgmt	For	Refer	For
1b	Elect Director Mathias Dopfner	Mgmt	For	Refer	For
1c	Elect Director Reed Hastings	Mgmt	For	Refer	For
1d	Elect Director Jay C. Hoag	Mgmt	For	Refer	For
1e	Elect Director Leslie Kilgore	Mgmt	For	Refer	For
1f	Elect Director Strive Masiyiwa	Mgmt	For	Refer	For
1g	Elect Director Ann Mather	Mgmt	For	Refer	For
1h	Elect Director Greg Peters	Mgmt	For	Refer	For
1i	Elect Director Susan E. Rice	Mgmt	For	Refer	For
1j	Elect Director Ted Sarandos	Mgmt	For	Refer	For
1k	Elect Director Bradford L. Smith	Mgmt	For	Refer	For
1l	Elect Director Anne M. Sweeney	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Issue a Climate Transition Plan	SH	Against	Refer	Against
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Refer	For
6	Amend Code of Ethics to Enhance Policies on Non-Discrimination, Anti-Harassment, and Whistleblower Protection	SH	Against	Refer	Against
7	Report on Discrimination Risks of Affirmative Action Initiatives	SH	Against	Refer	Against

Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Discrimination in Charitable Giving	SH	Against	Refer	Against

Palantir Technologies, Inc.

Meeting Date: 06/05/2025	Country: USA	Ticker: PLTR
Record Date: 04/11/2025	Meeting Type: Annual	
Primary Security ID: 69608A108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alexander Karp	Mgmt	For	Refer	Withhold
1.2	Elect Director Stephen Cohen	Mgmt	For	Refer	Withhold
1.3	Elect Director Peter Thiel	Mgmt	For	Refer	Withhold
1.4	Elect Director Alexander Moore	Mgmt	For	Refer	Withhold
1.5	Elect Director Alexandra Schiff	Mgmt	For	Refer	Withhold
1.6	Elect Director Lauren Friedman Stat	Mgmt	For	Refer	For
1.7	Elect Director Eric Woersching	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Procore Technologies, Inc.

Meeting Date: 06/05/2025	Country: USA	Ticker: PCOR
Record Date: 04/11/2025	Meeting Type: Annual	
Primary Security ID: 74275K108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Erin M. Chapple	Mgmt	For	For	For
1.2	Elect Director Brian Feinstein	Mgmt	For	Withhold	Withhold
1.3	Elect Director Kevin J. O'Connor	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Salesforce, Inc.

Meeting Date: 06/05/2025

Record Date: 04/11/2025

Primary Security ID: 79466L302

Country: USA

Meeting Type: Annual

Ticker: CRM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For	Refer	For
1b	Elect Director Laura Alber	Mgmt	For	Refer	For
1c	Elect Director Craig Conway	Mgmt	For	Refer	For
1d	Elect Director Arnold Donald	Mgmt	For	Refer	For
1e	Elect Director Parker Harris	Mgmt	For	Refer	For
1f	Elect Director Neelie Kroes	Mgmt	For	Refer	For
1g	Elect Director Sachin Mehra	Mgmt	For	Refer	For
1h	Elect Director G. Mason Morfit	Mgmt	For	Refer	For
1i	Elect Director Oscar Munoz	Mgmt	For	Refer	For
1j	Elect Director John V. Roos	Mgmt	For	Refer	For
1k	Elect Director Robin Washington	Mgmt	For	Refer	Against
1l	Elect Director Maynard Webb	Mgmt	For	Refer	For
2	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Sarepta Therapeutics, Inc.

Meeting Date: 06/05/2025

Record Date: 04/08/2025

Primary Security ID: 803607100

Country: USA

Meeting Type: Annual

Ticker: SRPT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard J. Barry	Mgmt	For	For	For
1.2	Elect Director M. Kathleen Behrens	Mgmt	For	For	For
1.3	Elect Director Stephen L. Mayo	Mgmt	For	For	For
1.4	Elect Director Claude Nicaise	Mgmt	For	For	For

Sarepta Therapeutics, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

TPG Inc.

Meeting Date: 06/05/2025

Record Date: 04/08/2025

Primary Security ID: 872657101

Country: USA

Meeting Type: Annual

Ticker: TPG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gunther Bright	Mgmt	For	Refer	Withhold
1b	Elect Director James G. ("Jim") Coulter	Mgmt	For	For	For
1c	Elect Director Mary Cranston	Mgmt	For	Refer	Withhold
1d	Elect Director Kelvin Davis	Mgmt	For	For	For
1e	Elect Director Kathy Elsesser	Mgmt	For	For	For
1f	Elect Director Deborah M. Messemer	Mgmt	For	Refer	Withhold
1g	Elect Director Nehal Raj	Mgmt	For	For	For
1h	Elect Director Jeffrey Rhodes	Mgmt	For	For	For
1i	Elect Director Ganendran ("Ganen") Sarvananthan	Mgmt	For	For	For
1j	Elect Director Todd Sisitsky	Mgmt	For	Withhold	Withhold
1k	Elect Director David Trujillo	Mgmt	For	For	For
1l	Elect Director Anilu Vazquez-Ubarri	Mgmt	For	Withhold	Withhold
1m	Elect Director Jon Winkelried	Mgmt	For	For	For
2a	Elect James G. ("Jim") Coulter as Member of Executive Committee	Mgmt	For	Refer	Withhold
2b	Elect Kelvin Davis as Member of Executive Committee	Mgmt	For	Refer	Withhold
2c	Elect Nehal Raj as Member of Executive Committee	Mgmt	For	Refer	Withhold
2d	Elect Jeffrey Rhodes as Member of Executive Committee	Mgmt	For	Refer	Withhold

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2e	Elect Ganendran ("Ganen") Sarvananthan as Member of Executive Committee	Mgmt	For	Refer	Withhold
2f	Elect Todd Sisitskyas Member of Executive Committee	Mgmt	For	Refer	Withhold
2g	Elect David Trujillo as Member of Executive Committee	Mgmt	For	Refer	Withhold
2h	Elect Anilu Vazquez-Ubarri as Member of Executive Committee	Mgmt	For	Refer	Withhold
2i	Elect Jon Winkelried as Member of Executive Committee	Mgmt	For	Refer	Withhold
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Trane Technologies Plc

Meeting Date: 06/05/2025 **Country:** Ireland **Ticker:** TT
Record Date: 04/10/2025 **Meeting Type:** Annual
Primary Security ID: G8994E103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	For	Refer	For
1b	Elect Director Ana P. Assis	Mgmt	For	Refer	For
1c	Elect Director Ann C. Berzin	Mgmt	For	Refer	For
1d	Elect Director April Miller Boise	Mgmt	For	Refer	For
1e	Elect Director Mark R. George	Mgmt	For	Refer	For
1f	Elect Director John A. Hayes	Mgmt	For	Refer	For
1g	Elect Director Linda P. Hudson	Mgmt	For	Refer	For
1h	Elect Director Myles P. Lee	Mgmt	For	Refer	For
1i	Elect Director Matthew F. Pine	Mgmt	For	Refer	For
1j	Elect Director David S. Regnery	Mgmt	For	Refer	For
1k	Elect Director Melissa N. Schaeffer	Mgmt	For	Refer	For
1l	Elect Director John P. Surma	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	Refer	For

Trane Technologies Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Authorize Issue of Equity	Mgmt	For	Refer	For
5	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
6	Determine Price Range for Re-allotment of Treasury Shares	Mgmt	For	Refer	For

Walmart Inc.

Meeting Date: 06/05/2025

Record Date: 04/11/2025

Primary Security ID: 931142103

Country: USA

Meeting Type: Annual

Ticker: WMT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	For	Refer	For
1b	Elect Director Timothy P. Flynn	Mgmt	For	Refer	For
1c	Elect Director Sarah J. Friar	Mgmt	For	Refer	For
1d	Elect Director Carla A. Harris	Mgmt	For	Refer	For
1e	Elect Director Thomas W. Horton	Mgmt	For	Refer	For
1f	Elect Director Marissa A. Mayer	Mgmt	For	Refer	For
1g	Elect Director C. Douglas McMillon	Mgmt	For	Refer	For
1h	Elect Director Robert E. Moritz, Jr.	Mgmt	For	Refer	For
1i	Elect Director Brian Niccol	Mgmt	For	Refer	For
1j	Elect Director Gregory B. Penner	Mgmt	For	Refer	For
1k	Elect Director Randall L. Stephenson	Mgmt	For	Refer	For
1l	Elect Director Steuart L. Walton	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Commission Third Party Assessment on Policies Regarding Law Enforcement Information Requests Related to Medication Use	SH	Against	Refer	Against

Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Reduction of Plastic Packaging and Recyclability Claims	SH	Against	Refer	Against
7	Revisit Plastic Packaging Policies	SH	Against	Refer	Against
8	Conduct and Report a Third-Party Racial Equity Audit	SH	Against	Refer	Against
9	Report on Delays in Revising Diversity, Equity, and Inclusion (DEI) Initiatives	SH	Against	Refer	Against
10	Report on Health and Safety Governance	SH	Against	Refer	Against
11	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Refer	Against

Alphabet Inc.

Meeting Date: 06/06/2025	Country: USA	Ticker: GOOGL
Record Date: 04/08/2025	Meeting Type: Annual	
Primary Security ID: 02079K305		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	Refer	For
1b	Elect Director Sergey Brin	Mgmt	For	Refer	For
1c	Elect Director Sundar Pichai	Mgmt	For	Refer	For
1d	Elect Director John L. Hennessy	Mgmt	For	Refer	Against
1e	Elect Director Frances H. Arnold	Mgmt	For	Refer	Against
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	Refer	For
1g	Elect Director L. John Doerr	Mgmt	For	Refer	Against
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	Refer	For
1i	Elect Director K. Ram Shriram	Mgmt	For	Refer	Against
1j	Elect Director Robin L. Washington	Mgmt	For	Refer	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Provide Right to Act by Written Consent	SH	Against	Refer	For
4	Adjust Executive Compensation Metrics for Share Buybacks	SH	Against	Refer	Against

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Discrimination in Charitable Contributions	SH	Against	Refer	For
6	Consider Ending Participation in Human Rights Campaign's Corporate Equality Index	SH	Against	Refer	For
7	Report on Meeting 2030 Climate Goals	SH	Against	Refer	Against
8	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	Refer	For
9	Report on Due Diligence Process to Assess Human Rights Risks in High-Risk Countries	SH	Against	Refer	Against
10	Report on Risks of Discrimination in GenAI	SH	Against	Refer	Against
11	Report on Risks of Improper Use of External Data in Development of AI Products	SH	Against	Refer	Against
12	Publish a Human Rights Impact Assessment of AI Driven Targeted Advertising	SH	Against	Refer	Against
13	Report on Lobbying and Child Safety Online	SH	Against	Refer	Against
14	Adopt Metrics Evaluating YouTube Child Safety Policies	SH	Against	Refer	For

Apollo Global Management, Inc.

Meeting Date: 06/06/2025

Country: USA

Ticker: APO

Record Date: 04/14/2025

Meeting Type: Annual

Primary Security ID: 03769M106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marc Beilinson	Mgmt	For	Refer	For
1.2	Elect Director James Belardi	Mgmt	For	Refer	For
1.3	Elect Director Jessica Bibliowicz	Mgmt	For	Refer	For
1.4	Elect Director Gary Cohn	Mgmt	For	Refer	For
1.5	Elect Director Kerry Murphy Healey	Mgmt	For	Refer	For
1.6	Elect Director Mitra Hormozi	Mgmt	For	Refer	For
1.7	Elect Director Pamela Joyner	Mgmt	For	Refer	For
1.8	Elect Director Scott Kleinman	Mgmt	For	Refer	For

Apollo Global Management, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Brian Leach	Mgmt	For	Refer	For
1.10	Elect Director Pauline Richards	Mgmt	For	Refer	For
1.11	Elect Director Marc Rowan	Mgmt	For	Refer	For
1.12	Elect Director David Simon	Mgmt	For	Refer	For
1.13	Elect Director Lynn Swann	Mgmt	For	Refer	For
1.14	Elect Director Patrick Toomey	Mgmt	For	Refer	For
1.15	Elect Director James Zelter	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Ares Management Corporation

Meeting Date: 06/06/2025

Country: USA

Ticker: ARES

Record Date: 04/07/2025

Meeting Type: Annual

Primary Security ID: 03990B101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael J Arougheti	Mgmt	For	Refer	Against
1b	Elect Director Ashish Bhutani	Mgmt	For	Refer	Against
1c	Elect Director Antoinette Bush	Mgmt	For	Refer	Against
1d	Elect Director R. Kipp deVeer	Mgmt	For	Refer	Against
1e	Elect Director Paul G. Joubert	Mgmt	For	Refer	Against
1f	Elect Director David B. Kaplan	Mgmt	For	Refer	Against
1g	Elect Director Michael Lynton	Mgmt	For	Refer	Against
1h	Elect Director Eileen Naughton	Mgmt	For	Refer	Against
1i	Elect Director Judy D. Olian	Mgmt	For	Refer	Against
1j	Elect Director Antony P. Ressler	Mgmt	For	Refer	Against
1k	Elect Director Bennett Rosenthal	Mgmt	For	Refer	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	Refer	One Year

AST Spacemobile, Inc.

Meeting Date: 06/06/2025

Record Date: 04/17/2025

Primary Security ID: 00217D100

Country: USA

Meeting Type: Annual

Ticker: ASTS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Abel Avellan	Mgmt	For	Withhold	Withhold
1.2	Elect Director Adriana Cisneros	Mgmt	For	Withhold	Withhold
1.3	Elect Director Luke Ibbetson	Mgmt	For	For	For
1.4	Elect Director Andrew Johnson	Mgmt	For	Withhold	Withhold
1.5	Elect Director Edward Knapp	Mgmt	For	For	For
1.6	Elect Director Keith Larson	Mgmt	For	For	For
1.7	Elect Director Hiroshi Mikitani	Mgmt	For	For	For
1.8	Elect Director Ronald Rubin	Mgmt	For	For	For
1.9	Elect Director Richard Sarnoff	Mgmt	For	Withhold	Withhold
1.10	Elect Director Julio A. Torres	Mgmt	For	Withhold	Withhold
1.11	Elect Director Johan Wibergh	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Provide Right to Act by Written Consent to Remove Directors	Mgmt	For	Against	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

WillScot Holdings Corporation

Meeting Date: 06/06/2025

Record Date: 04/09/2025

Primary Security ID: 971378104

Country: USA

Meeting Type: Annual

Ticker: WSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark S. Bartlett	Mgmt	For	For	For
1b	Elect Director Erika T. Davis	Mgmt	For	For	For
1c	Elect Director Gerard E. Holthaus	Mgmt	For	For	For
1d	Elect Director Worthing Jackman	Mgmt	For	For	For

WillScot Holdings Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Natalia N. Johnson	Mgmt	For	For	For
1f	Elect Director Rebecca L. Owen	Mgmt	For	For	For
1g	Elect Director Jeff Sagansky	Mgmt	For	For	For
1h	Elect Director Bradley L. Soultz	Mgmt	For	For	For
1i	Elect Director Michael W. Upchurch	Mgmt	For	For	For
1j	Elect Director Dominick Zarcone	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Blue Owl Capital Inc.

Meeting Date: 06/09/2025	Country: USA	Ticker: OWL
Record Date: 04/17/2025	Meeting Type: Annual	
Primary Security ID: 09581B103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer Brouse	Mgmt	For	For	For
1b	Elect Director Craig W. Packer	Mgmt	For	Against	Against
1c	Elect Director Dana Weeks	Mgmt	For	Against	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year

Reddit, Inc.

Meeting Date: 06/09/2025	Country: USA	Ticker: RDDT
Record Date: 04/14/2025	Meeting Type: Annual	
Primary Security ID: 75734B100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven L. Huffman	Mgmt	For	Refer	For
1.2	Elect Director Sarah Farrell	Mgmt	For	Refer	For
1.3	Elect Director Patricia Fili-Krushel	Mgmt	For	Refer	For
1.4	Elect Director Porter Gale	Mgmt	For	Refer	For
1.5	Elect Director David Habiger	Mgmt	For	Refer	For
1.6	Elect Director Steven O. Newhouse	Mgmt	For	Refer	For
1.7	Elect Director Robert A. Sauerberg	Mgmt	For	Refer	For
1.8	Elect Director Michael Seibel	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	One Year

Corcept Therapeutics Incorporated

Meeting Date: 06/10/2025

Record Date: 04/17/2025

Primary Security ID: 218352102

Country: USA

Meeting Type: Annual

Ticker: CORT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregg Alton	Mgmt	For	For	For
1.2	Elect Director G. Leonard Baker, Jr.	Mgmt	For	For	For
1.3	Elect Director Joseph K. Belanoff	Mgmt	For	For	For
1.4	Elect Director Gillian M. Cannon	Mgmt	For	For	For
1.5	Elect Director David L. Mahoney	Mgmt	For	Refer	Withhold
1.6	Elect Director Joshua M. Murray	Mgmt	For	For	For
1.7	Elect Director Kimberly Park	Mgmt	For	For	For
1.8	Elect Director Daniel N. Swisher, Jr.	Mgmt	For	For	For

Corcept Therapeutics Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director James N. Wilson	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Grand Canyon Education, Inc.

Meeting Date: 06/10/2025

Country: USA

Ticker: LOPE

Record Date: 04/16/2025

Meeting Type: Annual

Primary Security ID: 38526M106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian E. Mueller	Mgmt	For	For	For
1.2	Elect Director Sara Ward	Mgmt	For	For	For
1.3	Elect Director Jack A. Henry	Mgmt	For	For	For
1.4	Elect Director Lisa Graham Keegan	Mgmt	For	For	For
1.5	Elect Director Chevy Humphrey	Mgmt	For	For	For
1.6	Elect Director Kevin F. Warren	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Incyte Corporation

Meeting Date: 06/10/2025

Country: USA

Ticker: INCY

Record Date: 04/15/2025

Meeting Type: Annual

Primary Security ID: 45337C102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Julian C. Baker	Mgmt	For	For	For
1.2	Elect Director Jean-Jacques Bienaimé	Mgmt	For	For	For
1.3	Elect Director Otis W. Brawley	Mgmt	For	For	For
1.4	Elect Director Paul J. Clancy	Mgmt	For	For	For

Incyte Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Jacquelyn A. Fouse	Mgmt	For	For	For
1.6	Elect Director Edmund P. Harrigan	Mgmt	For	For	For
1.7	Elect Director Katherine A. High	Mgmt	For	For	For
1.8	Elect Director Hervé Hoppenot	Mgmt	For	For	For
1.9	Elect Director Susanne Schaffert	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Light & Wonder, Inc.

Meeting Date: 06/10/2025

Record Date: 04/11/2025

Primary Security ID: 80874P109

Country: USA

Meeting Type: Annual

Ticker: LNW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jamie R. Odell	Mgmt	For	For	For
1.2	Elect Director Matthew R. Wilson	Mgmt	For	For	For
1.3	Elect Director Antonia Korsanos	Mgmt	For	For	For
1.4	Elect Director Michael Marchetti	Mgmt	For	For	For
1.5	Elect Director Hamish R. McLennan	Mgmt	For	For	For
1.6	Elect Director Stephen Morro	Mgmt	For	For	For
1.7	Elect Director Virginia E. Shanks	Mgmt	For	For	For
1.8	Elect Director Timothy Throsby	Mgmt	For	For	For
1.9	Elect Director Kneeland C. Youngblood	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Light & Wonder, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

The TJX Companies, Inc.

Meeting Date: 06/10/2025	Country: USA	Ticker: TJX
Record Date: 04/15/2025	Meeting Type: Annual	
Primary Security ID: 872540109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose B. Alvarez	Mgmt	For	Refer	For
1b	Elect Director Alan M. Bennett	Mgmt	For	Refer	For
1c	Elect Director Rosemary T. Berkery	Mgmt	For	Refer	For
1d	Elect Director David T. Ching	Mgmt	For	Refer	For
1e	Elect Director C. Kim Goodwin	Mgmt	For	Refer	For
1f	Elect Director Ernie Herrman	Mgmt	For	Refer	For
1g	Elect Director Amy B. Lane	Mgmt	For	Refer	For
1h	Elect Director Carol Meyrowitz	Mgmt	For	Refer	For
1i	Elect Director Jackwyn L. Nemerov	Mgmt	For	Refer	For
1j	Elect Director Charles F. Wagner, Jr.	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Twilio Inc.

Meeting Date: 06/10/2025	Country: USA	Ticker: TWLO
Record Date: 04/15/2025	Meeting Type: Annual	
Primary Security ID: 90138F102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Donna Dubinsky	Mgmt	For	Refer	For

Twilio Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Deval Patrick	Mgmt	For	Refer	For
1.3	Elect Director Miyuki Suzuki	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Declassify the Board of Directors	Mgmt	For	Refer	For
5	Eliminate Supermajority Vote Requirements	Mgmt	For	Refer	For
6	Amend Certificate of Incorporation to Remove Inoperative Provisions, and Update Certain Other Miscellaneous Provisions	Mgmt	For	Refer	For

American Airlines Group Inc.

Meeting Date: 06/11/2025

Record Date: 04/14/2025

Primary Security ID: 02376R102

Country: USA

Meeting Type: Annual

Ticker: AAL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Adriane M. Brown	Mgmt	For	For	For
1.2	Elect Director John T. Cahill	Mgmt	For	For	For
1.3	Elect Director Kathryn (Katie) Farmer	Mgmt	For	For	For
1.4	Elect Director Matthew J. Hart	Mgmt	For	For	For
1.5	Elect Director Robert D. Isom	Mgmt	For	For	For
1.6	Elect Director Susan D. Kronick	Mgmt	For	For	For
1.7	Elect Director Martin H. Nesbitt	Mgmt	For	For	For
1.8	Elect Director Denise M. O'Leary	Mgmt	For	For	For
1.9	Elect Director Vicente Reynal	Mgmt	For	For	For
1.10	Elect Director Gregory D. Smith	Mgmt	For	For	For
1.11	Elect Director Douglas M. Steenland	Mgmt	For	For	For
1.12	Elect Director Howard Ungerleider	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

American Airlines Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Tax Benefit Preservation Plan	Mgmt	For	Refer	For
5	Consider Ending Participation in Human Rights Campaign's Corporate Equality Index	SH	Against	Against	Against

Caterpillar, Inc.

Meeting Date: 06/11/2025	Country: USA	Ticker: CAT
Record Date: 04/14/2025	Meeting Type: Annual	
Primary Security ID: 149123101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph E. Creed	Mgmt	For	Refer	For
1.2	Elect Director James C. Fish, Jr.	Mgmt	For	Refer	For
1.3	Elect Director Gerald Johnson	Mgmt	For	Refer	For
1.4	Elect Director Nazzic S. Keene	Mgmt	For	Refer	For
1.5	Elect Director David W. MacLennan	Mgmt	For	Refer	For
1.6	Elect Director Judith F. Marks	Mgmt	For	Refer	For
1.7	Elect Director Debra L. Reed-Klages	Mgmt	For	Refer	For
1.8	Elect Director Susan C. Schwab	Mgmt	For	Refer	For
1.9	Elect Director D. James Umpleby, III	Mgmt	For	Refer	For
1.10	Elect Director Rayford Wilkins, Jr.	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Report on a Civil Rights Audit	SH	Against	Refer	Against
5	Report on Religious Discrimination in Charitable Contributions	SH	Against	Refer	Against
6	Consider Abolishing DEI Policies, Departments, and Goals	SH	Against	Refer	Against

Chipotle Mexican Grill, Inc.

Meeting Date: 06/11/2025

Record Date: 04/15/2025

Primary Security ID: 169656105

Country: USA

Meeting Type: Annual

Ticker: CMG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Albert Baldocchi	Mgmt	For	Refer	For
1b	Elect Director Scott Boatwright	Mgmt	For	Refer	For
1c	Elect Director Matthew Carey	Mgmt	For	Refer	For
1d	Elect Director Patricia Fili-Krushel	Mgmt	For	Refer	For
1e	Elect Director Laura Fuentes	Mgmt	For	Refer	For
1f	Elect Director Mauricio Gutierrez	Mgmt	For	Refer	For
1g	Elect Director Robin Hickenlooper	Mgmt	For	Refer	For
1h	Elect Director Scott Maw	Mgmt	For	Refer	For
1i	Elect Director Mary Winston	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Require Independent Board Chair	SH	Against	Refer	Against

Confluent, Inc.

Meeting Date: 06/11/2025

Record Date: 04/14/2025

Primary Security ID: 20717M103

Country: USA

Meeting Type: Annual

Ticker: CFLT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jay Kreps	Mgmt	For	For	For
1b	Elect Director Alyssa Henry	Mgmt	For	For	For
1c	Elect Director Greg Schott	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Corpay, Inc.

Meeting Date: 06/11/2025

Record Date: 04/16/2025

Primary Security ID: 219948106

Country: USA

Meeting Type: Annual

Ticker: CPAY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Annabelle Bexiga	Mgmt	For	Refer	Against
1b	Elect Director Ronald F. Clarke	Mgmt	For	Refer	For
1c	Elect Director Joseph W. Farrelly	Mgmt	For	Refer	Against
1d	Elect Director Rahul Gupta	Mgmt	For	Refer	For
1e	Elect Director Thomas M. Hagerty	Mgmt	For	Refer	Against
1f	Elect Director Archie L. Jones, Jr.	Mgmt	For	Refer	For
1g	Elect Director Richard Macchia	Mgmt	For	Refer	For
1h	Elect Director Hala G. Modelmog	Mgmt	For	Refer	Against
1i	Elect Director Jeffrey S. Sloan	Mgmt	For	Refer	For
1j	Elect Director Steven T. Stull	Mgmt	For	Refer	Against
1k	Elect Director Gerald C. Throop	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Require Independent Board Chair	SH	Against	Refer	For

Duolingo, Inc.

Meeting Date: 06/11/2025

Record Date: 04/15/2025

Primary Security ID: 26603R106

Country: USA

Meeting Type: Annual

Ticker: DUOL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bing Gordon	Mgmt	For	Refer	Withhold
1.2	Elect Director John Lilly	Mgmt	For	Refer	For
1.3	Elect Director Mario Schlosser	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Duolingo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

lululemon athletica inc.

Meeting Date: 06/11/2025	Country: USA	Ticker: LULU
Record Date: 04/14/2025	Meeting Type: Annual	
Primary Security ID: 550021109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathryn Henry	Mgmt	For	Refer	For
1b	Elect Director Alison Loehnis	Mgmt	For	Refer	For
1c	Elect Director Jon McNeill	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Report on Discrimination in Charitable Contributions	SH	Against	Refer	Against

Pure Storage, Inc.

Meeting Date: 06/11/2025	Country: USA	Ticker: PSTG
Record Date: 04/17/2025	Meeting Type: Annual	
Primary Security ID: 74624M102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott Dietzen	Mgmt	For	Refer	Withhold
1.2	Elect Director Charles Giancarlo	Mgmt	For	Refer	For
1.3	Elect Director John Murphy	Mgmt	For	Refer	For
1.4	Elect Director Greg Tomb	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Roku, Inc.

Meeting Date: 06/11/2025

Record Date: 04/14/2025

Primary Security ID: 77543R102

Country: USA

Meeting Type: Annual

Ticker: ROKU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey Blackburn	Mgmt	For	Refer	Withhold
1b	Elect Director Gina Luna	Mgmt	For	For	For
1c	Elect Director Ray Rothrock	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Ulta Beauty, Inc.

Meeting Date: 06/11/2025

Record Date: 04/14/2025

Primary Security ID: 90384S303

Country: USA

Meeting Type: Annual

Ticker: ULTA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michelle L. Collins	Mgmt	For	Refer	For
1b	Elect Director Kelly E. Garcia	Mgmt	For	Refer	For
1c	Elect Director Catherine A. Halligan	Mgmt	For	Refer	For
1d	Elect Director Patricia A. Little	Mgmt	For	Refer	For
1e	Elect Director George R. Mrkonic	Mgmt	For	Refer	For
1f	Elect Director Lorna E. Nagler	Mgmt	For	Refer	For
1g	Elect Director Heidi G. Petz	Mgmt	For	Refer	For
1h	Elect Director Gisel Ruiz	Mgmt	For	Refer	For
1i	Elect Director Michael C. Smith	Mgmt	For	Refer	For
1j	Elect Director Kecia L. Steelman	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Ulta Beauty, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Unity Software Inc.

Meeting Date: 06/11/2025	Country: USA	Ticker: U
Record Date: 04/15/2025	Meeting Type: Annual	
Primary Security ID: 91332U101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robynne Daly	Mgmt	For	Withhold	Withhold
1.2	Elect Director Shlomo Dovrat	Mgmt	For	Withhold	Withhold
1.3	Elect Director Egon Durban	Mgmt	For	Withhold	Withhold
1.4	Elect Director Barry Schuler	Mgmt	For	Withhold	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Western Alliance Bancorporation

Meeting Date: 06/11/2025	Country: USA	Ticker: WAL
Record Date: 04/14/2025	Meeting Type: Annual	
Primary Security ID: 957638109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce D. Beach	Mgmt	For	For	For
1.2	Elect Director Juan R. Figuereo	Mgmt	For	For	For
1.3	Elect Director Howard N. Gould	Mgmt	For	For	For
1.4	Elect Director Greta Guggenheim	Mgmt	For	For	For
1.5	Elect Director Christopher A. Halmy	Mgmt	For	For	For
1.6	Elect Director Mary Chris Jammet	Mgmt	For	For	For
1.7	Elect Director Marianne Boyd Johnson	Mgmt	For	For	For

Western Alliance Bancorporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Mary Tuuk Kuras	Mgmt	For	For	For
1.9	Elect Director Robert P. Latta	Mgmt	For	For	For
1.10	Elect Director Anthony T. Meola	Mgmt	For	For	For
1.11	Elect Director Bryan K. Segedi	Mgmt	For	For	For
1.12	Elect Director Donald D. Snyder	Mgmt	For	For	For
1.13	Elect Director Kenneth A. Vecchione	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify RSM US LLP as Auditors	Mgmt	For	For	For

Williams-Sonoma, Inc.

Meeting Date: 06/11/2025	Country: USA	Ticker: WSM
Record Date: 04/14/2025	Meeting Type: Annual	
Primary Security ID: 969904101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Laura Alber	Mgmt	For	Refer	For
1.2	Elect Director Esi Eggleston Bracey	Mgmt	For	Refer	For
1.3	Elect Director Andrew Campion	Mgmt	For	Refer	For
1.4	Elect Director Scott Dahnke	Mgmt	For	Refer	For
1.5	Elect Director Anne Finucane	Mgmt	For	Refer	For
1.6	Elect Director Arianna Huffington	Mgmt	For	Refer	For
1.7	Elect Director William Ready	Mgmt	For	Refer	For
1.8	Elect Director Frits van Paasschen	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Armstrong World Industries, Inc.

Meeting Date: 06/12/2025

Record Date: 04/17/2025

Primary Security ID: 04247X102

Country: USA

Meeting Type: Annual

Ticker: AWI

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

Coupang, Inc.

Meeting Date: 06/12/2025

Record Date: 04/14/2025

Primary Security ID: 22266T109

Country: USA

Meeting Type: Annual

Ticker: CPNG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bom Kim	Mgmt	For	Refer	Against
1b	Elect Director Neil Mehta	Mgmt	For	Refer	Against
1c	Elect Director Jason Child	Mgmt	For	Refer	For
1d	Elect Director Pedro Franceschi	Mgmt	For	Refer	For
1e	Elect Director Asha Sharma	Mgmt	For	Refer	For
1f	Elect Director Benjamin Sun	Mgmt	For	Refer	Against
1g	Elect Director Ambereen Toubassy	Mgmt	For	Refer	For
1h	Elect Director Kevin Warsh	Mgmt	For	Refer	Against
2	Ratify Samil PricewaterhouseCoopers as Auditors	Mgmt	For	Refer	For

Coupang, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Exact Sciences Corporation

Meeting Date: 06/12/2025

Country: USA

Ticker: EXAS

Record Date: 04/15/2025

Meeting Type: Annual

Primary Security ID: 30063P105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael Barber	Mgmt	For	For	For
1b	Elect Director Paul Clancy	Mgmt	For	For	For
1c	Elect Director Daniel J. Levangie	Mgmt	For	For	For
1d	Elect Director Kevin Conroy	Mgmt	For	For	For
1e	Elect Director Shacey Petrovic	Mgmt	For	For	For
1f	Elect Director Kimberly Popovits	Mgmt	For	For	For
1g	Elect Director Katherine S. Zanotti	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Refer	Against

Live Nation Entertainment, Inc.

Meeting Date: 06/12/2025

Country: USA

Ticker: LYV

Record Date: 04/16/2025

Meeting Type: Annual

Primary Security ID: 538034109

Live Nation Entertainment, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maverick Carter	Mgmt	For	Refer	For
1.2	Elect Director Ping Fu	Mgmt	For	Refer	For
1.3	Elect Director Jeffrey T. Hinson	Mgmt	For	Refer	For
1.4	Elect Director Chad Hollingsworth	Mgmt	For	Refer	For
1.5	Elect Director James Iovine	Mgmt	For	Refer	For
1.6	Elect Director James S. Kahan	Mgmt	For	Refer	For
1.7	Elect Director Randall T. Mays	Mgmt	For	Refer	For
1.8	Elect Director Richard A. Paul	Mgmt	For	Refer	For
1.9	Elect Director Michael Rapino	Mgmt	For	Refer	For
1.10	Elect Director Carl E. Vogel	Mgmt	For	Refer	For
1.11	Elect Director Latriece Watkins	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

MicroStrategy Incorporated

Meeting Date: 06/12/2025 **Country:** USA **Ticker:** MSTR
Record Date: 04/22/2025 **Meeting Type:** Annual
Primary Security ID: 594972408

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Saylor	Mgmt	For	Refer	For
1.2	Elect Director Phong Q. Le	Mgmt	For	Refer	Withhold
1.3	Elect Director Brian P. Brooks	Mgmt	For	Refer	For
1.4	Elect Director Jane A. Dietze	Mgmt	For	Refer	For
1.5	Elect Director Stephen X. Graham	Mgmt	For	Refer	Withhold
1.6	Elect Director Jarrod M. Patten	Mgmt	For	Refer	Withhold
1.7	Elect Director Carl J. Rickertsen	Mgmt	For	Refer	Withhold
1.8	Elect Director Gregg J. Winiarski	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Monolithic Power Systems, Inc.

Meeting Date: 06/12/2025

Record Date: 04/16/2025

Primary Security ID: 609839105

Country: USA

Meeting Type: Annual

Ticker: MPWR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herbert Chang	Mgmt	For	Refer	For
1.2	Elect Director Michael Hsing	Mgmt	For	Refer	For
1.3	Elect Director Carintia Martinez	Mgmt	For	Refer	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Declassify the Board of Directors	Mgmt	For	Refer	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Refer	Against

Monster Beverage Corporation

Meeting Date: 06/12/2025

Record Date: 04/21/2025

Primary Security ID: 61174X109

Country: USA

Meeting Type: Annual

Ticker: MNST

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Sacks	Mgmt	For	Refer	For
1b	Elect Director Hilton H. Schlosberg	Mgmt	For	Refer	For
1c	Elect Director Mark J. Hall	Mgmt	For	Refer	For
1d	Elect Director Ana Demel	Mgmt	For	Refer	For
1e	Elect Director James L. Dinkins	Mgmt	For	Refer	For
1f	Elect Director William "Bill" W. Douglas, III	Mgmt	For	Refer	For
1g	Elect Director Tiffany M. Hall	Mgmt	For	Refer	For
1h	Elect Director Jeanne P. Jackson	Mgmt	For	Refer	For
1i	Elect Director Steven G. Pizula	Mgmt	For	Refer	For
1j	Elect Director Mark S. Vidergauz	Mgmt	For	Refer	For

Monster Beverage Corporation

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

Natera, Inc.

Meeting Date: 06/12/2025	Country: USA	Ticker: NTRA
Record Date: 04/15/2025	Meeting Type: Annual	
Primary Security ID: 632307104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roy Baynes	Mgmt	For	Refer	Withhold
1.2	Elect Director Gail Marcus	Mgmt	For	Refer	Withhold
1.3	Elect Director Ruth Williams-Brinkley	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	Against

Norwegian Cruise Line Holdings Ltd.

Meeting Date: 06/12/2025	Country: Bermuda	Ticker: NCLH
Record Date: 04/02/2025	Meeting Type: Annual	
Primary Security ID: G66721104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose E. Cil	Mgmt	For	For	For
1b	Elect Director Harry C. Curtis	Mgmt	For	For	For
1c	Elect Director Harry Sommer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For

Norwegian Cruise Line Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve PricewaterhouseCoopers LLP Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

StandardAero, Inc.

Meeting Date: 06/12/2025	Country: USA	Ticker: SARO
Record Date: 04/17/2025	Meeting Type: Annual	
Primary Security ID: 85423L103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter J. Clare	Mgmt	For	For	For
1.2	Elect Director Russell Ford	Mgmt	For	For	For
1.3	Elect Director Andrea Fischer Newman	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP, United States as Auditors	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Summit Therapeutics Inc.

Meeting Date: 06/12/2025	Country: USA	Ticker: SMMT
Record Date: 04/15/2025	Meeting Type: Annual	
Primary Security ID: 86627T108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert W. Duggan	Mgmt	For	Refer	For
1b	Elect Director Mahkam Zanganeh	Mgmt	For	Refer	For
1c	Elect Director Manmeet S. Soni	Mgmt	For	Refer	Against
1d	Elect Director Kenneth A. Clark	Mgmt	For	Refer	For
1e	Elect Director Robert Booth	Mgmt	For	Refer	For
1f	Elect Director Alessandra Cesano	Mgmt	For	Refer	For

Summit Therapeutics Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Yu (Michelle) Xia	Mgmt	For	Refer	For
1h	Elect Director Mostafa Ronaghi	Mgmt	For	Refer	For
1i	Elect Director Jeffrey Huber	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

TKO Group Holdings, Inc.

Meeting Date: 06/12/2025	Country: USA	Ticker: TKO
Record Date: 04/17/2025	Meeting Type: Annual	
Primary Security ID: 87256C101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ariel Emanuel	Mgmt	For	Refer	For
1.2	Elect Director Mark Shapiro	Mgmt	For	Refer	Withhold
1.3	Elect Director Peter C.B. Bynoe	Mgmt	For	Refer	Withhold
1.4	Elect Director Egon P. Durban	Mgmt	For	Refer	For
1.5	Elect Director Dwayne Johnson	Mgmt	For	Refer	For
1.6	Elect Director Bradley A. Keywell	Mgmt	For	Refer	For
1.7	Elect Director Nick Khan	Mgmt	For	Refer	For
1.8	Elect Director Steven R. Koonin	Mgmt	For	Refer	Withhold
1.9	Elect Director Jonathan A. Kraft	Mgmt	For	Refer	For
1.10	Elect Director Sonya E. Medina	Mgmt	For	Refer	Withhold
1.11	Elect Director Nancy R. Tellem	Mgmt	For	Refer	For
1.12	Elect Director Carrie Wheeler	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

AppFolio, Inc.

Meeting Date: 06/13/2025	Country: USA	Ticker: APPF
Record Date: 04/16/2025	Meeting Type: Annual	
Primary Security ID: 03783C100		

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

Fortinet, Inc.

Meeting Date: 06/13/2025 **Country:** USA **Ticker:** FTNT
Record Date: 04/21/2025 **Meeting Type:** Annual
Primary Security ID: 34959E109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ken Xie	Mgmt	For	Refer	For
1.2	Elect Director Michael Xie	Mgmt	For	Refer	For
1.3	Elect Director Kenneth A. Goldman	Mgmt	For	Refer	For
1.4	Elect Director Ming Hsieh	Mgmt	For	Refer	For
1.5	Elect Director Jean Hu	Mgmt	For	Refer	For
1.6	Elect Director Janet Napolitano	Mgmt	For	Refer	For
1.7	Elect Director William H. Neukom	Mgmt	For	Refer	For
1.8	Elect Director Judith Sim	Mgmt	For	Refer	For
1.9	Elect Director James Stavridis	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Require Independent Board Chair	SH	Against	Refer	For

Marvell Technology, Inc.

Meeting Date: 06/13/2025

Record Date: 04/17/2025

Primary Security ID: 573874104

Country: USA

Meeting Type: Annual

Ticker: MRVL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sara Andrews	Mgmt	For	Refer	For
1b	Elect Director W. Tudor Brown	Mgmt	For	Refer	For
1c	Elect Director Brad W. Buss	Mgmt	For	Refer	For
1d	Elect Director Daniel Durn	Mgmt	For	Refer	For
1e	Elect Director Rebecca W. House	Mgmt	For	Refer	For
1f	Elect Director Marachel L. Knight	Mgmt	For	Refer	For
1g	Elect Director Matthew J. Murphy	Mgmt	For	Refer	For
1h	Elect Director Richard P. Wallace	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Require Independent Board Chair	SH	Against	Refer	For

Shift4 Payments, Inc.

Meeting Date: 06/13/2025

Record Date: 04/22/2025

Primary Security ID: 82452J109

Country: USA

Meeting Type: Annual

Ticker: FOUR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christopher N. Cruz	Mgmt	For	Withhold	Withhold
1.2	Elect Director Seth Dallaire	Mgmt	For	For	For
1.3	Elect Director Sarah Grover	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Toast, Inc.

Meeting Date: 06/13/2025

Record Date: 04/15/2025

Primary Security ID: 888787108

Country: USA

Meeting Type: Annual

Ticker: TOST

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul Bell	Mgmt	For	Refer	Withhold
1b	Elect Director Hilarie Koplow-McAdams	Mgmt	For	Refer	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Block, Inc.

Meeting Date: 06/17/2025

Record Date: 04/21/2025

Primary Security ID: 852234103

Country: USA

Meeting Type: Annual

Ticker: XYZ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jack Dorsey	Mgmt	For	Refer	For
1.2	Elect Director Paul Deighton	Mgmt	For	Refer	For
1.3	Elect Director Neha Narula	Mgmt	For	Refer	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Approve Omnibus Stock Plan	Mgmt	For	Refer	Against
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For

Etsy, Inc.

Meeting Date: 06/17/2025

Record Date: 04/21/2025

Primary Security ID: 29786A106

Country: USA

Meeting Type: Annual

Ticker: ETSY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director C. Andrew Ballard	Mgmt	For	Against	Against
1b	Elect Director Margaret M. Smyth	Mgmt	For	Against	Against
1c	Elect Director Marc Steinberg	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirements	Mgmt	For	For	For

ExlService Holdings, Inc.

Meeting Date: 06/17/2025

Record Date: 04/24/2025

Primary Security ID: 302081104

Country: USA

Meeting Type: Annual

Ticker: EXLS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rohit Kapoor	Mgmt	For	For	For
1b	Elect Director Vikram S. Pandit	Mgmt	For	For	For
1c	Elect Director Thomas Bartlett	Mgmt	For	For	For
1d	Elect Director Andreas Fibig	Mgmt	For	For	For
1e	Elect Director Kristy Pipes	Mgmt	For	For	For
1f	Elect Director Nitin Sahney	Mgmt	For	For	For
1g	Elect Director Sarah K. Williamson	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Nexstar Media Group, Inc.

Meeting Date: 06/17/2025Country: USATicker: NXST

Record Date: 04/21/2025Meeting Type: Annual

Primary Security ID: 65336K103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Perry A. Sook	Mgmt	For	Refer	For
1b	Elect Director Geoff Armstrong	Mgmt	For	Refer	For
1c	Elect Director Bernadette S. Aulestia	Mgmt	For	Refer	For
1d	Elect Director Jay M. Grossman	Mgmt	For	Refer	For
1e	Elect Director Ellen Johnson	Mgmt	For	Refer	For
1f	Elect Director C. Thomas McMillen	Mgmt	For	Refer	For
1g	Elect Director Lisbeth McNabb	Mgmt	For	Refer	For
1h	Elect Director John R. Muse	Mgmt	For	Refer	For
1i	Elect Director Tony Wells	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Pegasystems Inc.

Meeting Date: 06/17/2025Country: USATicker: PEGA

Record Date: 04/17/2025Meeting Type: Annual

Primary Security ID: 705573103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan Trefler	Mgmt	For	For	For
1.2	Elect Director Rohit Ghai	Mgmt	For	For	For
1.3	Elect Director Peter Gyenes	Mgmt	For	Against	Against
1.4	Elect Director Richard Jones	Mgmt	For	For	For
1.5	Elect Director Christopher Lafond	Mgmt	For	Against	Against
1.6	Elect Director Dianne Ledingham	Mgmt	For	For	For
1.7	Elect Director Sharon Rowlands	Mgmt	For	For	For
1.8	Elect Director Larry Weber	Mgmt	For	Against	Against

Pegasystems Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
4	Increase Authorized Common Stock	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Autodesk, Inc.

Meeting Date: 06/18/2025	Country: USA	Ticker: ADSK
Record Date: 04/22/2025	Meeting Type: Annual	
Primary Security ID: 052769106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrew Anagnost	Mgmt	For	Refer	For
1b	Elect Director Karen Blasing	Mgmt	For	Refer	For
1c	Elect Director John T. Cahill	Mgmt	For	Refer	For
1d	Elect Director Reid French	Mgmt	For	Refer	For
1e	Elect Director Ayanna Howard	Mgmt	For	Refer	For
1f	Elect Director Blake Irving	Mgmt	For	Refer	For
1g	Elect Director Ram R. Krishnan	Mgmt	For	Refer	For
1h	Elect Director Stephen Milligan	Mgmt	For	Refer	For
1i	Elect Director Rami Rahim	Mgmt	For	Refer	For
1j	Elect Director Stacy J. Smith	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

Coinbase Global, Inc.

Meeting Date: 06/18/2025	Country: USA	Ticker: COIN
Record Date: 04/21/2025	Meeting Type: Annual	
Primary Security ID: 19260Q107		

Coinbase Global, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian Armstrong	Mgmt	For	Refer	Withhold
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Refer	Withhold
1.3	Elect Director Paul Clement	Mgmt	For	Refer	For
1.4	Elect Director Christa Davies	Mgmt	For	Refer	For
1.5	Elect Director Frederick Ernest Ehrsam, III	Mgmt	For	Refer	Withhold
1.6	Elect Director Kelly A. Kramer	Mgmt	For	Refer	For
1.7	Elect Director Chis Lehane	Mgmt	For	Refer	For
1.8	Elect Director Tobias Lütke	Mgmt	For	Refer	For
1.9	Elect Director Gokul Rajaram	Mgmt	For	Refer	Withhold
1.10	Elect Director Fred Wilson	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

CrowdStrike Holdings, Inc.

Meeting Date: 06/18/2025Country: USATicker: CRWD

Record Date: 04/25/2025Meeting Type: Annual

Primary Security ID: 22788C105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cary J. Davis	Mgmt	For	Refer	Withhold
1.2	Elect Director George Kurtz	Mgmt	For	Refer	For
1.3	Elect Director Laura J. Schumacher	Mgmt	For	Refer	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

nCino, Inc.

Meeting Date: 06/18/2025Country: USATicker: NCNO

Record Date: 04/21/2025Meeting Type: Annual

Primary Security ID: 63947X101

nCino, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sean Desmond	Mgmt	For	For	For
1b	Elect Director Justin Nyweide	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Declassify the Board of Directors	SH	None	For	For

Veeva Systems Inc.

Meeting Date: 06/18/2025	Country: USA	Ticker: VEEV
Record Date: 04/21/2025	Meeting Type: Annual	
Primary Security ID: 922475108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tim Cabral	Mgmt	For	Refer	For
1b	Elect Director Mark Carges	Mgmt	For	Refer	Against
1c	Elect Director Peter P. Gassner	Mgmt	For	Refer	For
1d	Elect Director Mary Lynne Hedley	Mgmt	For	Refer	For
1e	Elect Director Priscilla Hung	Mgmt	For	Refer	For
1f	Elect Director Marshall L. Mohr	Mgmt	For	Refer	For
1g	Elect Director Gordon Ritter	Mgmt	For	Refer	Against
1h	Elect Director Paul Sekhri	Mgmt	For	Refer	For
1i	Elect Director Matthew J. Wallach	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Vertiv Holdings Co.

Meeting Date: 06/18/2025	Country: USA	Ticker: VRT
Record Date: 04/21/2025	Meeting Type: Annual	
Primary Security ID: 92537N108		

Vertiv Holdings Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David M. Cote	Mgmt	For	Refer	For
1b	Elect Director Giordano Albertazzi	Mgmt	For	Refer	For
1c	Elect Director Joseph J. DeAngelo	Mgmt	For	Refer	For
1d	Elect Director Joseph van Dokkum	Mgmt	For	Refer	Withhold
1e	Elect Director Roger Fradin	Mgmt	For	Refer	For
1f	Elect Director Jakki L. Haussler	Mgmt	For	Refer	For
1g	Elect Director Jacob Kotzubei	Mgmt	For	Refer	For
1h	Elect Director Matthew Louie	Mgmt	For	Refer	For
1i	Elect Director Edward L. Monser	Mgmt	For	Refer	For
1j	Elect Director Steven S. Reinemund	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

BJ's Wholesale Club Holdings, Inc.

Meeting Date: 06/19/2025 **Country:** USA **Ticker:** BJ
Record Date: 04/28/2025 **Meeting Type:** Annual
Primary Security ID: 05550J101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Darryl Brown	Mgmt	For	Refer	For
1.2	Elect Director Dave Burwick	Mgmt	For	Refer	For
1.3	Elect Director Bob Eddy	Mgmt	For	Refer	For
1.4	Elect Director Michelle Gloeckler	Mgmt	For	Refer	For
1.5	Elect Director Maile Naylor	Mgmt	For	Refer	For
1.6	Elect Director Steve Ortega	Mgmt	For	Refer	For
1.7	Elect Director Ken Parent	Mgmt	For	Refer	For
1.8	Elect Director Chris Peterson	Mgmt	For	Refer	For

BJ's Wholesale Club Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Marie Robinson	Mgmt	For	Refer	For
1.10	Elect Director Rob Steele	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Refer	For
5	Report on Efforts to Reduce GHG Emissions	SH	Against	Refer	Against

Cava Group, Inc.

Meeting Date: 06/20/2025

Record Date: 04/21/2025

Primary Security ID: 148929102

Country: USA

Meeting Type: Annual

Ticker: CAVA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Benjamin Felt	Mgmt	For	For	For
1b	Elect Director Ronald Shaich	Mgmt	For	For	For
1c	Elect Director Theodoros Xenohristos	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

GitLab Inc.

Meeting Date: 06/20/2025

Record Date: 04/25/2025

Primary Security ID: 37637K108

Country: USA

Meeting Type: Annual

Ticker: GTLB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sytse Sijbrandij	Mgmt	For	For	For

GitLab Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Matthew Jacobson	Mgmt	For	Withhold	Withhold
1.3	Elect Director David Henshall	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

SharkNinja, Inc.

Meeting Date: 06/20/2025

Record Date: 04/28/2025

Primary Security ID: G8068L108

Country: Cayman Islands

Meeting Type: Annual

Ticker: SN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark Barrocas	Mgmt	For	For	For
1b	Elect Director Kathryn J. Barton	Mgmt	For	For	For
1c	Elect Director Peter Feld	Mgmt	For	For	For
1d	Elect Director Chi Kin Max Hui	Mgmt	For	For	For
1e	Elect Director Dennis Paul	Mgmt	For	For	For
1f	Elect Director Barney Tianhao Wang	Mgmt	For	For	For
1g	Elect Director Timothy R. Warner	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Core & Main, Inc.

Meeting Date: 06/24/2025

Record Date: 04/28/2025

Primary Security ID: 21874C102

Country: USA

Meeting Type: Annual

Ticker: CNM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dennis G. Gipson	Mgmt	For	Withhold	Withhold
1.2	Elect Director James D. Hope	Mgmt	For	For	For
1.3	Elect Director Mark R. Witkowski	Mgmt	For	For	For

Core & Main, Inc.

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

DoorDash, Inc.

Meeting Date: 06/24/2025

Country: USA

Ticker: DASH

Record Date: 04/25/2025

Meeting Type: Annual

Primary Security ID: 25809K105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey Blackburn	Mgmt	For	Refer	For
1b	Elect Director L. John Doerr	Mgmt	For	Refer	Against
1c	Elect Director Andy Fang	Mgmt	For	Refer	Against
1d	Elect Director Diego Piacentini	Mgmt	For	Refer	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Reflect Certain Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	Refer	Against

Freshpet, Inc.

Meeting Date: 06/24/2025

Country: USA

Ticker: FRPT

Record Date: 04/25/2025

Meeting Type: Annual

Primary Security ID: 358039105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Olu Beck	Mgmt	For	For	For
1b	Elect Director David B. Biegger	Mgmt	For	For	For
1c	Elect Director Daryl G. Brewster	Mgmt	For	For	For
1d	Elect Director William B. Cyr	Mgmt	For	For	For
1e	Elect Director Walter N. George, III	Mgmt	For	For	For

Freshpet, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Jacki S. Kelley	Mgmt	For	For	For
1g	Elect Director Lauri Kien Kotcher	Mgmt	For	For	For
1h	Elect Director Timothy R. McLevish	Mgmt	For	For	For
1i	Elect Director Leta D. Priest	Mgmt	For	For	For
1j	Elect Director Joseph E. Scalzo	Mgmt	For	For	For
1k	Elect Director Craig D. Steeneck	Mgmt	For	For	For
1l	Elect Director David J. West	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Mastercard Incorporated

Meeting Date: 06/24/2025

Country: USA

Ticker: MA

Record Date: 04/25/2025

Meeting Type: Annual

Primary Security ID: 57636Q104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	Refer	For
1b	Elect Director Candido Bracher	Mgmt	For	Refer	For
1c	Elect Director Richard K. Davis	Mgmt	For	Refer	For
1d	Elect Director Julius Genachowski	Mgmt	For	Refer	For
1e	Elect Director Choon Phong Goh	Mgmt	For	Refer	For
1f	Elect Director Oki Matsumoto	Mgmt	For	Refer	For
1g	Elect Director Michael Miebach	Mgmt	For	Refer	For
1h	Elect Director Youngme Moon	Mgmt	For	Refer	For
1i	Elect Director Rima Qureshi	Mgmt	For	Refer	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	Refer	For
1k	Elect Director Harit Talwar	Mgmt	For	Refer	For
1l	Elect Director Lance Uggla	Mgmt	For	Refer	For

Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	Refer	For
5	Amend Articles of Incorporation to Remove Industry Director Concept	Mgmt	For	Refer	For
6	Amend Certificate of Incorporation	Mgmt	For	Refer	For
7	Oversee and Report on a Racial Equity Audit	SH	Against	Refer	Against
8	Report on Discrimination Risks of Affirmative Action Initiatives	SH	Against	Refer	Against

Okta, Inc.

Meeting Date: 06/24/2025	Country: USA	Ticker: OKTA
Record Date: 04/28/2025	Meeting Type: Annual	
Primary Security ID: 679295105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeff Epstein	Mgmt	For	Refer	Withhold
1.2	Elect Director J. Frederic Kerrest	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	One Year

Affirm Holdings, Inc.

Meeting Date: 06/25/2025	Country: USA	Ticker: AFRM
Record Date: 04/28/2025	Meeting Type: Special	
Primary Security ID: 00827B106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change State of Incorporation from Delaware to Nevada	Mgmt	For	Refer	Against
2	Adjourn Meeting	Mgmt	For	Refer	Against

NVIDIA Corporation

Meeting Date: 06/25/2025 **Country:** USA **Ticker:** NVDA
Record Date: 04/28/2025 **Meeting Type:** Annual
Primary Security ID: 67066G104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	Refer	For
1b	Elect Director Tench Cox	Mgmt	For	Refer	For
1c	Elect Director John O. Dabiri	Mgmt	For	Refer	For
1d	Elect Director Persis S. Drell	Mgmt	For	Refer	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	Refer	For
1f	Elect Director Dawn Hudson	Mgmt	For	Refer	For
1g	Elect Director Harvey C. Jones	Mgmt	For	Refer	For
1h	Elect Director Melissa B. Lora	Mgmt	For	Refer	For
1i	Elect Director Stephen C. Neal	Mgmt	For	Refer	Against
1j	Elect Director Ellen Ochoa	Mgmt	For	Refer	For
1k	Elect Director A. Brooke Seawell	Mgmt	For	Refer	For
1l	Elect Director Aarti Shah	Mgmt	For	Refer	For
1m	Elect Director Mark A. Stevens	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirements	Mgmt	For	Refer	For
5	Amend Right to Call Special Meeting	SH	Against	Refer	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Refer	Against

NVIDIA Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Enhance Workforce Data Reporting	SH	Against	Refer	Against

Robinhood Markets, Inc.

Meeting Date: 06/25/2025	Country: USA	Ticker: HOOD
Record Date: 04/28/2025	Meeting Type: Annual	
Primary Security ID: 770700102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Vladimir Tenev	Mgmt	For	Refer	For
1.2	Elect Director Baiju P. Bhatt	Mgmt	For	Refer	For
1.3	Elect Director John Hegeman	Mgmt	For	Refer	For
1.4	Elect Director Paula Loop	Mgmt	For	Refer	For
1.5	Elect Director Meyer Malka	Mgmt	For	Refer	Against
1.6	Elect Director Christopher Payne	Mgmt	For	Refer	For
1.7	Elect Director Jonathan Rubinstein	Mgmt	For	Refer	Against
1.8	Elect Director Susan Segal	Mgmt	For	Refer	Against
1.9	Elect Director Dara Treseder	Mgmt	For	Refer	Against
1.10	Elect Director Robert Zoellick	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Rubrik, Inc.

Meeting Date: 06/25/2025	Country: USA	Ticker: RBRK
Record Date: 04/28/2025	Meeting Type: Annual	
Primary Security ID: 781154109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John W. Thompson	Mgmt	For	Refer	Withhold
1.2	Elect Director Yvonne Wassenaar	Mgmt	For	Refer	Withhold

Rubrik, Inc.

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

SentinelOne, Inc.

Meeting Date: 06/25/2025	Country: USA	Ticker: S
Record Date: 04/30/2025	Meeting Type: Annual	
Primary Security ID: 81730H109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tomer Weingarten	Mgmt	For	For	For
1.2	Elect Director Daniel Scheinman	Mgmt	For	Withhold	Withhold
1.3	Elect Director Teddie Wardi	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

CoStar Group, Inc.

Meeting Date: 06/26/2025	Country: USA	Ticker: CSGP
Record Date: 04/28/2025	Meeting Type: Annual	
Primary Security ID: 22160N109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Louise S. Sams	Mgmt	For	Refer	For
1b	Elect Director Andrew C. Florance	Mgmt	For	Refer	For
1c	Elect Director John L. Berisford	Mgmt	For	Refer	For
1d	Elect Director Angelique G. Brunner	Mgmt	For	Refer	For
1e	Elect Director Rachel C. Glaser	Mgmt	For	Refer	For
1f	Elect Director John W. Hill	Mgmt	For	Refer	For
1g	Elect Director Christine M. McCarthy	Mgmt	For	Refer	For
1h	Elect Director Robert W. Musslewhite	Mgmt	For	Refer	For

CoStar Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
5	Report on Political Contributions	SH	Against	Refer	Against

Dell Technologies Inc.

Meeting Date: 06/26/2025	Country: USA	Ticker: DELL
Record Date: 04/30/2025	Meeting Type: Annual	
Primary Security ID: 24703L202		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael S. Dell	Mgmt	For	Refer	Withhold
1.2	Elect Director David W. Dorman	Mgmt	For	Refer	Withhold
1.3	Elect Director Egon Durban	Mgmt	For	Refer	For
1.4	Elect Director David Grain	Mgmt	For	Refer	For
1.5	Elect Director William D. Green	Mgmt	For	Refer	For
1.6	Elect Director Ellen J. Kullman	Mgmt	For	Refer	Withhold
1.7	Elect Director Steven M. Mollenkopf	Mgmt	For	Refer	For
1.8	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

RH

Meeting Date: 06/26/2025	Country: USA	Ticker: RH
Record Date: 05/16/2025	Meeting Type: Annual	
Primary Security ID: 74967X103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eri Chaya	Mgmt	For	Withhold	Withhold
1.2	Elect Director Mark Demilio	Mgmt	For	For	For
1.3	Elect Director Leonard Schlesinger	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Aon Plc

Meeting Date: 06/27/2025

Record Date: 04/11/2025

Primary Security ID: G0403H108

Country: Ireland

Meeting Type: Annual

Ticker: AON

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	Mgmt	For	Refer	For
1.2	Elect Director Gregory C. Case	Mgmt	For	Refer	For
1.3	Elect Director Jose Antonio Alvarez	Mgmt	For	Refer	For
1.4	Elect Director Jin-Yong Cai	Mgmt	For	Refer	For
1.5	Elect Director Jeffrey C. Campbell	Mgmt	For	Refer	For
1.6	Elect Director Cheryl A. Francis	Mgmt	For	Refer	For
1.7	Elect Director Adriana Karaboutis	Mgmt	For	Refer	For
1.8	Elect Director Richard C. Notebaert	Mgmt	For	Refer	For
1.9	Elect Director Gloria Santona	Mgmt	For	Refer	For
1.10	Elect Director Sarah E. Smith	Mgmt	For	Refer	For
1.11	Elect Director Byron O. Spruell	Mgmt	For	Refer	For
1.12	Elect Director James G. Stavridis	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Aon Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	For	Refer	For
5	Authorize the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	Refer	For
6	Authorise Issue of Equity	Mgmt	For	Refer	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
8	Amend Omnibus Stock Plan	Mgmt	For	Refer	For

The AZEK Company Inc.

Meeting Date: 06/27/2025

Country: USA

Ticker: AZEK

Record Date: 05/27/2025

Meeting Type: Special

Primary Security ID: 05478C105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

MongoDB, Inc.

Meeting Date: 06/30/2025

Country: USA

Ticker: MDB

Record Date: 05/01/2025

Meeting Type: Annual

Primary Security ID: 60937P106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Francisco D'Souza	Mgmt	For	Refer	For
1.2	Elect Director Charles M. Hazard, Jr.	Mgmt	For	Refer	Withhold
1.3	Elect Director Tom Killalea	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	One Year

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	Refer	For