

Definition of Significant Votes

Impax views significant votes as those not just purely procedural, but that are material in describing a company's financial position, corporate governance profile or other corporate structures or processes (whether votes are cast FOR or AGAINST management).

This report lists all significant votes cast in 2025 and states the voting rationale for the resolutions where votes were cast against management or against a proposal or where votes were abstained.

The statistics and information relate to proxy votes cast in 2025 for Impax entities subject to the UK Stewardship Code and the Shareholder Rights Directive II.

Issuer Name	Country of Origin	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Description	Management Recommendation	Vote Decision	Vote Note
A.O. Smith Corp.	United States	Annual	4/8/2025	Management	1.01	Elect Todd W. Fister	For	For	
A.O. Smith Corp.	United States	Annual	4/8/2025	Management	1.02	Elect Michael M. Larsen	For	Withhold	Insufficient rotation of the auditor (auditor tenure exceeds 50 years).
A.O. Smith Corp.	United States	Annual	4/8/2025	Management	1.03	Elect Lois M. Martin	For	For	
A.O. Smith Corp.	United States	Annual	4/8/2025	Management	1.04	Elect Adrian Ian Peace	For	For	
A.O. Smith Corp.	United States	Annual	4/8/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
A.O. Smith Corp.	United States	Annual	4/8/2025	Management	3.	Ratification of Auditor	For	For	
A.O. Smith Corp.	United States	Annual	4/8/2025	ShareHolder	4.	Shareholder Proposal Regarding Report on Hiring Practices for People With Arrest Records	Against	Abstain	Similar proposal supported last year, however company has provided some additional disclosure on its hiring practices this year. Enhanced commitment to diverse and inclusive hiring, for example, no across-the-board exclusions, job application forms do not include questions about criminal convictions and many company locations have established relationships with local felony re-entry programs.
Aalberts NV	Netherlands	Annual	4/10/2025	Management	10.a.	Appointment of Auditor	For	For	

Aalberts NV	Netherlands	Annual	4/10/2025	Management	10.b.	Appointment of Auditor for Sustainability Reporting	For	For	
Aalberts NV	Netherlands	Special	10/13/2025	Management	2.	Elect Stefanie Kahle-Galonske to the Supervisory Board	For	For	
Aalberts NV	Netherlands	Special	10/13/2025	Management	3.	Elect Petra Mayer to the Supervisory Board	For	For	
Aalberts NV	Netherlands	Annual	4/10/2025	Management	3.a.	Remuneration Report	For	For	
Aalberts NV	Netherlands	Annual	4/10/2025	Management	3.b.	Accounts and Reports	For	For	
Aalberts NV	Netherlands	Annual	4/10/2025	Management	4.c.	Authority to Repurchase Shares	For	For	
Aalberts NV	Netherlands	Annual	4/10/2025	Management	4.d.	Cancellation of Shares	For	For	
Aalberts NV	Netherlands	Annual	4/10/2025	Management	5.a.	Ratification of Management Board Acts	For	For	
Aalberts NV	Netherlands	Annual	4/10/2025	Management	5.b.	Ratification of Supervisory Board Acts	For	For	
Aalberts NV	Netherlands	Annual	4/10/2025	Management	6.a.	Elect Frans den Houter to the Management Board	For	For	
Aalberts NV	Netherlands	Annual	4/10/2025	Management	6.b.	Elect Peter van Bommel to the Supervisory Board	For	For	
Aalberts NV	Netherlands	Annual	4/10/2025	Management	6.c.	Elect Lieve Declercq to the Supervisory Board	For	For	
Aalberts NV	Netherlands	Annual	4/10/2025	Management	6.d.	Elect Roel Vestjens to the Supervisory Board	For	For	
Aalberts NV	Netherlands	Annual	4/10/2025	Management	7.a.	Management Board Remuneration Policy	For	For	
Aalberts NV	Netherlands	Annual	4/10/2025	Management	7.b.	Supervisory Board Remuneration Policy	For	For	
Aalberts NV	Netherlands	Annual	4/10/2025	Management	8.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Aalberts NV	Netherlands	Annual	4/10/2025	Management	9.	Authority to Suppress Preemptive Rights	For	For	
AAON Inc.	United States	Annual	5/13/2025	Management	1a.	Elect A. H. McElroy II	For	Against	Average board tenure > 10 years and no new directors in the last 3 years. Vote against nominating/governance committee chair unless more than 33% of the directors are women.
AAON Inc.	United States	Annual	5/13/2025	Management	1b.	Elect Bruce E. Ware	For	For	
AAON Inc.	United States	Annual	5/13/2025	Management	2.	Ratification of Auditor	For	For	
AAON Inc.	United States	Annual	5/13/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Abbott Laboratories	United States	Annual	4/25/2025	Management	1a.	Elect Robert J. Alpern	For	For	

Abbott Laboratories	United States	Annual	4/25/2025	Management	1b.	Elect Claire Babineaux-Fontenot	For	For	
Abbott Laboratories	United States	Annual	4/25/2025	Management	1c.	Elect Sally E. Blount	For	For	
Abbott Laboratories	United States	Annual	4/25/2025	Management	1d.	Elect Robert B. Ford	For	For	
Abbott Laboratories	United States	Annual	4/25/2025	Management	1e.	Elect Paola Gonzalez	For	For	
Abbott Laboratories	United States	Annual	4/25/2025	Management	1f.	Elect Michelle A. Kumbier	For	For	
Abbott Laboratories	United States	Annual	4/25/2025	Management	1g.	Elect Darren W. McDew	For	For	
Abbott Laboratories	United States	Annual	4/25/2025	Management	1h.	Elect Nancy McKinstry	For	For	
Abbott Laboratories	United States	Annual	4/25/2025	Management	1i.	Elect Michael G. O'Grady	For	For	
Abbott Laboratories	United States	Annual	4/25/2025	Management	1j.	Elect Michael F. Roman	For	For	
Abbott Laboratories	United States	Annual	4/25/2025	Management	1k.	Elect Daniel J. Starks	For	For	
Abbott Laboratories	United States	Annual	4/25/2025	Management	1l.	Elect John G. Stratton	For	Against	Director is a public company executive and serves on more than 2 public boards.
Abbott Laboratories	United States	Annual	4/25/2025	Management	2.	Ratification of Auditor	For	For	
Abbott Laboratories	United States	Annual	4/25/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/17/2025	Management	1a.	Elect D. Scott Barbour	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/17/2025	Management	1b.	Elect Anesa T. Chaibi	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/17/2025	Management	1c.	Elect Michael B. Coleman	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/17/2025	Management	1d.	Elect Robert M. Eversole	For	For	

Advanced Drainage Systems Inc	United States	Annual	7/17/2025	Management	1e.	Elect Alexander R. Fischer	For	Against	Vote against Chair of the Nominating & Governance Committee, noting company has omitted disclosure of board composition inclusive of gender, race and ethnicity in its 2025 proxy statement. This information was disclosed last year.
Advanced Drainage Systems Inc	United States	Annual	7/17/2025	Management	1f.	Elect Tanya D. Fratto	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/17/2025	Management	1g.	Elect Kelly S. Gast	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/17/2025	Management	1h.	Elect Mark Haney	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/17/2025	Management	1i.	Elect Luther C. Kissam IV	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/17/2025	Management	1j.	Elect Manuel J. Perez de la Mesa	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/17/2025	Management	1k.	Elect Anil Seetharam	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/17/2025	Management	2.	Ratification of Auditor	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/17/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Advantech	Taiwan	Annual	5/29/2025	Management	1	2024 Business Report and Financial Statements	For	For	
Advantech	Taiwan	Annual	5/29/2025	Management	3	Amendments to Articles	For	For	
Adyen NV	Netherlands	Annual	5/15/2025	Management	2.b.	Remuneration Report	For	For	Non-variable compensation is a Dutch regulatory requirement, as per the Act on Remuneration Policies in Financial Enterprises.
Adyen NV	Netherlands	Annual	5/15/2025	Management	2.c.	Accounts and Reports	For	For	
Adyen NV	Netherlands	Annual	5/15/2025	Management	3.	Ratification of Management Board Acts	For	For	
Adyen NV	Netherlands	Annual	5/15/2025	Management	4.	Ratification of Supervisory Board Acts	For	For	
Adyen NV	Netherlands	Annual	5/15/2025	Management	5.	Elect Steven C. Van Wyk to the Supervisory Board	For	For	

Adyen NV	Netherlands	Annual	5/15/2025	Management	6.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Adyen NV	Netherlands	Annual	5/15/2025	Management	7.	Authority to Suppress Preemptive Rights	For	For	
Adyen NV	Netherlands	Annual	5/15/2025	Management	8.	Authority to Repurchase Shares	For	For	
Adyen NV	Netherlands	Annual	5/15/2025	Management	9.a.	Appointment of Auditor	For	For	
Adyen NV	Netherlands	Annual	5/15/2025	Management	9.b.	Appointment of Auditor for Sustainability Reporting	For	For	
AECOM	United States	Annual	2/28/2025	Management	1.1	Elect Brad W. Buss	For	For	Note board gender diversity has fallen following the recent announcement that Lydia Kennard will not stand for re-election at the 2025 AGM. No ethnic/racial representation on the board. Proxy states that the board is committed to appointing a racially and/or ethnically diverse director within a year of the 2025 Annual Meeting, following Ms. Kennard's departure from the Board. Therefore, vote FOR.
AECOM	United States	Annual	2/28/2025	Management	1.2	Elect Derek J. Kerr	For	For	
AECOM	United States	Annual	2/28/2025	Management	1.3	Elect Kristy M. Pipes	For	For	
AECOM	United States	Annual	2/28/2025	Management	1.4	Elect W. Troy Rudd	For	For	
AECOM	United States	Annual	2/28/2025	Management	1.5	Elect Douglas W. Stotlar	For	For	
AECOM	United States	Annual	2/28/2025	Management	1.6	Elect Daniel R. Tishman	For	Against	Nominee has a business relationship, or has a family member who has a business relationship, with the Company. The compensation committee chair is not independent.
AECOM	United States	Annual	2/28/2025	Management	1.7	Elect Sander van 't Noordende	For	For	
AECOM	United States	Annual	2/28/2025	Management	1.8	Elect Janet C. Wolfenbarger	For	For	
AECOM	United States	Annual	2/28/2025	Management	2.	Ratification of Auditor	For	For	
AECOM	United States	Annual	2/28/2025	Management	3.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	For	Against	Proposed amendment would remove personal liability for an officer's breach of his or her duty of care.
AECOM	United States	Annual	2/28/2025	Management	4.	Advisory Vote on Executive Compensation	For	For	

AECOM	United States	Annual	2/28/2025	ShareHolder	5.	Shareholder Proposal Regarding Severance Approval Policy	Against	Against	The company has recently adopted a policy whereby the company is required to seek shareholder approval for any future arrangement with any executive officer that provides for cash severance benefits exceeding 2.99 times the sum of the base salary plus target bonus.
AGCO Corp.	United States	Annual	4/24/2025	Management	1.1	Elect Michael C. Arnold	For	For	
AGCO Corp.	United States	Annual	4/24/2025	Management	1.2	Elect Sondra L. Barbour	For	For	
AGCO Corp.	United States	Annual	4/24/2025	Management	1.3	Elect Suzanne P. Clark	For	For	
AGCO Corp.	United States	Annual	4/24/2025	Management	1.4	Elect Bob De Lange	For	For	
AGCO Corp.	United States	Annual	4/24/2025	Management	1.5	Elect Zhanna Golodryga	For	For	
AGCO Corp.	United States	Annual	4/24/2025	Management	1.6	Elect Eric P. Hansotia	For	For	
AGCO Corp.	United States	Annual	4/24/2025	Management	1.7	Elect Niels Porksen	For	For	
AGCO Corp.	United States	Annual	4/24/2025	Management	1.8	Elect David M. Sagehorn	For	For	
AGCO Corp.	United States	Annual	4/24/2025	Management	1.9	Elect Matthew Tsien	For	For	
AGCO Corp.	United States	Annual	4/24/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
AGCO Corp.	United States	Annual	4/24/2025	Management	3.	Approval of the Employee Stock Purchase Plan	For	For	
AGCO Corp.	United States	Annual	4/24/2025	Management	4.	Ratification of Auditor	For	For	
Agilent Technologies Inc.	United States	Annual	3/13/2025	Management	1.1	Elect Otis W. Brawley	For	For	
Agilent Technologies Inc.	United States	Annual	3/13/2025	Management	1.2	Elect Mikael Dolsten	For	For	
Agilent Technologies Inc.	United States	Annual	3/13/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Agilent Technologies Inc.	United States	Annual	3/13/2025	Management	3.	Ratification of Auditor	For	For	
Agilent Technologies Inc.	United States	Annual	3/13/2025	Management	4.	Elimination of Supermajority Requirement	For	For	
Agilent Technologies Inc.	United States	Annual	3/13/2025	ShareHolder	5.	Shareholder Proposal Regarding Board Declassification	Undetermined	For	

AIA Group Limited	Hong Kong	Annual	5/23/2025	Management	1	Accounts and Reports	For	For	
AIA Group Limited	Hong Kong	Annual	5/23/2025	Management	3	Elect George YEO Yong-Boon	For	For	Director is independent (although longer tenured), sits on Audit, Remuneration and Nomination committees.
AIA Group Limited	Hong Kong	Annual	5/23/2025	Management	4	Elect Lawrence LAU Juen-Yee	For	For	
AIA Group Limited	Hong Kong	Annual	5/23/2025	Management	5	Elect Narongchai Akrasanee	For	For	
AIA Group Limited	Hong Kong	Annual	5/23/2025	Management	6	Appointment of Auditor and Authority to Set Fees	For	For	
AIA Group Limited	Hong Kong	Annual	5/23/2025	Management	7A	Authority to Issue Shares w/o Preemptive Rights	For	For	
AIA Group Limited	Hong Kong	Annual	5/23/2025	Management	7B	Authority to Repurchase Shares	For	For	
Air Liquide S.A	France	Mix	5/6/2025	Management	1	Accounts and Reports	For	For	
Air Liquide S.A	France	Mix	5/6/2025	Management	10	2024 Remuneration of Benoit Potier, Chair	For	For	
Air Liquide S.A	France	Mix	5/6/2025	Management	11	2024 Remuneration Report	For	For	
Air Liquide S.A	France	Mix	5/6/2025	Management	12	2025 Remuneration Policy (CEO)	For	For	
Air Liquide S.A	France	Mix	5/6/2025	Management	13	2025 Remuneration Policy (Chair)	For	For	
Air Liquide S.A	France	Mix	5/6/2025	Management	14	2025 Remuneration Policy (Board of Directors)	For	For	
Air Liquide S.A	France	Mix	5/6/2025	Management	15	Authority to Cancel Shares and Reduce Capital	For	For	
Air Liquide S.A	France	Mix	5/6/2025	Management	16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	
Air Liquide S.A	France	Mix	5/6/2025	Management	17	Greenshoe	For	For	
Air Liquide S.A	France	Mix	5/6/2025	Management	18	Authority to Grant Stock Options	For	For	
Air Liquide S.A	France	Mix	5/6/2025	Management	19	Authority to Issue Restricted Shares	For	For	
Air Liquide S.A	France	Mix	5/6/2025	Management	2	Consolidated Accounts and Reports	For	For	
Air Liquide S.A	France	Mix	5/6/2025	Management	20	Employee Stock Purchase Plan	For	For	
Air Liquide S.A	France	Mix	5/6/2025	Management	21	Stock Purchase Plan for Overseas Employees	For	For	

Air Liquide S.A	France	Mix	5/6/2025	Management	4	Authority to Repurchase and Reissue Shares	For	For	
Air Liquide S.A	France	Mix	5/6/2025	Management	5	Elect Xavier Huillard	For	For	
Air Liquide S.A	France	Mix	5/6/2025	Management	6	Elect Aiman Ezzat	For	Against	Vote against this nominee who has served on the board for at least one year and has attended less than 75% of the meetings.
Air Liquide S.A	France	Mix	5/6/2025	Management	7	Elect Bertrand Dumazy	For	For	
Air Liquide S.A	France	Mix	5/6/2025	Management	8	Special Auditors Report on Regulated Agreements	For	For	
Air Liquide S.A	France	Mix	5/6/2025	Management	9	2024 Remuneration of François Jackow, CEO	For	Abstain	STI payout for the CEO related to the CSR metric was partially misaligned with the company's workforce safety performance. The CSR metric vested at 86.7% for the CEO in 2024, same as 2023, but the company recorded two additional fatalities in 2024. Also, individual weightings of the two criteria that constitute the CSR performance were not disclosed.
Alcon Inc	Switzerland	Annual	5/6/2025	Management	1	Accounts and Reports	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	2	Ratification of Board and Management Acts	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	4	Report on Non-Financial Matters	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	5.1	Compensation Report	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	5.2	Board Compensation	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	5.3	Executive Compensation (Total)	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	6.1	Elect F. Michael Ball as Board Chair	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	6.10	Elect Dieter Spälti	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	6.11	Elect Deborah Di Sanzo	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	6.2	Elect Lynn Dorsey Bleil	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	6.3	Elect Arthur Cummings	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	6.4	Elect David J. Endicott	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	6.5	Elect Thomas Glanzmann	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	6.6	Elect D. Keith Grossman	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	6.7	Elect Scott H. Maw	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	6.8	Elect Karen J. May	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	6.9	Elect Ines Pöschel	For	For	

Alcon Inc	Switzerland	Annual	5/6/2025	Management	7.1	Elect Thomas Glanzmann as Compensation Committee Member	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	7.2	Elect Scott H. Maw as Compensation Committee Member	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	7.3	Elect Karen J. May as Compensation Committee Member	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	7.4	Elect Ines Pöschel as Compensation Committee Member	For	For	
Alcon Inc	Switzerland	Annual	5/6/2025	Management	9	Appointment of Auditor	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	10	Remuneration Report	For	Against	Poor compensation structure/performance conditions: No equity compensation; No executive share ownership guidelines; Similar performance metrics for both STIP and LTIP and CEO's pay above median of peers for the past 3 years; Pay mix imbalance (heavily skewed towards fixed and short-term elements); STI and LTI targets not disclosed.
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	11.1	Board Size	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	11.2	Number of Auditors	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	12.1	Directors' Fees	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	12.2	Committee Fees	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	12.3	Authority to Set Auditor's Fees	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	13.1	Elect Anna Müller	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	13.10	Elect Annica Bresky	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	13.11	Elect Dennis Jönsson as Chair	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	13.12	Re-election of Andreas Troberg as Auditor	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	13.13	Re-election of Hanna Fehland as Auditor	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	13.14	Re-election of Henrik Jonzén as deputy Auditor	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	13.15	Re-election of Andreas Mast as deputy Auditor	For	For	

Alfa Laval AB	Sweden	Annual	4/29/2025	Management	13.2	Elect Dennis Jönsson	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	13.3	Elect Finn Rausing	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	13.4	Elect Henrik Lange	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	13.5	Elect Jörn Rausing	For	For	Rem Com is 67% independent, aligned with policy.
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	13.6	Elect Lilian Fossum Biner	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	13.7	Elect Nadine Crauwels	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	13.8	Elect Ray Mauritsson	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	13.9	Elect Ulf Wiinberg	For	For	Rem Com is 67% independent, aligned with policy.
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	9a	Accounts and Reports	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	9c1	Ratify Tom Erixon (CEO)	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	9c10	Ratify Ulf Wiinberg	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	9c11	Ratify Bror Garcia Lantz	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	9c12	Ratify Henrik Nielsen	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	9c13	Ratify Johan Ranhög	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	9c14	Ratify Johnny Hulthén	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	9c15	Ratify Stefan Sandell	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	9c16	Ratify Leif Norkvist	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	9c2	Ratify Dennis Jönsson	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	9c3	Ratify Anna Müller	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	9c4	Ratify Finn Rausing	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	9c5	Ratify Henrik Lange	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	9c6	Ratify Jörn Rausing	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	9c7	Ratify Lilian Fossum Biner	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	9c8	Ratify Nadine Crauwels	For	For	
Alfa Laval AB	Sweden	Annual	4/29/2025	Management	9c9	Ratify Ray Mauritsson	For	For	
Alibaba Group Holding Ltd	Cayman Islands	Annual	9/25/2025	Management	1	Authority to Issue Shares w/o Preemptive Rights	For	For	
Alibaba Group Holding Ltd	Cayman Islands	Annual	9/25/2025	Management	2	Authority to Repurchase Shares	For	For	
Alibaba Group Holding Ltd	Cayman Islands	Annual	9/25/2025	Management	3.1	Elect Eddie Yongming WU	For	For	
Alibaba Group Holding Ltd	Cayman Islands	Annual	9/25/2025	Management	3.2	Elect Jerry YANG Chih-Yuan	For	For	
Alibaba Group Holding Ltd	Cayman Islands	Annual	9/25/2025	Management	3.3	Elect Wan Ling Martello	For	For	
Alibaba Group Holding Ltd	Cayman Islands	Annual	9/25/2025	Management	3.4	Elect Albert NG Kong Ping	For	For	

Alibaba Group Holding Ltd	Cayman Islands	Annual	9/25/2025	Management	4	Appointment of Auditor and Authority to Set Fees	For	For	
ALS Limited	Australia	Annual	7/30/2025	Management	1	REMUNERATION REPORT	For	For	
ALS Limited	Australia	Annual	7/30/2025	Management	2	Elect Catharine Farrow	For	For	
ALS Limited	Australia	Annual	7/30/2025	Management	3	Re-elect Siddhartha Kadia	For	For	
ALS Limited	Australia	Annual	7/30/2025	Management	4	Equity Grant (MD/CEO Malcolm Deane)	For	For	
ALS Limited	Australia	Annual	7/30/2025	Management	5	Renew Proportional Takeover Provisions	For	For	
Altair Engineering Inc	United States	Special	1/22/2025	Management	1.	Merger/Acquisition	For	For	
Altair Engineering Inc	United States	Special	1/22/2025	Management	2.	Advisory Vote on Golden Parachutes	For	For	
American Tower Corp.	United States	Annual	5/14/2025	Management	1a.	Elect Steven O. Vondran	For	For	
American Tower Corp.	United States	Annual	5/14/2025	Management	1b.	Elect Kelly C. Chambliss	For	For	
American Tower Corp.	United States	Annual	5/14/2025	Management	1c.	Elect Teresa H. Clarke	For	For	
American Tower Corp.	United States	Annual	5/14/2025	Management	1d.	Elect Kenneth R. Frank	For	For	
American Tower Corp.	United States	Annual	5/14/2025	Management	1e.	Elect Robert D. Hormats	For	For	
American Tower Corp.	United States	Annual	5/14/2025	Management	1f.	Elect Rajesh Kalathur	For	For	
American Tower Corp.	United States	Annual	5/14/2025	Management	1g.	Elect Grace D. Lieblein	For	For	
American Tower Corp.	United States	Annual	5/14/2025	Management	1h.	Elect Craig Macnab	For	For	
American Tower Corp.	United States	Annual	5/14/2025	Management	1i.	Elect Neville R. Ray	For	Against	Nominee has served on the board for at least one year and has attended less than 75% of the meetings.
American Tower Corp.	United States	Annual	5/14/2025	Management	1j.	Elect Pamela D.A. Reeve	For	For	
American Tower Corp.	United States	Annual	5/14/2025	Management	1k.	Elect Bruce L. Tanner	For	For	
American Tower Corp.	United States	Annual	5/14/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
American Tower Corp.	United States	Annual	5/14/2025	Management	3.	Ratification of Auditor	For	For	

American Water Works Co. Inc.	United States	Annual	5/14/2025	Management	1a.	Elect Jeffrey N. Edwards	For	Against	Vote against Chair of Audit Committee for insufficient rotation of the auditor (auditor tenure 77 years).
American Water Works Co. Inc.	United States	Annual	5/14/2025	Management	1b.	Elect John C. Griffith	For	For	
American Water Works Co. Inc.	United States	Annual	5/14/2025	Management	1c.	Elect Laurie P. Havanec	For	For	
American Water Works Co. Inc.	United States	Annual	5/14/2025	Management	1d.	Elect Julia L. Johnson	For	For	
American Water Works Co. Inc.	United States	Annual	5/14/2025	Management	1e.	Elect Patricia L. Kampling	For	For	
American Water Works Co. Inc.	United States	Annual	5/14/2025	Management	1f.	Elect Karl F. Kurz	For	For	
American Water Works Co. Inc.	United States	Annual	5/14/2025	Management	1g.	Elect Michael L. Marberry	For	For	
American Water Works Co. Inc.	United States	Annual	5/14/2025	Management	1h.	Elect Stuart M. McGuigan	For	For	
American Water Works Co. Inc.	United States	Annual	5/14/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
American Water Works Co. Inc.	United States	Annual	5/14/2025	Management	3.	Ratification of Auditor	For	For	
Amiad Water Systems Limited	Israel	Annual	6/22/2025	Management	2	Appointment of Auditor and Authority to Set Fees	For	For	
Amiad Water Systems Limited	Israel	Annual	6/22/2025	Management	3.1	Elect Yariv Avisar	For	For	
Amiad Water Systems Limited	Israel	Annual	6/22/2025	Management	3.2	Elect Ishay Davidi	For	For	
Amiad Water Systems Limited	Israel	Annual	6/22/2025	Management	3.3	Elect Lilach Asher Topilsky	For	For	
Amiad Water Systems Limited	Israel	Annual	6/22/2025	Management	3.4	Elect Oded Rosen	For	For	
Amiad Water Systems Limited	Israel	Annual	6/22/2025	Management	3.5	Elect Ran Shahor	For	For	
Analog Devices Inc.	United States	Annual	3/12/2025	Management	1a.	Elect Vincent Roche	For	For	

Analog Devices Inc.	United States	Annual	3/12/2025	Management	1b.	Elect Stephen M. Jennings	For	For	
Analog Devices Inc.	United States	Annual	3/12/2025	Management	1c.	Elect André Andonian	For	For	
Analog Devices Inc.	United States	Annual	3/12/2025	Management	1d.	Elect Edward H. Frank	For	For	
Analog Devices Inc.	United States	Annual	3/12/2025	Management	1e.	Elect Laurie H. Glimcher	For	For	
Analog Devices Inc.	United States	Annual	3/12/2025	Management	1f.	Elect Karen M. Golz	For	Against	Audit committee chair; insufficient rotation of the auditor (auditor tenure exceeds 50 years).
Analog Devices Inc.	United States	Annual	3/12/2025	Management	1g.	Elect Peter B. Henry	For	For	
Analog Devices Inc.	United States	Annual	3/12/2025	Management	1h.	Elect Mercedes Johnson	For	For	
Analog Devices Inc.	United States	Annual	3/12/2025	Management	1i.	Elect Ray Stata	For	For	
Analog Devices Inc.	United States	Annual	3/12/2025	Management	1j.	Elect Andrea F. Wainer	For	For	
Analog Devices Inc.	United States	Annual	3/12/2025	Management	1k.	Elect Susie Wee	For	For	
Analog Devices Inc.	United States	Annual	3/12/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	One-off payment of RSUs represents 143% of Mr Puccio's (CFO) target direct compensation with no performance vesting conditions. However, the company has provided sufficient rationale. STIP payouts have also decreased y-o-y and the CEOs target compensation was held flat for FY2024. Appropriate response to concerns raised by shareholders regarding the prior year's structure.
Analog Devices Inc.	United States	Annual	3/12/2025	Management	3.	Ratification of Auditor	For	For	
Analog Devices Inc.	United States	Annual	3/12/2025	Management	4.	Elimination of Supermajority Requirements	For	For	
Ansys Inc.	United States	Annual	6/27/2025	Management	1A.	Elect Claire Bramley	For	For	
Ansys Inc.	United States	Annual	6/27/2025	Management	1B.	Elect Anil Chakravarthy	For	For	
Ansys Inc.	United States	Annual	6/27/2025	Management	1C.	Elect Jim Frankola	For	For	
Ansys Inc.	United States	Annual	6/27/2025	Management	1D.	Elect Alec D. Gallimore	For	For	
Ansys Inc.	United States	Annual	6/27/2025	Management	1E.	Elect Ronald W. Hovsepian	For	For	

Ansys Inc.	United States	Annual	6/27/2025	Management	1F.	Elect Barbara V. Scherer	For	For	
Ansys Inc.	United States	Annual	6/27/2025	Management	1G.	Elect Ravi K. Vijayaraghavan	For	For	Board gender diversity consistently at 30% over last few years, and 40% racial/ethnic diversity. Room for improvement of disclosure of board diversity policies and considerations.
Ansys Inc.	United States	Annual	6/27/2025	Management	2.	Ratification of Auditor	For	For	
Ansys Inc.	United States	Annual	6/27/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	Per merger agreement, no performance-based LTI awards were granted in 2024. Vote for given the transitory nature of the year in review, terms of the merger agreement and adequate alignment of pay with performance.
Ansys Inc.	United States	Annual	6/27/2025	ShareHolder	4.	Shareholder Proposal Regarding Right to Act by Written Consent	Against	For	Shareholder action by written consent enables shareholders to take action on important issues that arise between annual meetings.
Applied Materials Inc.	United States	Annual	3/6/2025	Management	1a.	Elect Rani Borkar	For	For	
Applied Materials Inc.	United States	Annual	3/6/2025	Management	1b.	Elect Judy Bruner	For	For	There is 30% gender and 20% racial/ethnic diversity on the board. Board diversity policy is in place, board matrix includes individual director self-identification across demographics, and aspirational culture of inclusion goals are included in executives STI.
Applied Materials Inc.	United States	Annual	3/6/2025	Management	1c.	Elect Xun Chen	For	For	
Applied Materials Inc.	United States	Annual	3/6/2025	Management	1d.	Elect Aart J. de Geus	For	For	
Applied Materials Inc.	United States	Annual	3/6/2025	Management	1e.	Elect Gary E. Dickerson	For	For	
Applied Materials Inc.	United States	Annual	3/6/2025	Management	1f.	Elect Thomas J. Iannotti	For	For	
Applied Materials Inc.	United States	Annual	3/6/2025	Management	1g.	Elect Alexander A. Karsner	For	For	
Applied Materials Inc.	United States	Annual	3/6/2025	Management	1h.	Elect Kevin P. March	For	For	
Applied Materials Inc.	United States	Annual	3/6/2025	Management	1i.	Elect Yvonne McGill	For	For	
Applied Materials Inc.	United States	Annual	3/6/2025	Management	1j.	Elect Scott A. McGregor	For	For	

Applied Materials Inc.	United States	Annual	3/6/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Applied Materials Inc.	United States	Annual	3/6/2025	Management	3.	Ratification of Auditor	For	For	
Aptiv PLC.	Jersey	Annual	4/23/2025	Management	1a.	Elect Kevin P. Clark	For	For	
Aptiv PLC.	Jersey	Annual	4/23/2025	Management	1b.	Elect Nancy E. Cooper	For	For	
Aptiv PLC.	Jersey	Annual	4/23/2025	Management	1c.	Elect Joseph L. Hooley	For	For	
Aptiv PLC.	Jersey	Annual	4/23/2025	Management	1d.	Elect Vasumati P. Jakkal	For	For	
Aptiv PLC.	Jersey	Annual	4/23/2025	Management	1e.	Elect Merit E. Janow	For	For	
Aptiv PLC.	Jersey	Annual	4/23/2025	Management	1f.	Elect Sean O. Mahoney	For	For	
Aptiv PLC.	Jersey	Annual	4/23/2025	Management	1g.	Elect Paul M. Meister	For	For	
Aptiv PLC.	Jersey	Annual	4/23/2025	Management	1h.	Elect Robert K. Ortberg	For	For	
Aptiv PLC.	Jersey	Annual	4/23/2025	Management	1i.	Elect Colin J. Parris	For	For	
Aptiv PLC.	Jersey	Annual	4/23/2025	Management	1j.	Elect Ana G. Pinczuk	For	For	
Aptiv PLC.	Jersey	Annual	4/23/2025	Management	2.	Appointment of Auditor and Authority to Set Fees	For	For	
Aptiv PLC.	Jersey	Annual	4/23/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Arcadis NV	Netherlands	Annual	5/16/2025	Management	10.	Authority to Repurchase Shares	For	For	
Arcadis NV	Netherlands	Special	7/10/2025	Management	2.	Elect Robert Swaak to the Supervisory Board	For	For	
Arcadis NV	Netherlands	Special	9/30/2025	Management	2.	Elect Simon Crowe to the Management Board	For	For	
Arcadis NV	Netherlands	Annual	5/16/2025	Management	4.a.	Accounts and Reports	For	For	
Arcadis NV	Netherlands	Annual	5/16/2025	Management	5.a.	Ratification of Management Board Acts	For	For	
Arcadis NV	Netherlands	Annual	5/16/2025	Management	5.b.	Ratification of Supervisory Board Acts	For	For	
Arcadis NV	Netherlands	Annual	5/16/2025	Management	6.a.	Appointment of Auditor (FY2026)	For	For	
Arcadis NV	Netherlands	Annual	5/16/2025	Management	6.b.	Appointment of Auditor for Sustainability Reporting (FY2025)	For	For	
Arcadis NV	Netherlands	Annual	5/16/2025	Management	6.c.	Appointment of Auditor for Sustainability Reporting (FY2026)	For	For	
Arcadis NV	Netherlands	Annual	5/16/2025	Management	7.a.	Remuneration Report	For	For	
Arcadis NV	Netherlands	Annual	5/16/2025	Management	7.b.	Directors' Fees	For	For	
Arcadis NV	Netherlands	Annual	5/16/2025	Management	8.a.	Elect Michiel P. Lap to the Supervisory Board	For	For	
Arcadis NV	Netherlands	Annual	5/16/2025	Management	8.b.	Elect Carla M.C. Mahieu to the Supervisory Board	For	For	

Arcadis NV	Netherlands	Annual	5/16/2025	Management	9.a.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Arcadis NV	Netherlands	Annual	5/16/2025	Management	9.b.	Authority to Suppress Preemptive Rights	For	For	
Ashtead Group plc	United Kingdom	Special	6/10/2025	Management	01	Scheme of Arrangement	For	For	
Ashtead Group plc	United Kingdom	Special	6/10/2025	Management	02	Cancellation of Shares	For	For	
Ashtead Group plc	United Kingdom	Special	6/10/2025	Management	03	Capitalisation of Reserves	For	For	
Ashtead Group plc	United Kingdom	Special	6/10/2025	Management	04	Amendments to Articles	For	For	
Ashtead Group plc	United Kingdom	Special	6/10/2025	Management	05	Delisting	For	For	
Ashtead Group plc	United Kingdom	Special	6/10/2025	Management	06	Re-registration as a Private Limited Company	For	For	
Ashtead Group plc	United Kingdom	Special	6/10/2025	Management	07	Adoption of New Articles (Post-Scheme)	For	For	
Ashtead Group plc	United Kingdom	Annual	9/2/2025	Management	1	Accounts and Reports	For	For	
Ashtead Group plc	United Kingdom	Court	6/10/2025	Management	1	Scheme of Arrangement	For	For	
Ashtead Group plc	United Kingdom	Special	6/10/2025	Management	1	Scheme of Arrangement	For	For	
Ashtead Group plc	United Kingdom	Annual	9/2/2025	Management	10	Elect Nando Cesarone	For	For	
Ashtead Group plc	United Kingdom	Annual	9/2/2025	Management	11	Elect James L. Singleton	For	For	
Ashtead Group plc	United Kingdom	Annual	9/2/2025	Management	12	Appointment of Auditor	For	For	
Ashtead Group plc	United Kingdom	Annual	9/2/2025	Management	13	Authority to Set Auditor's Fees	For	For	
Ashtead Group plc	United Kingdom	Annual	9/2/2025	Management	14	Authority to Issue Shares w/ Preemptive Rights	For	For	
Ashtead Group plc	United Kingdom	Annual	9/2/2025	Management	15	Authority to Issue Shares w/o Preemptive Rights	For	For	
Ashtead Group plc	United Kingdom	Annual	9/2/2025	Management	16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Ashtead Group plc	United Kingdom	Annual	9/2/2025	Management	17	Authority to Repurchase Shares	For	For	

Ashtead Group plc	United Kingdom	Annual	9/2/2025	Management	2	Remuneration Report	For	For	Given adequate company response to shareholder dissent in 2024, satisfied with remuneration report. However, given the significant potential value of the awards - one to monitor
Ashtead Group plc	United Kingdom	Special	6/10/2025	Management	2	Cancellation of Shares	For	For	
Ashtead Group plc	United Kingdom	Special	6/10/2025	Management	3	Capitalisation of Reserves	For	For	
Ashtead Group plc	United Kingdom	Annual	9/2/2025	Management	4	Elect Paul A. Walker	For	Against	Vote against nominating/governance committee chair unless more than 33% of the directors are women. Note - board has consistently been above 40% gender diversity over past couple of years, however, two female directors are retiring at the upcoming AGM. Unclear board succession planning.
Ashtead Group plc	United Kingdom	Special	6/10/2025	Management	4	Amendments to Articles	For	For	
Ashtead Group plc	United Kingdom	Annual	9/2/2025	Management	5	Elect Brendan Horgan	For	For	
Ashtead Group plc	United Kingdom	Special	6/10/2025	Management	5	Delisting	For	For	
Ashtead Group plc	United Kingdom	Annual	9/2/2025	Management	6	Elect Angus Cockburn	For	For	
Ashtead Group plc	United Kingdom	Special	6/10/2025	Management	6	Re-registration as a Private Limited Company	For	For	
Ashtead Group plc	United Kingdom	Annual	9/2/2025	Management	7	Elect Jill Easterbrook	For	For	
Ashtead Group plc	United Kingdom	Special	6/10/2025	Management	7	Adoption of New Articles (Post-Scheme)	For	For	
Ashtead Group plc	United Kingdom	Annual	9/2/2025	Management	8	Elect Renata Ribeiro	For	For	
Ashtead Group plc	United Kingdom	Annual	9/2/2025	Management	9	Elect Roy M. Twite	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	10.a.	Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	For	For	

ASML Holding NV	Netherlands	Annual	4/23/2025	Management	10.b.	Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	10a	Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	10b	Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	11	Authority to Repurchase Shares	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	11.	Authority to Repurchase Shares	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	12	Cancellation of Shares	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	12.	Cancellation of Shares	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	3.a.	Remuneration Report	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	3.b.	Accounts and Reports	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	3a	Remuneration Report	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	3b	Accounts and Reports	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	4.a.	Ratification of Management Board Acts	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	4.b.	Ratification of Supervisory Board Acts	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	4a	Ratification of Management Board Acts	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	4b	Ratification of Supervisory Board Acts	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	5	Long Term Incentive Plan; Authority to Issue Shares	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	5.	Long Term Incentive Plan; Authority to Issue Shares	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	6	Management Board Remuneration Policy	For	For	

ASML Holding NV	Netherlands	Annual	4/23/2025	Management	6.	Management Board Remuneration Policy	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	7	Supervisory Board Remuneration Policy	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	7.	Supervisory Board Remuneration Policy	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	8.a.	Elect Birgit Conix to the Supervisory Board	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	8.b.	Elect Karien van Gennip to the Supervisory Board	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	8a	Elect Birgit Conix to the Supervisory Board	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	8b	Elect Karien van Gennip to the Supervisory Board	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	9.a.	Appointment of Auditor	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	9.b.	Appointment of Auditor for Sustainability Reporting	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	9a	Appointment of Auditor	For	For	
ASML Holding NV	Netherlands	Annual	4/23/2025	Management	9b	Appointment of Auditor for Sustainability Reporting	For	For	
Astral Ltd.	India	Annual	8/25/2025	Management	1	Accounts and Reports	For	For	
Astral Ltd.	India	Annual	8/25/2025	Management	3	Elect Kairav Sandeep Engineer	For	For	
Astral Ltd.	India	Annual	8/25/2025	Management	4	Re-Appointment of Girish Joshi (Whole-time Director); Approval of Remuneration	For	For	
Astral Ltd.	India	Annual	8/25/2025	Management	5	Approve Payment of Fees to Cost Auditors	For	For	
Astral Ltd.	India	Annual	8/25/2025	Management	6	Appointment of Secretarial Auditor	For	For	
Astral Ltd.	India	Annual	8/25/2025	Management	7	Elect Rajendra K. Mariwala	For	For	
Astral Ltd.	India	Annual	8/25/2025	Management	8	Elect Tanvi Rangwala	For	For	
Autodesk Inc.	United States	Annual	6/18/2025	Management	1a.	Elect Andrew Anagnost	for	For	
Autodesk Inc.	United States	Annual	6/18/2025	Management	1b.	Elect Karen Blasing	for	For	
Autodesk Inc.	United States	Annual	6/18/2025	Management	1c.	Elect John T. Cahill	for	For	
Autodesk Inc.	United States	Annual	6/18/2025	Management	1d.	Elect Reid French	for	For	
Autodesk Inc.	United States	Annual	6/18/2025	Management	1e.	Elect Ayanna M. Howard	for	For	

Autodesk Inc.	United States	Annual	6/18/2025	Management	1f.	Elect Blake J. Irving	for	For	Board gender diversity is 25%; however, we note significant board turnover in 2025 on the back of the Starboard agreement and that the company maintained disclosure inclusive of gender, race and ethnicity in the proxy statement.
Autodesk Inc.	United States	Annual	6/18/2025	Management	1g.	Elect Ram R. Krishnan	for	For	
Autodesk Inc.	United States	Annual	6/18/2025	Management	1h.	Elect Stephen D. Milligan	for	For	
Autodesk Inc.	United States	Annual	6/18/2025	Management	1i.	Elect Rami Rahim	for	For	
Autodesk Inc.	United States	Annual	6/18/2025	Management	1j.	Elect Stacy J. Smith	for	For	We note that one of Director Smith's external board roles is that of Executive Chairman; he is not currently an executive of a public company and we do not consider him to be over boarded.
Autodesk Inc.	United States	Annual	6/18/2025	Management	2.	Ratification of Auditor	for	For	
Autodesk Inc.	United States	Annual	6/18/2025	Management	3.	Advisory Vote on Executive Compensation	for	For	
Autodesk Inc.	United States	Annual	6/18/2025	Management	4.	Amendment to the 2022 Equity Incentive Plan	for	For	
Autoliv Inc.	United States	Annual	5/8/2025	Management	1a.	Elect Mikael Bratt	For	For	
Autoliv Inc.	United States	Annual	5/8/2025	Management	1b.	Elect Mary Lauren Brlas	For	For	
Autoliv Inc.	United States	Annual	5/8/2025	Management	1c.	Elect Jan Carlson	For	For	
Autoliv Inc.	United States	Annual	5/8/2025	Management	1d.	Elect Leif Johansson	For	For	We note board gender diversity has improved from 18% in 2024 and 2023, to 27% in 2025. While disclosure of diverse board characteristics could be further improved, we note some racial/ethnic representation on the board, and there is consideration of racial/ethnic diversity in the director nomination process. Company identified for further engagement.
Autoliv Inc.	United States	Annual	5/8/2025	Management	1e.	Elect Adriana Karaboutis	For	For	
Autoliv Inc.	United States	Annual	5/8/2025	Management	1f.	Elect Franz-Josef Kortüm	For	For	
Autoliv Inc.	United States	Annual	5/8/2025	Management	1g.	Elect Frédéric B. Lissalde	For	For	
Autoliv Inc.	United States	Annual	5/8/2025	Management	1h.	Elect Xiaozhi Liu	For	For	
Autoliv Inc.	United States	Annual	5/8/2025	Management	1i.	Elect Gustav Lundgren	For	For	
Autoliv Inc.	United States	Annual	5/8/2025	Management	1j.	Elect Martin Lundstedt	For	For	

Autoliv Inc.	United States	Annual	5/8/2025	Management	1k.	Elect Thaddeus J. Senko	For	For	
Autoliv Inc.	United States	Annual	5/8/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Autoliv Inc.	United States	Annual	5/8/2025	Management	3.	Ratification of Auditor	For	For	
Azbil Corporation	Japan	Annual	6/25/2025	Management	2.1	Elect Kiyohiro Yamamoto	For	Against	An executive sits on the nominating committee.
Azbil Corporation	Japan	Annual	6/25/2025	Management	2.10	Elect Satoko Nakatani	For	For	
Azbil Corporation	Japan	Annual	6/25/2025	Management	2.2	Elect Takayuki Yokota	For	Against	An executive sits on the compensation committee.
Azbil Corporation	Japan	Annual	6/25/2025	Management	2.3	Elect Hisaya Katsuta	For	Against	Executive sitting on the audit committee, does not hit independence standards.
Azbil Corporation	Japan	Annual	6/25/2025	Management	2.4	Elect Mitsuhiro Nagahama	For	For	
Azbil Corporation	Japan	Annual	6/25/2025	Management	2.5	Elect Anne Ka Tse Hung	For	For	
Azbil Corporation	Japan	Annual	6/25/2025	Management	2.6	Elect Shigeaki Yoshikawa	For	For	
Azbil Corporation	Japan	Annual	6/25/2025	Management	2.7	Elect Tomoyasu Miura	For	For	
Azbil Corporation	Japan	Annual	6/25/2025	Management	2.8	Elect Sachiko Ichikawa	For	For	
Azbil Corporation	Japan	Annual	6/25/2025	Management	2.9	Elect Hiroshi Yoshida	For	For	
AZEK Company Inc	United States	Annual	2/28/2025	Management		Elect Gary E. Hendrickson	For	For	Previously 30% gender diversity on the board and a commitment to diverse candidate pools, vote FOR.
AZEK Company Inc	United States	Annual	2/28/2025	Management		Elect Jesse G. Singh	For	For	
AZEK Company Inc	United States	Annual	2/28/2025	Management		Elect Pamela J. Edwards	For	For	
AZEK Company Inc	United States	Annual	2/28/2025	Management		Elect Howard C. Heckes	For	For	
AZEK Company Inc	United States	Annual	2/28/2025	Management		Elect Vernon J. Nagel	For	For	Accounting irregularities, such as a material weakness in internal controls or a restatement, have been identified in the last year. Already addressed with the company, which responded appropriately, so vote FOR.
AZEK Company Inc	United States	Annual	2/28/2025	Management		Elect Harmit J. Singh	For	For	
AZEK Company Inc	United States	Annual	2/28/2025	Management		Elect Brian Spaly	For	For	

AZEK Company Inc	United States	Annual	2/28/2025	Management		Elect Fiona Tan	For	For	
AZEK Company Inc	United States	Annual	2/28/2025	Management	2.	Ratification of Auditor	For	For	
AZEK Company Inc	United States	Annual	2/28/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
AZEK Company Inc	United States	Annual	2/28/2025	Management	4.	Amendment to the Certificate of Incorporation to Remove References to Former Private Equity Sponsors and Make Certain Other Immaterial Changes	For	For	
AZEK Company Inc	United States	Annual	2/28/2025	Management	5.	Amendment to the Certificate of Incorporation to Remove the Sponsor Corporate Opportunity Waiver Provision	For	For	
AZEK Company Inc	United States	Annual	2/28/2025	Management	6.	Amendment to the Certificate of Incorporation to Eliminate Certain Business Combination Restrictions	For	For	Upon further clarification from the company, supportive of amendments to remove preferential rights of AZEK's former PE holders who, under AZEK's certificate of incorporation, are exempt from business combination restrictions.
Ball Corp.	United States	Annual	4/30/2025	Management	1a.	Elect John A. Bryant	For	For	
Ball Corp.	United States	Annual	4/30/2025	Management	1b.	Elect Michael J. Cave	For	For	
Ball Corp.	United States	Annual	4/30/2025	Management	1c.	Elect Aaron Erter	For	For	
Ball Corp.	United States	Annual	4/30/2025	Management	1d.	Elect Daniel W. Fisher	For	For	
Ball Corp.	United States	Annual	4/30/2025	Management	1e.	Elect Dune E. Ives	For	For	
Ball Corp.	United States	Annual	4/30/2025	Management	1f.	Elect Cynthia A. Niekamp	For	For	
Ball Corp.	United States	Annual	4/30/2025	Management	1g.	Elect Todd A. Penegor	For	Against	Vote against this director who is a public company executive and serves on more than 2 public boards.
Ball Corp.	United States	Annual	4/30/2025	Management	1h.	Elect Cathy D. Ross	For	Against	Vote against Chair of Audit Committee for insufficient rotation of the auditor (auditor tenure 63 years).
Ball Corp.	United States	Annual	4/30/2025	Management	1i.	Elect Betty J. Sapp	For	For	
Ball Corp.	United States	Annual	4/30/2025	Management	1j.	Elect Stuart A. Taylor, II	For	For	
Ball Corp.	United States	Annual	4/30/2025	Management	2.	Ratification of Auditor	For	For	

Ball Corp.	United States	Annual	4/30/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Ball Corp.	United States	Annual	4/30/2025	Management	4.	Amendment to Articles Regarding Board Size Provision	For	For	
Banco Bilbao Vizcaya Argentaria S.A.	Spain	Annual	3/20/2025	Management	1.1	Accounts and Reports	For	For	
Banco Bilbao Vizcaya Argentaria S.A.	Spain	Annual	3/20/2025	Management	1.2	Report on Non-Financial Information	For	For	
Banco Bilbao Vizcaya Argentaria S.A.	Spain	Annual	3/20/2025	Management	1.4	Ratification of Board Acts	For	For	
Banco Bilbao Vizcaya Argentaria S.A.	Spain	Annual	3/20/2025	Management	2.1	Elect Carlos Torres Vila	For	For	
Banco Bilbao Vizcaya Argentaria S.A.	Spain	Annual	3/20/2025	Management	2.2	Elect Onur Genç	For	For	
Banco Bilbao Vizcaya Argentaria S.A.	Spain	Annual	3/20/2025	Management	2.3	Elect Connie Hedegaard Koksbang	For	For	
Banco Bilbao Vizcaya Argentaria S.A.	Spain	Annual	3/20/2025	Management	3	Authority to Cancel Treasury Shares and Reduce Capital	For	For	
Banco Bilbao Vizcaya Argentaria S.A.	Spain	Annual	3/20/2025	Management	4	Renew Delegation Resolution Regarding Increase Capital in Consideration for Contributions in Kind	For	For	
Banco Bilbao Vizcaya Argentaria S.A.	Spain	Annual	3/20/2025	Management	5	Maximum Variable Pay Ratio	For	For	
Banco Bilbao Vizcaya Argentaria S.A.	Spain	Annual	3/20/2025	Management	6	Appointment of Auditor	For	For	
Banco Bilbao Vizcaya Argentaria S.A.	Spain	Annual	3/20/2025	Management	8	Remuneration Report	For	For	
Bangkok Dusit Medical Services Public Company Ltd	Thailand	Annual	4/10/2025	Management	1	Results of Operations	For	For	

Bangkok Dusit Medical Services Public Company Ltd	Thailand	Annual	4/10/2025	Management	2	Accounts and Reports	For	For	
Bangkok Dusit Medical Services Public Company Ltd	Thailand	Annual	4/10/2025	Management	4.1	Elect Santasiri Sornmani	For	For	
Bangkok Dusit Medical Services Public Company Ltd	Thailand	Annual	4/10/2025	Management	4.2	Elect Pradit Theekakul	For	Against	Director is a public company executive and serves on more than 2 public boards.
Bangkok Dusit Medical Services Public Company Ltd	Thailand	Annual	4/10/2025	Management	4.3	Elect Sripop Sarasas	For	For	
Bangkok Dusit Medical Services Public Company Ltd	Thailand	Annual	4/10/2025	Management	4.4	Elect Att Thongtang	For	For	
Bangkok Dusit Medical Services Public Company Ltd	Thailand	Annual	4/10/2025	Management	4.5	Elect Chairat Panthuraamphorn	For	For	
Bangkok Dusit Medical Services Public Company Ltd	Thailand	Annual	4/10/2025	Management	5.1	Elect Piyasakol Sakolsatayadorn	For	For	
Bangkok Dusit Medical Services Public Company Ltd	Thailand	Annual	4/10/2025	Management	6	Directors' Fees	For	Against	Concern about compensating non-executive directors with bonuses
Bangkok Dusit Medical Services Public Company Ltd	Thailand	Annual	4/10/2025	Management	7	Appointment of Auditor and Authority to Set Fees	For	For	
Bank Central Asia Tbk PT	Indonesia	Annual	3/12/2025	Management	1	Accounts and Reports	For	For	
Bank Central Asia Tbk PT	Indonesia	Annual	3/12/2025	Management	3	Election of Directors and Commissioners (Slate)	For	Against	Insufficient independence.
Bank Central Asia Tbk PT	Indonesia	Annual	3/12/2025	Management	4	Directors' and Commissioners' Fees	For	Against	Excessive bonus.
Bank Central Asia Tbk PT	Indonesia	Annual	3/12/2025	Management	5	Appointment of Auditor and Authority to Set Fees	For	For	
Bank Central Asia Tbk PT	Indonesia	Annual	3/12/2025	Management	7	Approval of Revised Recovery Plan	For	For	

Bank Rakyat Indonesia (Persero) Tbk PT	Indonesia	Annual	3/24/2025	Management	1	Accounts and Reports; MSE Funding Program Report	For	For	
Bank Rakyat Indonesia (Persero) Tbk PT	Indonesia	Special	12/17/2025	Management	1	Amendments to Articles of Association	For	Against	Insufficient information provided.
Bank Rakyat Indonesia (Persero) Tbk PT	Indonesia	Annual	3/24/2025	Management	10	Election of Directors and/or Commissioners (Slate)	For	Against	Board of Commissioners lacks sufficient independence.
Bank Rakyat Indonesia (Persero) Tbk PT	Indonesia	Special	12/17/2025	Management	2	Approval of the Delegation of Authority for the 2026 Corporate Work Plan and Budget (RKAP)	For	Against	Insufficient information provided.
Bank Rakyat Indonesia (Persero) Tbk PT	Indonesia	Special	12/17/2025	Management	3	Election of Directors and/or Commissioners (Slate)	For	For	
Bank Rakyat Indonesia (Persero) Tbk PT	Indonesia	Annual	3/24/2025	Management	3	Directors' and Commissioners' Fees, Bonuses, and Long-Term Incentives	For	Against	Excessive bonuses; note that bonuses also paid to independent commissioners.
Bank Rakyat Indonesia (Persero) Tbk PT	Indonesia	Annual	3/24/2025	Management	4	Appointment of Auditor and Authority to Set Fees	For	For	
Bank Rakyat Indonesia (Persero) Tbk PT	Indonesia	Annual	3/24/2025	Management	5	Use of Proceeds	For	For	
Bank Rakyat Indonesia (Persero) Tbk PT	Indonesia	Annual	3/24/2025	Management	6	Approval of Updated Recovery Plan	For	For	
Bank Rakyat Indonesia (Persero) Tbk PT	Indonesia	Annual	3/24/2025	Management	7	Determination of Credit Limit (Plafond) for the Cancellation of Bad Loan Receivables which have been Written-off	For	Against	Not enough disclosure on the content to determine if this is in the best interest of shareholders.
Bank Rakyat Indonesia (Persero) Tbk PT	Indonesia	Annual	3/24/2025	Management	8	Authority to Repurchase Shares	For	For	

Bank Rakyat Indonesia (Persero) Tbk PT	Indonesia	Annual	3/24/2025	Management	9	Amendments to Articles	For	Against	Not enough disclosure on the content to determine if this is in the best interest of shareholders.
Befesa S.A.	Luxembourg	Annual	6/19/2025	Management	10	Appointment of Auditor	For	For	
Befesa S.A.	Luxembourg	Annual	6/19/2025	Management	2	Approval of Consolidated Financial Statements	For	For	
Befesa S.A.	Luxembourg	Annual	6/19/2025	Management	3	Approval of Standalone Financial Statements	For	For	
Befesa S.A.	Luxembourg	Annual	6/19/2025	Management	5	Ratification of Board Acts	For	For	
Befesa S.A.	Luxembourg	Annual	6/19/2025	Management	6	Non-Executive Directors' Fees	For	For	
Befesa S.A.	Luxembourg	Annual	6/19/2025	Management	7	Ratification of Co-option of Javier Petit Asumendi to the Board of Directors	For	For	
Befesa S.A.	Luxembourg	Annual	6/19/2025	Management	8	Remuneration Report	For	For	Noting significant base salary increase, however overall pay for performance remains and is aligned with peers.
Befesa S.A.	Luxembourg	Annual	6/19/2025	Management	9	Authority to Repurchase Shares	For	For	
Bentley Systems Inc	United States	Annual	5/22/2025	Management	1.1	Elect Barry J. Bentley	For	For	
Bentley Systems Inc	United States	Annual	5/22/2025	Management	1.2	Elect Gregory S. Bentley	For	Withhold	Vote withhold Chair as best equivalent director for multi-class share structure with no reasonable sunset.
Bentley Systems Inc	United States	Annual	5/22/2025	Management	1.3	Elect Keith A. Bentley	For	For	
Bentley Systems Inc	United States	Annual	5/22/2025	Management	1.4	Elect Raymond B. Bentley	For	For	
Bentley Systems Inc	United States	Annual	5/22/2025	Management	1.5	Elect Nicholas H. Cumins	For	For	

Bentley Systems Inc	United States	Annual	5/22/2025	Management	1.6	Elect Kirk B. Griswold	For	Withhold	Vote withhold Chair of Nominating Committee for insufficient board independence (38%), insufficient board gender diversity (12.5%) and lack of disclosure of board racial/ethnic minority demographic information. This disclosure was provided in 2024 proxy statement, but was omitted this year.
Bentley Systems Inc	United States	Annual	5/22/2025	Management	1.7	Elect Janet B. Haugen	For	For	
Bentley Systems Inc	United States	Annual	5/22/2025	Management	1.8	Elect Brian F. Hughes	For	For	
Bentley Systems Inc	United States	Annual	5/22/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	Given sufficient alignment of pay with performance, will support proposal. However, monitor future improvements in disclosure of STIP/LTIP metrics.
Bentley Systems Inc	United States	Annual	5/22/2025	Management	3.	Ratification of Auditor	For	For	
Bharti Airtel Ltd.	India	Annual	8/8/2025	Management	1	Accounts and Reports	For	For	
Bharti Airtel Ltd.	India	Other	1/26/2025	Management	1	Elect Rajan Bharti Mittal	For	For	The comp committee is sufficiently independent (67%). Not a vote against policy.
Bharti Airtel Ltd.	India	Other	3/16/2025	Management	1	Related Party Transactions (Indus Towers Limited)	For	For	
Bharti Airtel Ltd.	India	Annual	8/8/2025	Management	10	Related Party Transactions with Dixon Electro Appliances Private Limited	For	For	
Bharti Airtel Ltd.	India	Annual	8/8/2025	Management	11	Related Party Transactions between Xtelify Limited and Beetel Teletech Limited	For	For	
Bharti Airtel Ltd.	India	Annual	8/8/2025	Management	3	Elect Chua Sock Koong	For	For	
Bharti Airtel Ltd.	India	Annual	8/8/2025	Management	4	Approve Payment of Fees to Cost Auditors	For	For	
Bharti Airtel Ltd.	India	Annual	8/8/2025	Management	5	Appointment of Secretarial Auditor	For	For	
Bharti Airtel Ltd.	India	Annual	8/8/2025	Management	6	Related Party Transactions with Bharti Hexacom Limited	For	For	
Bharti Airtel Ltd.	India	Annual	8/8/2025	Management	7	Related Party Transactions with Nxtra Data Limited	For	For	

Bharti Airtel Ltd.	India	Annual	8/8/2025	Management	8	Related Party Transactions with Indus Towers Limited	For	For	
Bharti Airtel Ltd.	India	Annual	8/8/2025	Management	9	Related Party Transactions with Beetel Teletech Limited	For	For	
Blackline Safety Corp	Canada	Annual	3/18/2025	Management		Elect Barbara Holzapfel	For	For	Upon engagement with the company, nominee missed one board meeting due to unforeseen circumstances and immediate follow-up with the Chair. Voting for, but will monitor ongoing attendance.
Blackline Safety Corp	Canada	Annual	3/18/2025	Management		Elect Brad Gilewich	For	Withhold	Beneficial owner on the audit committee, does not hit independence standards.
Blackline Safety Corp	Canada	Annual	3/18/2025	Management		Elect Cody Slater	For	For	Given current LID is stepping down at AGM, upon engagement, company has clarified that a current board director will be appointed as a new lead independent director following the AGM. Given this, will not vote against combined Chair/CEO but encouraged company to enhance disclosure on this.
Blackline Safety Corp	Canada	Annual	3/18/2025	Management		Elect Jason Cohenour	For	Withhold	Vote against nominating committee chair given insufficient board succession planning (following retirement of LID). This has resulted in significant reduction in board gender diversity (to 17% from 29% in previous years) and is misaligned with the company's board diversity policy. Board diversity beyond gender not disclosed.
Blackline Safety Corp	Canada	Annual	3/18/2025	Management		Elect Michael Hayduk	For	For	
Blackline Safety Corp	Canada	Annual	3/18/2025	Management		Elect Robert J. Herdman	For	For	
Blackline Safety Corp	Canada	Annual	3/18/2025	Management	1	Board Size	For	For	
Blackline Safety Corp	Canada	Mix	3/18/2025	Management	1	Board Size	For	For	

Blackline Safety Corp	Canada	Mix	3/18/2025	Management	2.a	Elect Cody Slater	For	For	Given current LID is stepping down at AGM, upon engagement, company has clarified that a current board director will be appointed as a new lead independent director following the AGM. Given this, will not vote against combined Chair/CEO but encouraged company to enhance disclosure on this.
Blackline Safety Corp	Canada	Mix	3/18/2025	Management	2.b	Elect Robert J. Herdman	For	For	
Blackline Safety Corp	Canada	Mix	3/18/2025	Management	2.c	Elect Michael Hayduk	For	For	
Blackline Safety Corp	Canada	Mix	3/18/2025	Management	2.d	Elect Brad Gilewich	For	Against	Beneficial owner on the audit committee, does not hit independence standards.
Blackline Safety Corp	Canada	Mix	3/18/2025	Management	2.e	Elect Barbara Holzapfel	For	For	Upon engagement with the company, nominee missed one board meeting due to unforeseen circumstances and immediate follow-up with the Chair. Voting for, but will monitor ongoing attendance.
Blackline Safety Corp	Canada	Mix	3/18/2025	Management	2.f	Elect Jason Cohenour	For	Against	Vote against nominating committee chair given insufficient board succession planning (following retirement of LID). This has resulted in significant reduction in board gender diversity (to 17% from 29% in previous years) and is misaligned with the company's board diversity policy. Board diversity beyond gender not disclosed.
Blackline Safety Corp	Canada	Annual	3/18/2025	Management	3	Appointment of Auditor and Authority to Set Fees	For	Withhold	Non-audit fees were greater than 50% this year or non-audit fees were greater than 30% for 3 consecutive years.
Blackline Safety Corp	Canada	Mix	3/18/2025	Management	3	Appointment of Auditor and Authority to Set Fees	For	Against	Non-audit fees were greater than 50% this year or non-audit fees were greater than 30% for 3 consecutive years.
Blackline Safety Corp	Canada	Annual	3/18/2025	Management	4	Amendment to the Stock Option Plan	For	For	

Blackline Safety Corp	Canada	Mix	3/18/2025	Management	4	Amendment to the Stock Option Plan	For	For	
Blackline Safety Corp	Canada	Annual	3/18/2025	Management	5	Approval of the Directors' Deferred Share Unit Plan	For	For	
Blackline Safety Corp	Canada	Mix	3/18/2025	Management	5	Approval of the Directors' Deferred Share Unit Plan	For	For	
Blackline Safety Corp	Canada	Annual	3/18/2025	Management	6	Approval of the Share Award Incentive Plan	For	For	
Blackline Safety Corp	Canada	Mix	3/18/2025	Management	6	Approval of the Share Award Incentive Plan	For	For	
Blackline Safety Corp	Canada	Annual	3/18/2025	Management	7	Amendment to the Employee Stock Ownership Plan	For	For	Note plan is administered by the CEO, not the remuneration committee. However overall supportive of the plan.
Blackline Safety Corp	Canada	Mix	3/18/2025	Management	7	Amendment to the Employee Stock Ownership Plan	For	For	Note plan is administered by the CEO, not the remuneration committee. However overall supportive of the plan.
Borex, Inc.	Canada	Annual	5/14/2025	Management	1.01	Elect André Courville	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1.02	Elect Lise Croteau	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1.03	Elect Patrick Decostre	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1.04	Elect Marie-Claude Dumas	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1.05	Elect Ricky Fontaine	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1.06	Elect Rémi G. Lalonde	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1.07	Elect Patrick Lemaire	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1.08	Elect Nadia Martel	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1.09	Elect Dominique Minière	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1.10	Elect Alain Rhéaume	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1.11	Elect Zin Smati	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1.12	Elect Dany St-Pierre	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1A	Elect André Courville	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1B	Elect Lise Croteau	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1C	Elect Patrick Decostre	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1D	Elect Marie-Claude Dumas	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1E	Elect Ricky Fontaine	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1F	Elect Rémi G. Lalonde	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1G	Elect Patrick Lemaire	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1H	Elect Nadia Martel	For	For	
Borex, Inc.	Canada	Annual	5/14/2025	Management	1I	Elect Dominique Minière	For	For	

Boralex, Inc.	Canada	Annual	5/14/2025	Management	1J	Elect Alain Rhéaume	For	For	
Boralex, Inc.	Canada	Annual	5/14/2025	Management	1K	Elect Zin Smati	For	For	
Boralex, Inc.	Canada	Annual	5/14/2025	Management	1L	Elect Dany St-Pierre	For	For	
Boralex, Inc.	Canada	Annual	5/14/2025	Management	2	Appointment of Auditor	For	For	
Boralex, Inc.	Canada	Annual	5/14/2025	Management	3	Advisory Vote on Executive Compensation	For	For	
Borregaard ASA	Norway	Annual	4/10/2025	Management	10	Authority to Set Auditor's Fees	For	For	
Borregaard ASA	Norway	Annual	4/10/2025	Management	2	Accounts and Reports; Allocation of Profits and Dividends	For	For	
Borregaard ASA	Norway	Annual	4/10/2025	Management	3	Remuneration Report	For	For	
Borregaard ASA	Norway	Annual	4/10/2025	Management	5.1	Authority to Repurchase Shares Pursuant to Incentive Plans	For	For	
Borregaard ASA	Norway	Annual	4/10/2025	Management	5.2	Authority to Repurchase Shares for Amortisation	For	For	
Borregaard ASA	Norway	Annual	4/10/2025	Management	6.1	Elect Helge Aasen	For	For	
Borregaard ASA	Norway	Annual	4/10/2025	Management	6.2	Elect Terje Andersen	For	For	Not a vote against policy. Director considered independent.
Borregaard ASA	Norway	Annual	4/10/2025	Management	6.3	Elect Tove Andersen	For	For	
Borregaard ASA	Norway	Annual	4/10/2025	Management	6.4	Elect Margrethe Hauge	For	For	
Borregaard ASA	Norway	Annual	4/10/2025	Management	6.5	Elect John Arne Ulvan	For	For	
Borregaard ASA	Norway	Annual	4/10/2025	Management	6b	Elect Helge Aasen as Chair	For	For	
Borregaard ASA	Norway	Annual	4/10/2025	Management	7.1	Elect Mimi K. Berdal	For	For	
Borregaard ASA	Norway	Annual	4/10/2025	Management	7.2	Elect Erik Must	For	For	
Borregaard ASA	Norway	Annual	4/10/2025	Management	7.3	Elect Rune Selmar	For	For	
Borregaard ASA	Norway	Annual	4/10/2025	Management	7.4	Elect Atle Hauge	For	For	
Borregaard ASA	Norway	Annual	4/10/2025	Management	7b	Elect Mimi K. Berdal as Chair	For	For	
Borregaard ASA	Norway	Annual	4/10/2025	Management	8	Directors' Fees	For	For	
Borregaard ASA	Norway	Annual	4/10/2025	Management	9	Nomination Committee Fees	For	For	

Boston Scientific Corp.	United States	Annual	5/1/2025	Management	1a.	Elect Yoshiaki Fujimori	For	For	
Boston Scientific Corp.	United States	Annual	5/1/2025	Management	1b.	Elect David C. Habiger	For	For	
Boston Scientific Corp.	United States	Annual	5/1/2025	Management	1c.	Elect Edward J. Ludwig	For	For	
Boston Scientific Corp.	United States	Annual	5/1/2025	Management	1d.	Elect Michael F. Mahoney	For	For	
Boston Scientific Corp.	United States	Annual	5/1/2025	Management	1e.	Elect Jessica L. Mega	For	For	
Boston Scientific Corp.	United States	Annual	5/1/2025	Management	1f.	Elect Susan E Morano	For	For	
Boston Scientific Corp.	United States	Annual	5/1/2025	Management	1g.	Elect Cheryl Pegus	For	For	
Boston Scientific Corp.	United States	Annual	5/1/2025	Management	1h.	Elect John E. Sununu	For	For	
Boston Scientific Corp.	United States	Annual	5/1/2025	Management	1i.	Elect David S. Wichmann	For	For	
Boston Scientific Corp.	United States	Annual	5/1/2025	Management	1j.	Elect Ellen M. Zane	For	For	
Boston Scientific Corp.	United States	Annual	5/1/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Boston Scientific Corp.	United States	Annual	5/1/2025	Management	3.	Ratification of Auditor	For	For	
Boston Scientific Corp.	United States	Annual	5/1/2025	ShareHolder	4.	Shareholder Proposal Regarding Simple Majority Vote	Undetermined	For	Supportive of eliminating supermajority vote provisions.
Brambles Ltd	Australia	Annual	10/23/2025	Management	10	Equity Grant (CEO Graham Chipchase - MyShare Plan)	For	For	
Brambles Ltd	Australia	Annual	10/23/2025	Management	2	Remuneration Report	For	For	
Brambles Ltd	Australia	Annual	10/23/2025	Management	3	Elect Vikas (Vik) Bansal	For	For	
Brambles Ltd	Australia	Annual	10/23/2025	Management	4	Elect Maxine Nicole Brenner	For	For	
Brambles Ltd	Australia	Annual	10/23/2025	Management	5	Elect Anthony (Tony) John Palmer	For	For	
Brambles Ltd	Australia	Annual	10/23/2025	Management	6	Re-elect Kendra Fowler Banks	For	For	
Brambles Ltd	Australia	Annual	10/23/2025	Management	7	Re-elect James (Jim) Richard Miller	For	For	
Brambles Ltd	Australia	Annual	10/23/2025	Management	8	Approval of the Amended MyShare Plan	For	For	

Brambles Ltd	Australia	Annual	10/23/2025	Management	9	Equity Grant (CEO Graham Chipchase - Performance Share Plan)	For	For	
Bright Horizons Family Solutions, Inc.	United States	Annual	6/3/2025	Management	1a.	Elect Lawrence M. Alleva	For	For	
Bright Horizons Family Solutions, Inc.	United States	Annual	6/3/2025	Management	1b.	Elect Joshua Bekenstein	For	For	
Bright Horizons Family Solutions, Inc.	United States	Annual	6/3/2025	Management	1c.	Elect David H. Lissy	For	For	
Bright Horizons Family Solutions, Inc.	United States	Annual	6/3/2025	Management	2.	Advisory Vote on Executive Compensation	For	Abstain	Noting overall alignment of pay with performance , but we note that less than half of LTI is performance-based and based on single, absolute metric. Single-trigger CIC benefits. Limited disclosure in places - insufficient disclosure of LTIP performance goals, insufficient disclosure of executive ownership requirements.
Bright Horizons Family Solutions, Inc.	United States	Annual	6/3/2025	Management	3.	Ratification of Auditor	For	For	
BYD Co	China	Annual	6/6/2025	Management	1	Directors' Report	For	Against	Company has been identified as NZ non-aligned with insufficient progress on climate risk management.
BYD Co	China	Special	12/5/2025	Management	1	Amendments to Articles	For	For	
BYD Co	China	Special	4/15/2025	Management	1	Approval of the 2025 Employee Share Ownership Plan (Draft)	For	For	
BYD Co	China	Annual	6/6/2025	Management	10	Authority to Issue H Shares w/o Preemptive Rights	For	Against	Issuance authority exceeds 10% of outstanding share capital.
BYD Co	China	Annual	6/6/2025	Management	11	Authority to Issue Shares of BYD Electronic w/o Preemptive Rights	For	Against	Issuance authority exceeds 10% of outstanding share capital.
BYD Co	China	Annual	6/6/2025	Management	13	Authority to Issue Debt Financing Instruments	For	For	
BYD Co	China	Annual	6/6/2025	Management	14	Purchase of Liability Insurance	For	For	
BYD Co	China	Annual	6/6/2025	Management	2	Supervisors' Report	For	For	

BYD Co	China	Annual	6/6/2025	Management	3	Accounts and Reports	For	For	
BYD Co	China	Annual	6/6/2025	Management	4	Annual Report	For	For	
BYD Co	China	Annual	6/6/2025	Management	6	Change in Registered Capital and Amendments to Articles	For	For	
BYD Co	China	Annual	6/6/2025	Management	7	Appointment of Auditor and Authority to Set Fees	For	For	
BYD Co	China	Annual	6/6/2025	Management	8	Authority to Give Guarantees	For	Against	The aggregate amount of guarantees provided by the Company in excess of its net assets may pose a threat to the Company's financial position.
BYD Co	China	Annual	6/6/2025	Management	9	Estimated Cap of Ordinary Connected Transactions for 2025	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/8/2025	Management	1a.	Elect Mark W. Adams	For	Against	Director is a public company executive and serves on more than 2 public boards.
Cadence Design Systems, Inc.	United States	Annual	5/8/2025	Management	1b.	Elect Ita M. Brennan	For	For	Board gender diversity consistently above 30% over last few years, and 40% racial/ethnic diversity. Board diversity policy in place.
Cadence Design Systems, Inc.	United States	Annual	5/8/2025	Management	1c.	Elect Lewis Chew	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/8/2025	Management	1d.	Elect Anirudh Devgan	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/8/2025	Management	1e.	Elect Moshe N. Gavriellov	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/8/2025	Management	1f.	Elect Mary L. Krakauer	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/8/2025	Management	1g.	Elect Julia Liuson	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/8/2025	Management	1h.	Elect James D. Plummer	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/8/2025	Management	1i.	Elect Alberto Sangiovanni Vincentelli	For	For	

Cadence Design Systems, Inc.	United States	Annual	5/8/2025	Management	1j.	Elect Young K. Sohn	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/8/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	Overall pay for performance alignment and sufficient response to shareholder feedback on comp. structure. To date, company has granted LTIP performance-based awards every three years, with the previous grant occurring in FY2022. However, in FY2025, company proposes to shift to annual granting of performance-based LTIP awards (previously performance-based awards only every 3 years) - a positive step based on shareholder feedback.
Cadence Design Systems, Inc.	United States	Annual	5/8/2025	Management	3.	Ratification of Auditor	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/8/2025	ShareHolder	4.	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Against	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's political spending.
Canadian Pacific Kansas City Limited	Canada	Annual	4/30/2025	Management	1	Appointment of Auditor	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/30/2025	Management	2	Advisory Vote on Executive Compensation	For	Against	Significant disconnect between pay and performance; Insufficient disclosure of LTIP performance goals.
Canadian Pacific Kansas City Limited	Canada	Annual	4/30/2025	Management	3	Advisory Vote on Approach to Climate Change	For	Against	Since June 2023, the company has committed to setting a net zero transition target but this is still not yet in place. The company also does not have absolute emissions reduction targets, hence we are not ready to fully support the climate change approach, although it has many good elements, such as SBTi validated targets, TCFD-reporting and scenario analysis.
Canadian Pacific Kansas City Limited	Canada	Annual	4/30/2025	Management	4	Adoption of an Advance Notice Policy	For	For	

Canadian Pacific Kansas City Limited	Canada	Annual	4/30/2025	Management	5A	Elect John R. Baird	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/30/2025	Management	5B	Elect Isabelle Courville	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/30/2025	Management	5C	Elect Keith E. Creel	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/30/2025	Management	5D	Elect Antonio Garza	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/30/2025	Management	5E	Elect Arturo Gutiérrez Hernández	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/30/2025	Management	5F	Elect Edward R. Hamberger	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/30/2025	Management	5G	Elect Janet H. Kennedy	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/30/2025	Management	5H	Elect Henry J. Maier	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/30/2025	Management	5I	Elect Matthew H. Paull	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/30/2025	Management	5J	Elect Jane L. Peverett	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/30/2025	Management	5K	Elect Andrea Robertson	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/30/2025	Management	5L	Elect Gordon T. Trafton	For	For	
Capitec Bank Hldgs	South Africa	Annual	7/18/2025	Management	O.1	Re-elect Stanislaus Alexander du Plessis	For	For	
Capitec Bank Hldgs	South Africa	Annual	7/18/2025	Management	O.10	Appointment of Auditor (Deloitte & Touche)	For	For	
Capitec Bank Hldgs	South Africa	Annual	7/18/2025	Management	O.11	Appointment of Auditor (KPMG)	For	For	

Capitec Bank Hldgs	South Africa	Annual	7/18/2025	Management	O.12	Authority to Issue Shares Pursuant to a Conversion of Loss Absorbent Capital Instruments	For	For	
Capitec Bank Hldgs	South Africa	Annual	7/18/2025	Management	O.13	Authority to Issue Shares for Cash	For	For	
Capitec Bank Hldgs	South Africa	Annual	7/18/2025	Management	O.14	Approve Remuneration Policy	For	For	
Capitec Bank Hldgs	South Africa	Annual	7/18/2025	Management	O.15	Approve Remuneration Implementation Report	For	For	
Capitec Bank Hldgs	South Africa	Annual	7/18/2025	Management	O.2	Re-elect Cora Fernandez	For	For	
Capitec Bank Hldgs	South Africa	Annual	7/18/2025	Management	O.3	Re-elect Petrus (Piet) J. Mouton	For	For	
Capitec Bank Hldgs	South Africa	Annual	7/18/2025	Management	O.4	Ratify Appointment of Raghuvir Rai (Raghu) Malhota	For	For	
Capitec Bank Hldgs	South Africa	Annual	7/18/2025	Management	O.5	Ratify Appointment of Graham Roy Lee	For	For	
Capitec Bank Hldgs	South Africa	Annual	7/18/2025	Management	O.6	Election of Social, Ethics and Sustainability Committee Member (Nadya Fatima Bhattay)	For	For	
Capitec Bank Hldgs	South Africa	Annual	7/18/2025	Management	O.7	Election of Social, Ethics and Sustainability Committee Member (Stanislaus Alexander du Plessis)	For	For	
Capitec Bank Hldgs	South Africa	Annual	7/18/2025	Management	O.8	Election of Social, Ethics and Sustainability Committee Member (Cora Fernandez)	For	For	
Capitec Bank Hldgs	South Africa	Annual	7/18/2025	Management	O.9	Election of Social, Ethics and Sustainability Committee Member (Ismail Moola)	For	For	
Capitec Bank Hldgs	South Africa	Annual	7/18/2025	Management	S.1	Approve NEDs' Fees	For	For	
Capitec Bank Hldgs	South Africa	Annual	7/18/2025	Management	S.2	Authority to Repurchase Shares	For	For	
Capitec Bank Hldgs	South Africa	Annual	7/18/2025	Management	S.3	Approve Financial Assistance (Section 45)	For	For	
Carlisle Companies Inc.	United States	Annual	4/30/2025	Management	1a.	Elect Jonathan R. Collins	For	For	

Carlisle Companies Inc.	United States	Annual	4/30/2025	Management	1b.	Elect D. Christian Koch	For	Against	Vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed.
Carlisle Companies Inc.	United States	Annual	4/30/2025	Management	1c.	Elect C. David Myers	For	For	
Carlisle Companies Inc.	United States	Annual	4/30/2025	Management	2.	Advisory Vote on Executive Compensation	For	Against	Disconnect between pay and performance; Substantial cash bonus (over \$6m) made to NEO John Berlin without sufficient rationale; Less than half of LTI is performance-based.
Carlisle Companies Inc.	United States	Annual	4/30/2025	Management	3.	Ratification of Auditor	For	For	
Carrier Global Corp	United States	Annual	4/9/2025	Management	1a.	Elect Jean-Pierre Garnier	For	For	
Carrier Global Corp	United States	Annual	4/9/2025	Management	1b.	Elect David L. Gitlin	For	For	
Carrier Global Corp	United States	Annual	4/9/2025	Management	1c.	Elect John J. Greisch	For	For	
Carrier Global Corp	United States	Annual	4/9/2025	Management	1d.	Elect Charles M. Holley, Jr.	For	For	
Carrier Global Corp	United States	Annual	4/9/2025	Management	1e.	Elect Michael M. McNamara	For	For	
Carrier Global Corp	United States	Annual	4/9/2025	Management	1f.	Elect Amy E. Miles	For	For	
Carrier Global Corp	United States	Annual	4/9/2025	Management	1g.	Elect Susan N. Story	For	For	
Carrier Global Corp	United States	Annual	4/9/2025	Management	1h.	Elect Michael A. Todman	For	For	
Carrier Global Corp	United States	Annual	4/9/2025	Management	1i.	Elect Maximilian Viessmann	For	Against	Nominee has a business relationship, or has a family member who has a business relationship, with the Company.
Carrier Global Corp	United States	Annual	4/9/2025	Management	1j.	Elect Virginia M. Wilson	For	For	Board gender diversity has consistently been 30% or above over the past few years. Racial/ethnic representation also disclosed. Noting recent board changes, board has demonstrated sufficient board succession planning, in considering and appointing diverse candidates in its succession process.

Carrier Global Corp	United States	Annual	4/9/2025	Management	2.	Advisory Vote on Executive Compensation	For	Abstain	CEO continued to receive half of regular LTIP in time-based equity and internal pay equity (CEO to average NEO pay ratio is more than 4:1). However, regarding supplemental Equity Awards for the CEO and CFO there has been sufficient response to shareholder dissent, and the company s provided rationale and disclosure around supplemental Equity Awards for the CEO and CFO.
Carrier Global Corp	United States	Annual	4/9/2025	Management	3.	Amendment to the 2020 Long-Term Incentive Plan	For	For	
Carrier Global Corp	United States	Annual	4/9/2025	Management	4.	Ratification of Auditor	For	For	
Carrier Global Corp	United States	Annual	4/9/2025	ShareHolder	5.	Shareholder Proposal Regarding Lobbying Report	Against	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's indirect lobbying.
Centre Testing International Group Co Ltd	China	Annual	5/19/2025	Management	1	2024 Annual Report and Summary	For	For	
Centre Testing International Group Co Ltd	China	Special	11/28/2025	Management	1.1.	Elect WAN Feng	For	Against	Audit committee does not meet independence standards; vote against non-independent director. Note also insufficient board gender diversity - no identified Chair of the Nominations Committee, hence voting against Chair of Board.
Centre Testing International Group Co Ltd	China	Special	11/28/2025	Management	1.2.	Elect SHENTU Xianzhong	For	For	
Centre Testing International Group Co Ltd	China	Special	11/28/2025	Management	1.3.	Elect QIAN Feng	For	For	
Centre Testing International Group Co Ltd	China	Special	11/28/2025	Management	1.4.	Elect QI Guancheng	For	For	
Centre Testing International Group Co Ltd	China	Special	11/28/2025	Management	13.	THE 4TH PHASE EMPLOYEE STOCK OWNERSHIP PLAN (DRAFT) AND ITS SUMMARY	For	For	

Centre Testing International Group Co Ltd	China	Annual	5/19/2025	Management	2	2024 Directors' Working Report	For	For	
Centre Testing International Group Co Ltd	China	Special	11/28/2025	Management	2.1.	Elect CHENG Haijin	For	For	
Centre Testing International Group Co Ltd	China	Special	11/28/2025	Management	2.2.	Elect LIU Zhiquan	For	For	
Centre Testing International Group Co Ltd	China	Special	11/28/2025	Management	2.3.	Elect YANG Fang	For	For	
Centre Testing International Group Co Ltd	China	Annual	5/19/2025	Management	3	2024 Supervisors' Working Report	For	For	
Centre Testing International Group Co Ltd	China	Special	11/28/2025	Management	3.	ALLOWANCE STANDARDS FOR DIRECTORS	For	For	
Centre Testing International Group Co Ltd	China	Annual	5/19/2025	Management	4	2024 Accounts and Reports	For	For	
Centre Testing International Group Co Ltd	China	Special	11/28/2025	Management	4.	Adjusting Corporate Governance Structure and Amendments to Articles	For	For	
Centre Testing International Group Co Ltd	China	Annual	5/19/2025	Management	7	Reappointment of the Company's Financial Reporting and Internal Control Audit Firm for 2025.	For	Against	No disclosure of fees paid for non-audit-related services
Chemed Corp.	United States	Annual	5/19/2025	Management	1a.	Elect Kevin J. McNamara	For	For	
Chemed Corp.	United States	Annual	5/19/2025	Management	1b.	Elect Ron DeLyons	For	For	
Chemed Corp.	United States	Annual	5/19/2025	Management	1c.	Elect Patrick Grace	For	Against	This director is the Chair of the Nominating Committee and Chair of the Audit Committee. Vote against for insufficient board gender diversity (22%) and insufficient rotation of the auditor (auditor tenure 54 years).
Chemed Corp.	United States	Annual	5/19/2025	Management	1d.	Elect Christopher J. Heaney	For	For	
Chemed Corp.	United States	Annual	5/19/2025	Management	1e.	Elect Thomas C. Hutton	For	For	
Chemed Corp.	United States	Annual	5/19/2025	Management	1f.	Elect Andrea R. Lindell	For	For	
Chemed Corp.	United States	Annual	5/19/2025	Management	1g.	Elect Eileen P. McCarthy	For	For	
Chemed Corp.	United States	Annual	5/19/2025	Management	1h.	Elect John M. Mount, Jr.	For	For	

Chemed Corp.	United States	Annual	5/19/2025	Management	1i.	Elect George J. Walsh III	For	For	
Chemed Corp.	United States	Annual	5/19/2025	Management	2.	Approval of the 2025 Stock Incentive Plan	For	For	
Chemed Corp.	United States	Annual	5/19/2025	Management	3.	Ratification of Auditor	For	For	
Chemed Corp.	United States	Annual	5/19/2025	Management	4.	Advisory Vote on Executive Compensation	For	Abstain	We note the improvement in alignment of pay with performance. However, less than half of LTI is performance-based, and similar metrics used under STIP and LTIP and insufficient disclosure of executive ownership requirements remain, hence vote abstain.
Chemed Corp.	United States	Annual	5/19/2025	ShareHolder	5.	Shareholder Proposal Regarding Right to Call Special Meetings	Against	For	A 10% threshold for calling a special meeting is appropriate given the company's size and shareholder base.
China Longyuan Power Group Corporation Limited	China	Annual	6/17/2025	Management	1	Annual Report	For	For	
China Longyuan Power Group Corporation Limited	China	Other	6/17/2025	Management	1	Authority to Repurchase H Shares	For	For	
China Longyuan Power Group Corporation Limited	China	Special	10/29/2025	Management	1	Amendments to Articles	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/17/2025	Management	10	Provision of Financial Assistance to Controlled Subsidiaries	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/17/2025	Management	11	General Mandate to Register and Issue Debt Financing Instruments in the PRC	For	Against	Potentially excessive debt.
China Longyuan Power Group Corporation Limited	China	Annual	6/17/2025	Management	12	General Mandate to Register and Issue Debt Financing Instruments Overseas	For	Against	Potential dilution exceeds recommended threshold and issue price discount not disclosed.

China Longyuan Power Group Corporation Limited	China	Annual	6/17/2025	Management	13	Authority to Issue Shares w/o Preemptive Rights	For	Against	Issuance authority exceeds 10% of outstanding share capital.
China Longyuan Power Group Corporation Limited	China	Annual	6/17/2025	Management	14	Authority to Repurchase H Shares	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/17/2025	Management	2	Directors' Report	For	Abstain	Company identified as net zero "non-aligned" with insufficient climate risk management processes and performance. We note some progress in climate risk management over the past year via engagement, therefore abstain. Relevant directors not up for election, expressing vote through Director's report.
China Longyuan Power Group Corporation Limited	China	Special	12/23/2025	Management	2.01	TYPE AND NOMINAL VALUE OF THE SHARE TO BE ISSUED	For	Against	Issuance authority exceeds 10% of outstanding share capital, potential dilution.
China Longyuan Power Group Corporation Limited	China	Special	12/23/2025	Management	2.02	ISSUANCE METHOD AND TIME	For	Against	See above.
China Longyuan Power Group Corporation Limited	China	Special	12/23/2025	Management	2.03	ISSUANCE TARGETS AND SUBSCRIPTION METHOD	For	Against	See above.
China Longyuan Power Group Corporation Limited	China	Special	12/23/2025	Management	2.04	PRICING BENCHMARK DATE, ISSUE PRICE AND PRICING PRINCIPLES	For	Against	See above.
China Longyuan Power Group Corporation Limited	China	Special	12/23/2025	Management	2.05	NUMBER OF SHARES TO BE ISSUED	For	Against	See above.

China Longyuan Power Group Corporation Limited	China	Special	12/23/2025	Management	2.06	Lock-up Period	For	Against	See above.
China Longyuan Power Group Corporation Limited	China	Special	12/23/2025	Management	2.07	TOTAL AMOUNT AND USE OF PROCEEDS	For	Against	See above.
China Longyuan Power Group Corporation Limited	China	Special	12/23/2025	Management	2.08	ARRANGEMENT OF ACCUMULATED UNDISTRIBUTED PROFITS PRIOR TO THE ISSUANCE	For	Against	See above.
China Longyuan Power Group Corporation Limited	China	Special	12/23/2025	Management	2.09	PLACE OF LISTING	For	Against	See above.
China Longyuan Power Group Corporation Limited	China	Special	10/29/2025	Management	2.1	Elect GONG Yufei	For	For	
China Longyuan Power Group Corporation Limited	China	Special	12/23/2025	Management	2.10	VALID PERIOD OF THE RESOLUTION OF THE ISSUANCE	For	Against	See above.
China Longyuan Power Group Corporation Limited	China	Special	10/29/2025	Management	2.2	Elect WANG Liqiang	For	For	
China Longyuan Power Group Corporation Limited	China	Special	10/29/2025	Management	2.3	Elect WANG Xuelian	For	For	
China Longyuan Power Group Corporation Limited	China	Special	10/29/2025	Management	2.4	Elect ZHANG Tong	For	For	

China Longyuan Power Group Corporation Limited	China	Special	10/29/2025	Management	2.5	Elect WANG Yong	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/17/2025	Management	3	Supervisors' Report	For	For	
China Longyuan Power Group Corporation Limited	China	Special	12/23/2025	Management	3	Proposal of the Issuance of A Shares	For	Against	See above.
China Longyuan Power Group Corporation Limited	China	Special	10/29/2025	Management	3.1	Elect Michael NGAI Ming Tak	For	For	
China Longyuan Power Group Corporation Limited	China	Special	10/29/2025	Management	3.2	Elect GAO Debu	For	For	
China Longyuan Power Group Corporation Limited	China	Special	10/29/2025	Management	3.3	Elect ZHAO Feng	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/17/2025	Management	4	Accounts and Reports	For	For	
China Longyuan Power Group Corporation Limited	China	Special	12/23/2025	Management	4	Demonstration and Analysis Report Regarding the Plan of the Issuance of A Shares	For	Against	See above.
China Longyuan Power Group Corporation Limited	China	Special	12/23/2025	Management	5	Feasibility Analysis Report on the Use of Raised Funds from the Issuance of A Shares	For	Against	See above.

China Longyuan Power Group Corporation Limited	China	Annual	6/17/2025	Management	6	2025 Budget Report	For	For	
China Longyuan Power Group Corporation Limited	China	Special	12/23/2025	Management	6	Report on the Use of Previously Raised Funds	For	For	
China Longyuan Power Group Corporation Limited	China	Special	10/29/2025	Management	6	Purchase of Directors' and Senior Management's Liability Insurance	For	For	
China Longyuan Power Group Corporation Limited	China	Special	12/23/2025	Management	7	Dilution of Current Returns, Remedial Measures, and Undertakings	For	Against	See above.
China Longyuan Power Group Corporation Limited	China	Annual	6/17/2025	Management	7	Directors' and Supervisors' Fees	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/17/2025	Management	8	Appointment of Domestic Auditor	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/17/2025	Management	9	Appointment of International Auditor	For	For	
China Tower Corporation Limited	China	Annual	5/20/2025	Management	1	Accounts and Reports	For	For	
China Tower Corporation Limited	China	Special	7/23/2025	Management	1	Elect MIAO Shouye	For	For	
China Tower Corporation Limited	China	Special	12/23/2025	Management	1	Elect LUAN Xiaowei	For	For	

China Tower Corporation Limited	China	Other	12/23/2025	Management	1	Amendments to Articles and Abolishment of Supervisory Committee; and Amendments to Rules of Procedure for the General Meetings	For	For	
China Tower Corporation Limited	China	Special	7/23/2025	Management	2	Elect PEI Zhenjiang	For	For	
China Tower Corporation Limited	China	Special	12/23/2025	Management	2	2024 Remuneration Plan and 2022-2024 Tenure Incentive Payments	For	For	
China Tower Corporation Limited	China	Special	7/23/2025	Management	3	Elect WEN Bugao	For	For	
China Tower Corporation Limited	China	Special	12/23/2025	Management	3	Amendments to Articles and Abolishment of Supervisory Committee; and Amendments to Rules of Procedure for the General Meetings and Rules of Procedure for the Board of Directors	For	For	
China Tower Corporation Limited	China	Annual	5/20/2025	Management	4	Appointment of Auditor and Authority to Set Fees	For	For	
China Tower Corporation Limited	China	Annual	5/20/2025	Management	5	Elect CHENG Jianjun	For	For	
China Tower Corporation Limited	China	Annual	5/20/2025	Management	6	Authority to Issue Debt Financing Instruments	For	For	
China Tower Corporation Limited	China	Annual	5/20/2025	Management	7	Authority to Issue Shares w/o Preemptive Rights	For	Against	Issuance authority exceeds 10% of outstanding share capital.
Chipotle Mexican Grill	United States	Annual	6/11/2025	Management	1a.	Elect Albert S. Baldocchi	For	For	
Chipotle Mexican Grill	United States	Annual	6/11/2025	Management	1b.	Elect Scott Boatwright	For	For	
Chipotle Mexican Grill	United States	Annual	6/11/2025	Management	1c.	Elect Matthew Carey	For	For	
Chipotle Mexican Grill	United States	Annual	6/11/2025	Management	1d.	Elect Patricia D. Fili-Krushel	For	For	
Chipotle Mexican Grill	United States	Annual	6/11/2025	Management	1e.	Elect Laura Fuentes	For	For	

Chipotle Mexican Grill	United States	Annual	6/11/2025	Management	1f.	Elect Mauricio Gutierrez	For	For	
Chipotle Mexican Grill	United States	Annual	6/11/2025	Management	1g.	Elect Robin Hickenlooper	For	For	
Chipotle Mexican Grill	United States	Annual	6/11/2025	Management	1h.	Elect Scott H. Maw	For	For	
Chipotle Mexican Grill	United States	Annual	6/11/2025	Management	1i.	Elect Mary A. Winston	For	For	
Chipotle Mexican Grill	United States	Annual	6/11/2025	Management	2.	Advisory Vote on Executive Compensation	For	Against	Disconnect between pay and performance, although we recognise the impact of the CEO transition. The significant quantum of retention awards granted to continuing NEOs without performance conditions are concerning. Amounts are higher than total 2024 LTI target compensation and vest over a short period for most NEOs.
Chipotle Mexican Grill	United States	Annual	6/11/2025	Management	3.	Ratification of Auditor	For	For	
Chipotle Mexican Grill	United States	Annual	6/11/2025	ShareHolder	4.	Shareholder Proposal Regarding Independent Chair	Against	For	Ensuring independent leadership is important to the board's oversight role and decision-making.
Cintas Corporation	United States	Annual	10/28/2025	Management	1a.	Elect Melanie W. Barstad	For	For	
Cintas Corporation	United States	Annual	10/28/2025	Management	1b.	Elect Beverly K. Carmichael	For	For	
Cintas Corporation	United States	Annual	10/28/2025	Management	1c.	Elect Karen L. Carnahan	For	For	
Cintas Corporation	United States	Annual	10/28/2025	Management	1d.	Elect Robert E. Coletti	For	For	
Cintas Corporation	United States	Annual	10/28/2025	Management	1e.	Elect Scott D. Farmer	For	For	
Cintas Corporation	United States	Annual	10/28/2025	Management	1f.	Elect Martin Mucci	For	For	
Cintas Corporation	United States	Annual	10/28/2025	Management	1g.	Elect Joseph Scaminace	For	Against	Director is Chair of the Nominations Committee and company has omitted disclosure of board composition inclusive of gender, race and ethnicity. This disclosure was previously provided in the proxy.
Cintas Corporation	United States	Annual	10/28/2025	Management	1h.	Elect Todd M. Schneider	For	For	

Cintas Corporation	United States	Annual	10/28/2025	Management	1i.	Elect Ronald W. Tysoe	For	Against	Insufficient rotation of the auditor (auditor tenure exceeds 50 years).
Cintas Corporation	United States	Annual	10/28/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Cintas Corporation	United States	Annual	10/28/2025	Management	3.	Ratification of Auditor	For	For	
Cintas Corporation	United States	Annual	10/28/2025	ShareHolder	4.	Shareholder Proposal Regarding Right to Call Special Meetings	Against	For	A 10% threshold for calling a special meeting is appropriate.
Cipla Ltd.	India	Annual	7/16/2025	Management	1	Accounts and Reports (Standalone)	For	For	
Cipla Ltd.	India	Annual	7/16/2025	Management	2	Accounts and Reports (Consolidated)	For	For	
Cipla Ltd.	India	Annual	7/16/2025	Management	4	Elect Umang Vohra	For	For	
Cipla Ltd.	India	Annual	7/16/2025	Management	5	Approve Payment of Fees to Cost Auditors	For	For	
Cipla Ltd.	India	Annual	7/16/2025	Management	6	Appointment of Secretarial Auditor	For	For	
Clean Harbors, Inc.	United States	Annual	5/21/2025	Management		Elect Michael L. Battles	For	For	
Clean Harbors, Inc.	United States	Annual	5/21/2025	Management		Elect Eric W. Gerstenberg	For	For	
Clean Harbors, Inc.	United States	Annual	5/21/2025	Management		Elect Andrea Robertson	For	Withhold	Company has been identified as climate "non-aligned" and has made insufficient progress in improving its climate risk management processes and performance. Engagement priority but progress has been limited. Withholding vote on audit committee member, chair of the audit committee is not up for election.
Clean Harbors, Inc.	United States	Annual	5/21/2025	Management		Elect Lauren C. States	For	For	
Clean Harbors, Inc.	United States	Annual	5/21/2025	Management		Elect Robert J. Willett	For	For	
Clean Harbors, Inc.	United States	Annual	5/21/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Clean Harbors, Inc.	United States	Annual	5/21/2025	Management	3.	Ratification of Auditor	For	For	
Cleanaway Waste Management Limited	Australia	Annual	10/21/2025	Management	2	REMUNERATION REPORT	For	For	

Cleanaway Waste Management Limited	Australia	Annual	10/21/2025	Management	3A	Re-elect Jackie McArthur	For	For	
Cleanaway Waste Management Limited	Australia	Annual	10/21/2025	Management	3B	Re-elect Michael Kelly	For	For	
Cleanaway Waste Management Limited	Australia	Annual	10/21/2025	Management	4A	Equity Grant - LTI (MD/CEO Mark Schubert)	For	For	
Cleanaway Waste Management Limited	Australia	Annual	10/21/2025	Management	4B	Equity Grant - STI (MD/CEO Mark Schubert)	For	For	
Cleanaway Waste Management Limited	Australia	Annual	10/21/2025	Management	5	Approve Financial Assistance	For	For	
CNH Industrial NV	Netherlands	Annual	5/12/2025	Management	1A.	Elect Suzanne Heywood	For	For	
CNH Industrial NV	Netherlands	Annual	5/12/2025	Management	1B.	Elect Gerrit A. Marx	For	For	
CNH Industrial NV	Netherlands	Annual	5/12/2025	Management	1C.	Elect Elizabeth A. Bastoni	For	For	
CNH Industrial NV	Netherlands	Annual	5/12/2025	Management	1D.	Elect Howard W. Buffett	For	Against	Company has not provided disclosure of racial/ethnic diversity of directors, vote against chair of the NomCom. Note region.
CNH Industrial NV	Netherlands	Annual	5/12/2025	Management	1E.	Elect Richard J. Kramer	For	For	
CNH Industrial NV	Netherlands	Annual	5/12/2025	Management	1F.	Elect Karen Linehan	For	Abstain	Chair of Audit Committee should be held responsible for material weakness in internal controls in 2024. However, the company states it has successfully remediated this material weakness. We acknowledge the Audit Committee has demonstrated responsiveness to this issue and has outlined a credible remediation plan, hence vote abstain.
CNH Industrial NV	Netherlands	Annual	5/12/2025	Management	1G.	Elect Alessandro Nasi	For	For	

CNH Industrial NV	Netherlands	Annual	5/12/2025	Management	1H.	Elect Vagn Sørensen	For	For	
CNH Industrial NV	Netherlands	Annual	5/12/2025	Management	1I.	Elect Åsa Tamsons	For	For	
CNH Industrial NV	Netherlands	Annual	5/12/2025	Management	2A.	Advisory Vote on Executive Compensation	For	For	
CNH Industrial NV	Netherlands	Annual	5/12/2025	Management	2B.	Amendment to the Equity Incentive Plan	For	For	
CNH Industrial NV	Netherlands	Annual	5/12/2025	Management	3A.	Accounts and Reports	For	For	
CNH Industrial NV	Netherlands	Annual	5/12/2025	Management	3D.	Ratification of Board of Directors Acts	For	For	
CNH Industrial NV	Netherlands	Annual	5/12/2025	Management	4A.	Authority to Issue Shares w/ Preemptive Rights	For	For	
CNH Industrial NV	Netherlands	Annual	5/12/2025	Management	4B.	Authority to Issue Shares w/o Preemptive Rights	For	For	
CNH Industrial NV	Netherlands	Annual	5/12/2025	Management	4C.	Authority to Repurchase Shares	For	For	
Cognex Corp.	United States	Annual	4/30/2025	Management	1.1	Elect John T. C. Lee	For	For	
Cognex Corp.	United States	Annual	4/30/2025	Management	1.2	Elect Anthony Sun	For	For	Board gender diversity close to 30% over last few years, and over 40% racial/ethnic diversity. Board diversity policy in place.
Cognex Corp.	United States	Annual	4/30/2025	Management	1.3	Elect Robert J. Willett	For	For	
Cognex Corp.	United States	Annual	4/30/2025	Management	2.	Ratification of Auditor	For	For	
Cognex Corp.	United States	Annual	4/30/2025	Management	3.	Advisory Vote on Executive Compensation	For	Against	Worsening disconnect between pay and performance; Overreliance on time-vesting LTIP awards; Use of a single performance metric under LTIP; Guaranteed bonuses; Insufficient disclosure of STIP performance goals.
Colgate-Palmolive Co.	United States	Annual	5/9/2025	Management	1a.	Elect John P. Bilbrey	For	For	
Colgate-Palmolive Co.	United States	Annual	5/9/2025	Management	1b.	Elect John T. Cahill	For	For	
Colgate-Palmolive Co.	United States	Annual	5/9/2025	Management	1c.	Elect Steve A. Cahillane	For	For	
Colgate-Palmolive Co.	United States	Annual	5/9/2025	Management	1d.	Elect Lisa M. Edwards	For	For	

Colgate-Palmolive Co.	United States	Annual	5/9/2025	Management	1e.	Elect C. Martin Harris	For	Against	Vote against Chair of Nominating, Governance and Corporate Responsibility Committee for the lack of disclosure of board racial/ethnic minority demographic information. This disclosure was provided in 2024 proxy statement, but was omitted this year.
Colgate-Palmolive Co.	United States	Annual	5/9/2025	Management	1f.	Elect Martina Hund-Mejean	For	For	
Colgate-Palmolive Co.	United States	Annual	5/9/2025	Management	1g.	Elect Kimberly A. Nelson	For	For	
Colgate-Palmolive Co.	United States	Annual	5/9/2025	Management	1h.	Elect Brian O. Newman	For	For	
Colgate-Palmolive Co.	United States	Annual	5/9/2025	Management	1i.	Elect Lorrie M. Norrington	For	For	
Colgate-Palmolive Co.	United States	Annual	5/9/2025	Management	1j.	Elect Noel R. Wallace	For	For	
Colgate-Palmolive Co.	United States	Annual	5/9/2025	Management	2.	Ratification of Auditor	For	For	
Colgate-Palmolive Co.	United States	Annual	5/9/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Colgate-Palmolive Co.	United States	Annual	5/9/2025	ShareHolder	4.	Shareholder Proposal Regarding Independent Chair	Against	For	An independent chair is better able to oversee the executives of a company without the management conflicts that a CEO or other executive insiders often face.
Colgate-Palmolive Co.	United States	Annual	5/9/2025	ShareHolder	5.	Shareholder Proposal Regarding Plastic Production and Packaging Policies	Against	Against	Proponent is the National Legal and Policy Center and considered to be Anti-Social.
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/29/2025	Management	A1	Accounts and Reports	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/29/2025	Management	A3	Supervisory Council Size	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/29/2025	Management	A4A	Elect Aristóteles Nogueira Filho	For	For	

Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/29/2025	Management	A4B	Elect Gisomar Francisco de Bittencourt Marinho	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/29/2025	Management	A4C	Elect Hamilton Valente da Silva Junior	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/29/2025	Management	A4D	Elect Maria Salete Garcia Pinheiro	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/29/2025	Management	A4E	Elect Diego Allan Vieira Domingues	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/29/2025	Management	E1	Remuneration Policy	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/29/2025	Management	E2	Approve Restricted Shares Plan	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/29/2025	Management	E3	Approve Performance Share Plan	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/29/2025	Management	E4	Amendments to Article 2 (Corporate Purpose)	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	1	Accounts and Reports	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	10	Elect Palmer Brown	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	11	Elect Stefan Bomhard	For	For	

Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	12	Elect John A. Bryant	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	13	Elect Arlene Isaacs-Lowe	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	14	Elect Anne-Françoise Nesmes	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	15	Elect Sundar Raman	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	16	Elect Leanne Wood	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	17	Appointment of Auditor	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	18	Authority to Set Auditor's Fees	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	19	Authorisation of Political Donations	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	2	Remuneration Policy	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	20	Amendment to Long-Term Incentive Plan	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	21	Restricted Share Award Plan	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	22	Authority to Issue Shares w/ Preemptive Rights	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	23	Authority to Issue Shares w/o Preemptive Rights	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	24	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	25	Authority to Repurchase Shares	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	3	Remuneration Report	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	5	Elect Liat Ben-Zur	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	6	Elect Juliana L. Chugg	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	7	Elect Ian K. Meakins	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	8	Elect Dominic Blakemore	For	For	
Compass Group Plc	United Kingdom	Annual	2/6/2025	Management	9	Elect Petros Parras	For	For	

Contemporary Amperex Technology Co. Limited	China	Annual	4/8/2025	Management	1	2024 ANNUAL REPORT AND ITS SUMMARY	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	1/17/2025	Management	1.1	Amendments to Articles	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	12/25/2025	Management	1.1.	The Company's Articles of Association (Revised in December 2025)	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	1/17/2025	Management	10	DETERMINATION OF THE ROLE OF DIRECTORS	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/8/2025	Management	10	2025 Application for Comprehensive Credit Line	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	1/17/2025	Management	11	APPOINTMENT OF AUDIT FIRM FOR THE H-SHARE OFFERING AND LISTING	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/8/2025	Management	11	Estimated Guarantee Amount for 2025	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/8/2025	Management	12	2025 Hedging Plan	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/8/2025	Management	13	Provision of Guarantees for the Bond Issuance of the Company's Subsidiary	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/8/2025	Management	2	2024 Directors' Report	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/8/2025	Management	3	2024 Supervisors' Report	For	For	

Contemporary Amperex Technology Co. Limited	China	Special	12/25/2025	Management	3.	By-Elect WU Yingming as a Non-Independent Director	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	1/17/2025	Management	3.1	Stock Type and Par Value	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	1/17/2025	Management	3.2	Issuing Date	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	1/17/2025	Management	3.3	Issuing Method	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	1/17/2025	Management	3.4	Issuing Scale	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	1/17/2025	Management	3.5	Pricing Method	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	1/17/2025	Management	3.6	Issuing Targets	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	1/17/2025	Management	3.7	Placement Principles	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	1/17/2025	Management	4	CONVERSION INTO A COMPANY LIMITED BY SHARES WHICH RAISES FUNDS OVERSEAS	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	12/25/2025	Management	4.	GENERAL AUTHORIZATION FOR THE ADDITIONAL H-SHARE OFFERING	For	Against	Issue price discount not disclosed
Contemporary Amperex Technology Co. Limited	China	Special	1/17/2025	Management	5	PLAN FOR THE USE OF FUNDS TO BE RAISED FROM H-SHARE OFFERING	For	For	

Contemporary Amperex Technology Co. Limited	China	Special	12/25/2025	Management	5.	2025 ADDITIONAL GUARANTEE QUOTA FOR SUBSIDIARIES	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/8/2025	Management	6	Confirmation and Determination of Directors' Remunerations in 2024 and 2025	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	1/17/2025	Management	6	Valid Period of the Resolution on the H-Share Offering and Listing on the Stock Exchange of Hong Kong	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	12/25/2025	Management	6.	Shareholder Proposal: Grant of General Mandate to Issue Corporate Bonds	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/8/2025	Management	7	Confirmation and Determination of Supervisors' Remunerations in 2024 and 2025	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/8/2025	Management	8	Purchase of Liability Insurance for Directors, Supervisors and Senior Managers	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	1/17/2025	Management	8	Distribution Plan for Accumulated Retained Profits Before the H-Share Offering	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/8/2025	Management	9	Re-appointment of Auditor for 2025	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	1/17/2025	Management	9.1	Amendments to Articles of Association (Draft)	For	For	
Cooper Companies, Inc.	United States	Annual	4/2/2025	Management	1a.	Elect Robert S. Weiss	For	Against	Serves as board chair and exclusive forum provision was adopted without shareholder approval.
Cooper Companies, Inc.	United States	Annual	4/2/2025	Management	1b.	Elect Colleen E. Jay	For	For	
Cooper Companies, Inc.	United States	Annual	4/2/2025	Management	1c.	Elect Lawrence E. Kurzius	For	For	

Cooper Companies, Inc.	United States	Annual	4/2/2025	Management	1d.	Elect Cynthia L. Lucchese	For	For	
Cooper Companies, Inc.	United States	Annual	4/2/2025	Management	1e.	Elect Teresa S. Madden	For	Against	Serves as Audit Chair, and accounting irregularities, such as a material weakness in internal controls or a restatement, have been identified in the last year.
Cooper Companies, Inc.	United States	Annual	4/2/2025	Management	1f.	Elect Maria Rivas	For	For	
Cooper Companies, Inc.	United States	Annual	4/2/2025	Management	1g.	Elect Albert G. White III	For	For	
Cooper Companies, Inc.	United States	Annual	4/2/2025	Management	2.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	For	Against	Amendment is not in best interests of shareholders.
Cooper Companies, Inc.	United States	Annual	4/2/2025	Management	3.	Ratification of Auditor	For	Against	Auditor tenure exceeds 25 years and material weakness or restatement identified during the past year.
Cooper Companies, Inc.	United States	Annual	4/2/2025	Management	4.	Advisory Vote on Executive Compensation	For	Abstain	Minor disconnect between pay and performance but with overall adequate compensation structure. However, noting additional concerns, CEO's compensation during the past fiscal year was more than four times the average compensation received by other NEOs; reliance on single absolute metric under the LTIP with performance goals not disclosed.
Corbion N.V.	Netherlands	Annual	5/14/2025	Management	10.	Elect Karen-Marie Katholm to the Supervisory Board	For	For	
Corbion N.V.	Netherlands	Annual	5/14/2025	Management	11.	Elect Abhijit Bhattacharya to the Supervisory Board	For	For	
Corbion N.V.	Netherlands	Annual	5/14/2025	Management	12.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Corbion N.V.	Netherlands	Annual	5/14/2025	Management	13.	Authority to Suppress Preemptive Rights	For	For	
Corbion N.V.	Netherlands	Annual	5/14/2025	Management	14.	Additional Authority to Issue Shares w/ Preemptive Rights (Mergers and Acquisitions)	For	For	

Corbion N.V.	Netherlands	Annual	5/14/2025	Management	15.	Authority to Repurchase Shares	For	For	
Corbion N.V.	Netherlands	Annual	5/14/2025	Management	16.	Cancellation of Shares	For	For	
Corbion N.V.	Netherlands	Annual	5/14/2025	Management	17.	Amendments to Articles	For	For	
Corbion N.V.	Netherlands	Annual	5/14/2025	Management	18.	Appointment of Auditor	For	For	
Corbion N.V.	Netherlands	Annual	5/14/2025	Management	19.	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	For	For	
Corbion N.V.	Netherlands	Annual	5/14/2025	Management	3.	Accounts and Reports	For	For	
Corbion N.V.	Netherlands	Annual	5/14/2025	Management	4.	Remuneration Report	For	For	
Corbion N.V.	Netherlands	Annual	5/14/2025	Management	7.	Ratification of Management Board Acts	For	For	
Corbion N.V.	Netherlands	Annual	5/14/2025	Management	8.	Ratification of Supervisory Board Acts	For	For	
Corbion N.V.	Netherlands	Annual	5/14/2025	Management	9.	Elect Elizabeth Doherty to the Supervisory Board	For	For	
Core & Main Inc	United States	Annual	6/24/2025	Management		Elect Dennis G. Gipson	For	For	
Core & Main Inc	United States	Annual	6/24/2025	Management		Elect James D. Hope	For	For	
Core & Main Inc	United States	Annual	6/24/2025	Management		Elect Mark R. Witkowski	For	For	
Core & Main Inc	United States	Annual	6/24/2025	Management	2.	Ratification of Auditor	For	For	
Core & Main Inc	United States	Annual	6/24/2025	Management	3.	Advisory Vote on Executive Compensation	For	Abstain	Note that LTIP is not performance-based (time-based, discretionary with no performance metrics) although overall alignment of pay with performance, vote abstain.
Coway	Korea, Republic of	Annual	3/31/2025	Management	1	Financial Statements and Allocation of Profits/Dividends	For	For	
Coway	Korea, Republic of	Annual	3/31/2025	ShareHolder	2.1	Introduction of Cumulative Voting (Shareholder Proposal)	Against	For	Supportive of introduction of cumulative voting to better represent minority shareholder rights vs. dominant shareholder.
Coway	Korea, Republic of	Annual	3/31/2025	Management	2.3	Addition of Business Objectives (Board Proposal)	For	For	
Coway	Korea, Republic of	Annual	3/31/2025	Management	2.4	Revision of Record Date for Dividends (Board Proposal)	For	For	
Coway	Korea, Republic of	Annual	3/31/2025	Management	3.1	Elect KIM Jung Ho	For	For	
Coway	Korea, Republic of	Annual	3/31/2025	Management	3.2	Elect KIM Tae Hong	For	For	

Coway	Korea, Republic of	Annual	3/31/2025	Management	3.3	Elect LEE Gil Yeon	For	For	
Coway	Korea, Republic of	Annual	3/31/2025	Management	4.1	Election of Audit Committee Member: KIM Tae Hong	For	For	
Coway	Korea, Republic of	Annual	3/31/2025	Management	4.2	Election of Audit Committee Member: LEE Gil Yeon	For	For	
Coway	Korea, Republic of	Annual	3/31/2025	Management	5	Directors' Fees	For	For	
Coway	Korea, Republic of	Annual	3/31/2025	Management	6	Capital Reduction	For	For	
Credicorp Ltd	Bermuda	Annual	3/27/2025	Management	1.	Appointment of Auditor and Authority to Set Fees	For	For	
Croda International plc	United Kingdom	Annual	4/23/2025	Management	1	Accounts and Reports	For	For	
Croda International plc	United Kingdom	Annual	4/23/2025	Management	10	Elect Steve E. Foots	For	For	
Croda International plc	United Kingdom	Annual	4/23/2025	Management	11	Elect Julie Kim	For	For	
Croda International plc	United Kingdom	Annual	4/23/2025	Management	12	Elect Keith Layden	For	For	
Croda International plc	United Kingdom	Annual	4/23/2025	Management	13	Elect Nawal Ouzren	For	For	
Croda International plc	United Kingdom	Annual	4/23/2025	Management	14	Appointment of Auditor	For	For	
Croda International plc	United Kingdom	Annual	4/23/2025	Management	15	Authority to Set Auditor's Fees	For	For	
Croda International plc	United Kingdom	Annual	4/23/2025	Management	16	Authorisation of Political Donations	For	For	
Croda International plc	United Kingdom	Annual	4/23/2025	Management	17	Authority to Issue Shares w/ Preemptive Rights	For	For	
Croda International plc	United Kingdom	Annual	4/23/2025	Management	18	Authority to Issue Shares w/o Preemptive Rights	For	For	
Croda International plc	United Kingdom	Annual	4/23/2025	Management	19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Croda International plc	United Kingdom	Annual	4/23/2025	Management	2	Remuneration Report	For	For	
Croda International plc	United Kingdom	Annual	4/23/2025	Management	20	Authority to Repurchase Shares	For	For	
Croda International plc	United Kingdom	Annual	4/23/2025	Management	4	Elect Ian Bull	For	For	
Croda International plc	United Kingdom	Annual	4/23/2025	Management	5	Elect Stephen Oxley	For	For	

Croda International plc	United Kingdom	Annual	4/23/2025	Management	6	Elect Roberto Cirillo	For	For	
Croda International plc	United Kingdom	Annual	4/23/2025	Management	7	Elect Chris Good	For	For	
Croda International plc	United Kingdom	Annual	4/23/2025	Management	8	Elect Danuta Gray	For	For	
Croda International plc	United Kingdom	Annual	4/23/2025	Management	9	Elect Jacqui Ferguson	For	For	
Crompton Greaves Consumer Electricals Ltd.	India	Annual	8/8/2025	Management	1	Accounts and Reports	For	For	
Crompton Greaves Consumer Electricals Ltd.	India	Other	10/19/2025	Management	1	Elect Damodaran Sundaram	For	For	
Crompton Greaves Consumer Electricals Ltd.	India	Other	9/12/2025	Management	1	Amendments to Memorandum	For	For	
Crompton Greaves Consumer Electricals Ltd.	India	Annual	8/8/2025	Management	3	Elect Promeet Ghosh	For	For	
Crompton Greaves Consumer Electricals Ltd.	India	Annual	8/8/2025	Management	4	Approve Payment of Fees to Cost Auditor	For	For	
Crompton Greaves Consumer Electricals Ltd.	India	Annual	8/8/2025	Management	5	Appointment of Secretarial Auditor	For	For	
Crown Holdings, Inc.	United States	Annual	5/1/2025	Management		Elect Timothy J. Donahue	For	For	
Crown Holdings, Inc.	United States	Annual	5/1/2025	Management		Elect Richard H. Fearon	For	For	
Crown Holdings, Inc.	United States	Annual	5/1/2025	Management		Elect Andrea Funk	For	For	
Crown Holdings, Inc.	United States	Annual	5/1/2025	Management		Elect Stephen J. Hagge	For	For	
Crown Holdings, Inc.	United States	Annual	5/1/2025	Management		Elect B. Craig Owens	For	Withhold	Insufficient rotation of the auditor (auditor tenure exceeds 50 years).
Crown Holdings, Inc.	United States	Annual	5/1/2025	Management		Elect Angela M. Snyder	For	For	
Crown Holdings, Inc.	United States	Annual	5/1/2025	Management		Elect Caesar F. Sweitzer	For	For	

Crown Holdings, Inc.	United States	Annual	5/1/2025	Management		Elect Marsha C. Williams	For	For	
Crown Holdings, Inc.	United States	Annual	5/1/2025	Management		Elect Dwayne A. Wilson	For	For	
Crown Holdings, Inc.	United States	Annual	5/1/2025	Management	2.	Ratification of Auditor	For	For	
Crown Holdings, Inc.	United States	Annual	5/1/2025	Management	3.	Advisory Vote on Executive Compensation	For	Against	Some disconnect between pay and performance, in part driven by a significant increase in base salary (>20%) without sufficient rationale.
Crown Holdings, Inc.	United States	Annual	5/1/2025	ShareHolder	4.	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Against	For	Supportive of increased disclosure, enabling shareholders to more fully assess risks presented by the Company's political spending.
Cullen Frost Bankers Inc.	United States	Annual	4/30/2025	Management	1a.	Elect Hope Andrade	For	For	
Cullen Frost Bankers Inc.	United States	Annual	4/30/2025	Management	1b.	Elect Chris M. Avery	For	For	
Cullen Frost Bankers Inc.	United States	Annual	4/30/2025	Management	1c.	Elect Anthony R. Chase	For	For	
Cullen Frost Bankers Inc.	United States	Annual	4/30/2025	Management	1d.	Elect Cynthia J. Comparin	For	Against	Vote against Chair of Audit Committee for insufficient rotation of the auditor (auditor tenure 56 years).
Cullen Frost Bankers Inc.	United States	Annual	4/30/2025	Management	1e.	Elect Samuel G. Dawson	For	For	
Cullen Frost Bankers Inc.	United States	Annual	4/30/2025	Management	1f.	Elect Crawford H. Edwards	For	For	
Cullen Frost Bankers Inc.	United States	Annual	4/30/2025	Management	1g.	Elect John T. Engates	For	For	
Cullen Frost Bankers Inc.	United States	Annual	4/30/2025	Management	1h.	Elect Phillip D. Green	For	For	
Cullen Frost Bankers Inc.	United States	Annual	4/30/2025	Management	1i.	Elect David J. Haemisegger	For	For	
Cullen Frost Bankers Inc.	United States	Annual	4/30/2025	Management	1j.	Elect Charles W. Matthews	For	Against	Vote against Chair of Nominating Committee for insufficient board gender diversity (23%).
Cullen Frost Bankers Inc.	United States	Annual	4/30/2025	Management	1k.	Elect Joseph A. Pierce	For	For	
Cullen Frost Bankers Inc.	United States	Annual	4/30/2025	Management	1l.	Elect Linda B. Rutherford	For	For	
Cullen Frost Bankers Inc.	United States	Annual	4/30/2025	Management	1m.	Elect Jack Willome	For	For	

Cullen Frost Bankers Inc.	United States	Annual	4/30/2025	Management	2.	Advisory Vote on Executive Compensation	For	Abstain	Less than half of LTI is performance-based; Single relative metric under LTIP; STIP awards are largely discretionary; No payout limits under STIP.
Cullen Frost Bankers Inc.	United States	Annual	4/30/2025	Management	3.	Ratification of Auditor	For	For	
Dabur India Ltd.	India	Annual	8/7/2025	Management	1	Accounts and Reports (Standalone)	For	For	
Dabur India Ltd.	India	Annual	8/7/2025	Management	2	Accounts and Reports (Consolidated)	For	For	
Dabur India Ltd.	India	Annual	8/7/2025	Management	4	Elect Mohit V. Burman	For	For	
Dabur India Ltd.	India	Annual	8/7/2025	Management	5	Elect Mukesh Hari Butani	For	Against	Withhold votes from a nominee who serves on a total of 6 public company boards.
Dabur India Ltd.	India	Annual	8/7/2025	Management	6	Approve Payment of Fees to Cost Auditors	For	For	
Dabur India Ltd.	India	Annual	8/7/2025	Management	7	Appointment of Secretarial Auditor	For	For	
Daifuku Co. Ltd	Japan	Annual	3/28/2025	Management	1.1	Elect Hiroshi Geshiro	For	Against	We vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed.
Daifuku Co. Ltd	Japan	Annual	3/28/2025	Management	1.10	Elect Haruyuki Yoshida	For	For	
Daifuku Co. Ltd	Japan	Annual	3/28/2025	Management	1.11	Elect Yuki Kanzaki	For	For	
Daifuku Co. Ltd	Japan	Annual	3/28/2025	Management	1.2	Elect Tomoaki Terai	For	For	
Daifuku Co. Ltd	Japan	Annual	3/28/2025	Management	1.3	Elect Seiji Sato	For	For	
Daifuku Co. Ltd	Japan	Annual	3/28/2025	Management	1.4	Elect Hideaki Takubo	For	For	
Daifuku Co. Ltd	Japan	Annual	3/28/2025	Management	1.5	Elect Tetsuya Hibi	For	For	
Daifuku Co. Ltd	Japan	Annual	3/28/2025	Management	1.6	Elect Yoshiaki Ozawa	For	For	
Daifuku Co. Ltd	Japan	Annual	3/28/2025	Management	1.7	Elect Kaku Kato	For	For	
Daifuku Co. Ltd	Japan	Annual	3/28/2025	Management	1.8	Elect Keiko Kaneko	For	For	
Daifuku Co. Ltd	Japan	Annual	3/28/2025	Management	1.9	Elect Gideon Franklin	For	For	
Daifuku Co. Ltd	Japan	Annual	3/28/2025	Management	2	Amendments to Performance-Linked Equity Compensation Plan	For	For	
Danaher Corp.	United States	Annual	5/6/2025	Management	1a.	Elect Rainer M. Blair	For	For	
Danaher Corp.	United States	Annual	5/6/2025	Management	1b.	Elect Feroz Dewan	For	For	

Danaher Corp.	United States	Annual	5/6/2025	Management	1c.	Elect Linda P. Hefner Filler	For	Against	Board level diversity has fallen to 23% this year. Also, board level demographic disclosure removed from this year's proxy statement, insufficient information to inform vote decision, therefore voting against Chair of the NomCom. No board diversity policy in place.
Danaher Corp.	United States	Annual	5/6/2025	Management	1d.	Elect Charles W. Lamanna	For	For	
Danaher Corp.	United States	Annual	5/6/2025	Management	1e.	Elect Teri L. List	For	For	
Danaher Corp.	United States	Annual	5/6/2025	Management	1f.	Elect Jessica L. Mega	For	For	
Danaher Corp.	United States	Annual	5/6/2025	Management	1g.	Elect Mitchell P. Rales	For	For	
Danaher Corp.	United States	Annual	5/6/2025	Management	1h.	Elect Steven M. Rales	For	For	
Danaher Corp.	United States	Annual	5/6/2025	Management	1i.	Elect A. Shane Sanders	For	For	
Danaher Corp.	United States	Annual	5/6/2025	Management	1j.	Elect John T. Schwieters	For	For	
Danaher Corp.	United States	Annual	5/6/2025	Management	1k.	Elect Alan G. Spoon	For	For	
Danaher Corp.	United States	Annual	5/6/2025	Management	1l.	Elect Raymond C. Stevens	For	For	
Danaher Corp.	United States	Annual	5/6/2025	Management	1m.	Elect Elias A. Zerhouni	For	For	
Danaher Corp.	United States	Annual	5/6/2025	Management	2.	Ratification of Auditor	For	For	
Danaher Corp.	United States	Annual	5/6/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Danone	France	Mix	4/24/2025	Management	1	Accounts and Reports; Non Tax-Deductible Expenses	For	For	
Danone	France	Mix	4/24/2025	Management	10	2024 Remuneration of Gilles Schnepp, Chair	For	For	
Danone	France	Mix	4/24/2025	Management	11	2025 Remuneration Policy (Executives)	For	For	
Danone	France	Mix	4/24/2025	Management	12	2025 Remuneration Policy (Chair)	For	For	
Danone	France	Mix	4/24/2025	Management	13	2025 Remuneration Policy (Board of Directors)	For	For	
Danone	France	Mix	4/24/2025	Management	14	Authority to Repurchase and Reissue Shares	For	For	
Danone	France	Mix	4/24/2025	Management	15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	
Danone	France	Mix	4/24/2025	Management	16	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights	For	For	

Danone	France	Mix	4/24/2025	Management	17	Greenshoe	For	For	
Danone	France	Mix	4/24/2025	Management	18	Authority to Increase Capital in Case of Exchange Offers	For	For	
Danone	France	Mix	4/24/2025	Management	19	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	
Danone	France	Mix	4/24/2025	Management	2	Consolidated Accounts and Reports	For	For	
Danone	France	Mix	4/24/2025	Management	20	Authority to Increase Capital Through Capitalisations	For	For	
Danone	France	Mix	4/24/2025	Management	21	Employee Stock Purchase Plan (French Entities)	For	For	
Danone	France	Mix	4/24/2025	Management	22	Stock Purchase Plan for International Employees	For	For	
Danone	France	Mix	4/24/2025	Management	23	Authority to Issue Performance Shares	For	For	
Danone	France	Mix	4/24/2025	Management	24	Authority to Issue Restricted Shares	For	For	
Danone	France	Mix	4/24/2025	Management	25	Authority to Cancel Shares and Reduce Capital	For	For	
Danone	France	Mix	4/24/2025	Management	4	Elect Antoine de Saint-Affrique	For	For	
Danone	France	Mix	4/24/2025	Management	5	Elect Géraldine Picaud	For	For	
Danone	France	Mix	4/24/2025	Management	6	Elect Susan Roberts	For	For	
Danone	France	Mix	4/24/2025	Management	7	Elect Patrice Louvet	For	For	
Danone	France	Mix	4/24/2025	Management	8	2024 Remuneration Report	For	For	
Danone	France	Mix	4/24/2025	Management	9	2024 Remuneration of Antoine de Saint-Affrique, CEO	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2025	Management	1a.	Elect Randall C. Stuewe	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2025	Management	1b.	Elect Charles Adair	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2025	Management	1c.	Elect Larry A. Barden	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2025	Management	1d.	Elect Celeste A. Clark	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2025	Management	1e.	Elect Linda A. Goodspeed	For	For	

Darling Ingredients Inc	United States	Annual	5/7/2025	Management	1f.	Elect Enderson Guimaraes	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2025	Management	1g.	Elect Randy L. Hill	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2025	Management	1h.	Elect Gary W. Mize	For	Against	Board gender diversity has dropped from 30% to 20% this year; without sufficient rationale. Vote against nominating committee chair.
Darling Ingredients Inc	United States	Annual	5/7/2025	Management	1i.	Elect Soren Schroder	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2025	Management	1j.	Elect Kurt Stoffel	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2025	Management	2.	Ratification of Auditor	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Delta Electronic	Taiwan	Annual	5/29/2025	Management	1	2024 Annual Business Report and Financial Statements	For	For	
Delta Electronic	Taiwan	Annual	5/29/2025	Management	3	Amendments to the Company's Articles of Incorporation	For	For	
Delta Electronic	Taiwan	Annual	5/29/2025	Management	4	Release From Non-competition Restrictions on the Company's Directors	For	For	
Denso Corporation	Japan	Annual	6/13/2025	Management	1.1	Elect Koji Arima	For	Against	Board diversity <15% (EM guideline), however no Nomination Committee in place. Vote against best equivalent director, Chair of the Board.
Denso Corporation	Japan	Annual	6/13/2025	Management	1.2	Elect Shinnosuke Hayashi	For	For	
Denso Corporation	Japan	Annual	6/13/2025	Management	1.3	Elect Yasushi Matsui	For	For	
Denso Corporation	Japan	Annual	6/13/2025	Management	1.4	Elect Yasuhiko Yamazaki	For	For	
Denso Corporation	Japan	Annual	6/13/2025	Management	1.5	Elect Akio Toyoda	For	For	
Denso Corporation	Japan	Annual	6/13/2025	Management	1.6	Elect Shigeki Kushida	For	For	
Denso Corporation	Japan	Annual	6/13/2025	Management	1.7	Elect Yuko Mitsuya	For	For	
Denso Corporation	Japan	Annual	6/13/2025	Management	1.8	Elect Joseph P. Schmelzeis, Jr.	For	For	

Denso Corporation	Japan	Annual	6/13/2025	Management	2.1	Elect Motomi Niwa	For	Against	The Board of Statutory Auditors is not majority independent.
Denso Corporation	Japan	Annual	6/13/2025	Management	2.2	Elect Katsunori Hayashi	For	Against	The Board of Statutory Auditors is not majority independent.
Denso Corporation	Japan	Annual	6/13/2025	Management	3	Elect Kumiko Baba as Alternate Statutory Auditor	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	1.01	Elect Deepak Chopra	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	1.02	Elect Eric Demirian	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	1.03	Elect Dennis Maple	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	1.04	Elect Jane Mowat	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	1.05	Elect Chris E. Muntwyler	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	1.06	Elect Jane O'Hagan	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	1.07	Elect Edward J. Ryan	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	1.08	Elect John J. Walker	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	1.09	Elect Laura A. Wilkin	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	1A	Elect Deepak Chopra	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	1B	Elect Eric Demirian	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	1C	Elect Dennis Maple	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	1D	Elect Jane Mowat	For	For	

Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	1E	Elect Chris E. Muntwyler	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	1F	Elect Jane O'Hagan	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	1G	Elect Edward J. Ryan	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	1H	Elect John J. Walker	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	1I	Elect Laura A. Wilkin	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	2	Appointment of Auditor and Authority to Set Fees	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	2	Appointment of Auditor and Authority to Set Fees	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	3	Advisory Vote on Executive Compensation	For	For	
Descartes Systems Group Inc	Canada	Annual	6/12/2025	Management	3	Advisory Vote on Executive Compensation	For	For	
Diasorin S.p.A.	Italy	Annual	4/28/2025	Management	0010	Accounts and Reports	For	For	
Diasorin S.p.A.	Italy	Special	2/28/2025	Management	0010	Amendments to Articles	For	Against	Amendment of voting rights regarding loyalty shares is not in the best interests of minority shareholders.
Diasorin S.p.A.	Italy	Annual	4/28/2025	Management	0030	Remuneration Policy	For	Against	The structure and disclosure of the remuneration plan are lacking. LTIP is not performance-based. Remuneration policy provides for equity awards to CEO and CCO (major shareholders of the company). Change in control provisions are present under LTIP. Excessive severance agreements. Significant increase in fixed pay without a thorough and convincing explanation.
Diasorin S.p.A.	Italy	Annual	4/28/2025	Management	0040	Remuneration Report	For	Against	The structure and disclosure of the remuneration plan are lacking.

Diasorin S.p.A.	Italy	Annual	4/28/2025	Management	0050	Board Size	For	For	
Diasorin S.p.A.	Italy	Annual	4/28/2025	Management	0060	Board Term Length	For	For	
Diasorin S.p.A.	Italy	Annual	4/28/2025	Management	0070	List Presented by IP Investimenti e Partecipazioni S.r.l.	Undetermined	For	
Diasorin S.p.A.	Italy	Annual	4/28/2025	Management	0080	Director's fees	For	For	
Diasorin S.p.A.	Italy	Annual	4/28/2025	Management	009A	List Presented by IP Investimenti e Partecipazioni S.r.l.	Undetermined	Abstain	Voting in support on separate item.
Diasorin S.p.A.	Italy	Annual	4/28/2025	Management	009B	List Presented by Group of Institutional Investors Representing 0.52% of Share Capital	For	For	
Diasorin S.p.A.	Italy	Annual	4/28/2025	Management	0100	Election of Chair of Board of Statutory Auditors	For	For	
Diasorin S.p.A.	Italy	Annual	4/28/2025	Management	0110	Statutory Auditors' Fees	For	For	
Diasorin S.p.A.	Italy	Annual	4/28/2025	Management	0120	2025 Equity Plan	For	Against	The structure and disclosure of the remuneration plan are lacking. LTIP is not performance-based.
Diasorin S.p.A.	Italy	Annual	4/28/2025	Management	0130	2025 Stock Option Plan	For	Against	The plan is not performance based.
Diasorin S.p.A.	Italy	Annual	4/28/2025	Management	0140	Authority to Repurchase and Reissue Shares to Service Incentive Plans	For	Against	Not supportive of the authority given our opposition to the incentive plans.
Digital Realty Trust Inc	United States	Annual	6/6/2025	Management	1a.	Elect VeraLinn Jamieson	For	For	
Digital Realty Trust Inc	United States	Annual	6/6/2025	Management	1b.	Elect Kevin J. Kennedy	For	For	
Digital Realty Trust Inc	United States	Annual	6/6/2025	Management	1c.	Elect William G. LaPerch	For	Against	Vote against Chair of the Nominations Committee, noting company has omitted disclosure of racial/ethnic minority demographic information in its 2025 proxy statement vs. last year.
Digital Realty Trust Inc	United States	Annual	6/6/2025	Management	1d.	Elect Jean F.H.P. Mandeville	For	For	
Digital Realty Trust Inc	United States	Annual	6/6/2025	Management	1e.	Elect Afshin Mohebbi	For	For	
Digital Realty Trust Inc	United States	Annual	6/6/2025	Management	1f.	Elect Mark R. Patterson	For	For	
Digital Realty Trust Inc	United States	Annual	6/6/2025	Management	1g.	Elect Andrew P. Power	For	For	

Digital Realty Trust Inc	United States	Annual	6/6/2025	Management	1h.	Elect Mary Hogan Preusse	For	For	
Digital Realty Trust Inc	United States	Annual	6/6/2025	Management	1i.	Elect Susan Swanezy	For	For	
Digital Realty Trust Inc	United States	Annual	6/6/2025	Management	2.	Ratification of Auditor	For	For	
Digital Realty Trust Inc	United States	Annual	6/6/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Digital Realty Trust Inc	United States	Annual	6/6/2025	Management	4.	Approval of the Employee Stock Purchase Plan	For	For	
Digital Realty Trust Inc	United States	Annual	6/6/2025	ShareHolder	5.	Shareholder Proposal Regarding Human Right to Water	Against	Abstain	While we are supportive around improved disclosure on water management/scarcity, relevant to datacenter cooling, the ask of the proposal could be better directed.
Dino Polska SA	Poland	Annual	6/16/2025	Management	11	Ratification of Management Acts	For	For	
Dino Polska SA	Poland	Annual	6/16/2025	Management	12	Ratification of Supervisory Board Acts	For	For	
Dino Polska SA	Poland	Annual	6/16/2025	Management	13	Remuneration Report	For	Against	Continued lack of response to shareholder dissent on remuneration structure at 2023 and 2024 AGMs. Compensation plan does not utilize any long term incentives. Several issues under STIP: Lack of compulsory deferral of a portion of the annual cash bonus into shares; No set payout limits in terms of base salary; No disclosure of relative weight of performance metrics and targets.
Dino Polska SA	Poland	Annual	6/16/2025	Management	14	Reverse Stock Split	For	For	
Dino Polska SA	Poland	Annual	6/16/2025	Management	15	Amendments to Articles	For	For	
Dino Polska SA	Poland	Annual	6/16/2025	Management	7	Supervisory Board Report	For	For	
Dino Polska SA	Poland	Annual	6/16/2025	Management	9A	Management Board Report	For	For	
Dino Polska SA	Poland	Annual	6/16/2025	Management	9B	Financial Statements	For	For	
Dino Polska SA	Poland	Annual	6/16/2025	Management	9C	Financial Statements (Consolidated)	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2025	Management	1	Accounts and Reports	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2025	Management	10	Appointment of Auditor	For	For	

DiscoverIE Group Plc	United Kingdom	Annual	7/24/2025	Management	11	Authority to Set Auditor's Fees	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2025	Management	12	Authority to Issue Shares w/ Preemptive Rights	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2025	Management	13	Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2025	Management	14	Authority to Issue Shares w/o Preemptive Rights	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2025	Management	15	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2025	Management	16	Authority to Issue Shares w/o Preemptive Rights (Rights Issue)	For	Against	Issuance authority exceeds 10% of outstanding share capital.
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2025	Management	17	Authority to Repurchase Shares	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2025	Management	19	Authorisation of Political Donations	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2025	Management	3	Remuneration Report	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2025	Management	4	Elect Bruce M. Thompson	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2025	Management	5	Elect Nick Jefferies	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2025	Management	6	Elect Simon Gibbins	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2025	Management	7	Elect Clive Watson	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2025	Management	8	Elect Rosalind Kainyah	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2025	Management	9	Elect Celia Baxter	For	For	
Dole plc	Ireland	Annual	5/21/2025	Management	1.1	Elect Rose B. Hynes	For	For	
Dole plc	Ireland	Annual	5/21/2025	Management	1.2	Elect Carl P. McCann	For	For	
Dole plc	Ireland	Annual	5/21/2025	Management	1.3	Elect Michael Meghen	For	For	
Dole plc	Ireland	Annual	5/21/2025	Management	1.4	Elect Helen Nolan	For	For	
Dole plc	Ireland	Annual	5/21/2025	Management	2.	Appointment of Auditor and Authority to Set Fees	For	For	
Dole plc	Ireland	Annual	5/21/2025	Management	3.	Approval of Lease Agreement	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	1.1	Accounts and Reports	For	For	

DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	1.2	Report on Non-Financial Matters	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	1.3	Compensation Report	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	2	Ratification of Board and Management Acts	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	4.1.1	Elect Thomas Leysen as board chair	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	4.1.2	Elect Patrick Firmenich	For	Against	The nom/gov committee chair is not independent.
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	4.1.3	Elect Sze Cotte-Tan	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	4.1.4	Elect Antoine A. Firmenich	For	Against	The audit committee does not hit independence standards (75%).
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	4.1.5	Elect Erica L. Mann	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	4.1.6	Elect Carla M.C. Mahieu	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	4.1.7	Elect Frits Dirk van Paasschen	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	4.1.8	Elect André Pometta	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	4.1.9	Elect John Ramsay	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	4.110	Elect Richard Ridinger	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	4.111	Elect Corien M. Wortmann-Kool	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	4.2.1	Elect Carla M.C. Mahieu as Compensation Committee Member	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	4.2.2	Elect Thomas Leysen as Compensation Committee Member	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	4.2.3	Elect Frits Dirk van Paasschen as Compensation Committee Member	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	4.2.4	Elect André Pometta as Compensation Committee Member	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	5.1	Board Compensation	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	5.2	Executive Compensation (Total)	For	For	

DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	6	Appointment of Auditor	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/6/2025	Management	8	Increase in Authorized Capital	For	For	
Duolingo Inc	United States	Annual	6/11/2025	Management		Elect William Gordon	For	For	
Duolingo Inc	United States	Annual	6/11/2025	Management		Elect John Lilly	For	For	
Duolingo Inc	United States	Annual	6/11/2025	Management		Elect Mario Schlosser	For	For	
Duolingo Inc	United States	Annual	6/11/2025	Management	2.	Ratification of Auditor	For	For	
Duolingo Inc	United States	Annual	6/11/2025	Management	3.	Advisory Vote on Executive Compensation	For	Abstain	Overall alignment of pay with performance. Note LTIP is not performance based, however the CEO and CFO have outstanding front-loaded PSU grants (post-IPO arrangements). No STIP and no executive stock ownership requirements.
E Ink Holdings Inc	Taiwan	Annual	5/28/2025	Management	1	2024 Accounts and Reports	For	For	
E Ink Holdings Inc	Taiwan	Annual	5/28/2025	Management	3	Amendments to Articles	For	For	
Eaton Corporation plc	Ireland	Annual	4/23/2025	Management	1a.	Elect Craig Arnold	For	For	
Eaton Corporation plc	Ireland	Annual	4/23/2025	Management	1b.	Elect Silvio Napoli	For	For	
Eaton Corporation plc	Ireland	Annual	4/23/2025	Management	1c.	Elect Gregory R. Page	For	For	
Eaton Corporation plc	Ireland	Annual	4/23/2025	Management	1d.	Elect Sandra Pinalto	For	For	
Eaton Corporation plc	Ireland	Annual	4/23/2025	Management	1e.	Elect Robert V. Pragada	For	For	
Eaton Corporation plc	Ireland	Annual	4/23/2025	Management	1f.	Elect Paulo Ruiz	For	For	
Eaton Corporation plc	Ireland	Annual	4/23/2025	Management	1g.	Elect Lori J. Ryerkerk	For	For	
Eaton Corporation plc	Ireland	Annual	4/23/2025	Management	1h.	Elect Andre Schulten	For	For	
Eaton Corporation plc	Ireland	Annual	4/23/2025	Management	1i.	Elect Gerald B. Smith	For	Against	Vote against Chair of Audit Committee for insufficient rotation of the auditor (auditor tenure 102 years).
Eaton Corporation plc	Ireland	Annual	4/23/2025	Management	1j.	Elect Karenann Terrell	For	For	
Eaton Corporation plc	Ireland	Annual	4/23/2025	Management	1k.	Elect Dorothy C. Thompson	For	For	

Eaton Corporation plc	Ireland	Annual	4/23/2025	Management	1l.	Elect Darryl L. Wilson	For	For	
Eaton Corporation plc	Ireland	Annual	4/23/2025	Management	2.	Appointment of Auditor and Authority to Set Fees	For	For	
Eaton Corporation plc	Ireland	Annual	4/23/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Eaton Corporation plc	Ireland	Annual	4/23/2025	Management	4.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Eaton Corporation plc	Ireland	Annual	4/23/2025	Management	5.	Authority to Issue Shares w/o Preemptive Rights	For	For	While the proposed issuance authority exceeds 10% of outstanding share capital, having reviewed the company's rationale and the requirement by Irish law, this authority will provide the company with the flexibility to finance operations and future opportunities.
Eaton Corporation plc	Ireland	Annual	4/23/2025	Management	6.	Authority to Repurchase Shares	For	For	
EBay Inc.	United States	Annual	6/25/2025	Management	1a.	Elect Adriane M. Brown	For	For	
EBay Inc.	United States	Annual	6/25/2025	Management	1b.	Elect Aparna Chennapragada	For	For	
EBay Inc.	United States	Annual	6/25/2025	Management	1c.	Elect Logan D. Green	For	For	
EBay Inc.	United States	Annual	6/25/2025	Management	1d.	Elect E. Carol Hayles	For	For	
EBay Inc.	United States	Annual	6/25/2025	Management	1e.	Elect Jamie Iannone	For	For	
EBay Inc.	United States	Annual	6/25/2025	Management	1f.	Elect Shripriya Mahesh	For	For	
EBay Inc.	United States	Annual	6/25/2025	Management	1g.	Elect William D. Nash	For	For	
EBay Inc.	United States	Annual	6/25/2025	Management	1h.	Elect Paul S. Pressler	For	For	
EBay Inc.	United States	Annual	6/25/2025	Management	1i.	Elect Zane Rowe	For	For	
EBay Inc.	United States	Annual	6/25/2025	Management	1j.	Elect Mohak Shroff	For	For	
EBay Inc.	United States	Annual	6/25/2025	Management	1k.	Elect Perry M. Traquina	For	For	
EBay Inc.	United States	Annual	6/25/2025	Management	2.	Ratification of Auditor	For	For	
EBay Inc.	United States	Annual	6/25/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
EBay Inc.	United States	Annual	6/25/2025	Management	4.	Amendment to the Equity Incentive Award Plan	For	Against	Excessive cost of plan and pace of historical grants.
EBay Inc.	United States	Annual	6/25/2025	ShareHolder	5.	Shareholder Proposal Regarding Right to Call Special Meetings	Against	For	A 10% threshold for calling a special meeting is appropriate given the Company's size and shareholder base.

EBay Inc.	United States	Annual	6/25/2025	ShareHolder	6.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Against	For	Adoption of the proposed policy could benefit shareholders by promoting board accountability and ensuring responsiveness to shareholder concerns.
Ecolab, Inc.	United States	Annual	5/8/2025	Management	1a.	Elect Judson Althoff	For	For	
Ecolab, Inc.	United States	Annual	5/8/2025	Management	1b.	Elect Shari L Ballard	For	For	
Ecolab, Inc.	United States	Annual	5/8/2025	Management	1c.	Elect Christophe Beck	For	For	
Ecolab, Inc.	United States	Annual	5/8/2025	Management	1d.	Elect Michel Doukeris	For	Against	Director is a public company executive and serves on more than 2 public boards.
Ecolab, Inc.	United States	Annual	5/8/2025	Management	1e.	Elect Eric M. Green	For	For	
Ecolab, Inc.	United States	Annual	5/8/2025	Management	1f.	Elect Marion K Gross	For	For	
Ecolab, Inc.	United States	Annual	5/8/2025	Management	1g.	Elect Michael Larson	For	For	
Ecolab, Inc.	United States	Annual	5/8/2025	Management	1h.	Elect David W. MacLennan	For	For	
Ecolab, Inc.	United States	Annual	5/8/2025	Management	1i.	Elect Tracy B. McKibben	For	For	
Ecolab, Inc.	United States	Annual	5/8/2025	Management	1j.	Elect Lionel L. Nowell, III	For	Against	Vote against Chair of Audit Committee for insufficient rotation of the auditor (auditor tenure 55 years).
Ecolab, Inc.	United States	Annual	5/8/2025	Management	1k.	Elect Victoria J. Reich	For	For	
Ecolab, Inc.	United States	Annual	5/8/2025	Management	1l.	Elect Suzanne M. Vautrinot	For	For	
Ecolab, Inc.	United States	Annual	5/8/2025	Management	1m.	Elect John J. Zillmer	For	Against	Director is a public company executive and serves on more than 2 public boards.
Ecolab, Inc.	United States	Annual	5/8/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Ecolab, Inc.	United States	Annual	5/8/2025	Management	3.	Ratification of Auditor	For	For	
Ecolab, Inc.	United States	Annual	5/8/2025	Management	4.	Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers	For	Against	Removing liability for an officer's breach of his or her duty of care is counter to the interests of shareholders.
EDP Renovaveis S.A.	Spain	Annual	4/3/2025	Management	1	Accounts and Reports	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/3/2025	Management	10	Authority to Repurchase and Reissue Shares	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/3/2025	Management	11	Authority to Issue Debt Instruments	For	For	

EDP Renovaveis S.A.	Spain	Annual	4/3/2025	Management	3	Scrip Dividend	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/3/2025	Management	4	Management Report; Corporate Governance Report; Remuneration Report	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/3/2025	Management	5	Report on Non Financial Information	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/3/2025	Management	6	Ratification of Board Acts	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/3/2025	Management	7.a	Ratify Co-Option and Elect Laurie Lee Fitch	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/3/2025	Management	7.b	Ratify Co-Option and Elect Gioia Maria Ghezzi	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/3/2025	Management	8	Remuneration Policy	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/3/2025	Management	9.a	Amendments to Article 23 (Board Vacancies)	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/3/2025	Management	9.b	Amendments to Article 28 (Audit Committee)	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/3/2025	Management	9.c	Amendments to Article 30 (ESG Committee)	For	For	
Elisa Oyj	Finland	Annual	4/2/2025	Management	10	REMUNERATION REPORT	For	Against	<ul style="list-style-type: none"> - No response to 2024 dissent, or previous years - Performance targets only partially disclosed - Benchmark used for pay-setting not disclosed - Authority to award discretionary replacement bonuses

Elisa Oyj	Finland	Annual	4/2/2025	Management	11	REMUNERATION POLICY	For	Against	- Benchmark used for pay-setting not disclosed - Authority to award discretionary bonuses - STIP - No annual bonus deferral - STIP and LTIP - Performance metrics not fully disclosed - Increase in payout limits for STIP and LTIP
Elisa Oyj	Finland	Annual	4/2/2025	Management	12	Directors' Fees	For	For	
Elisa Oyj	Finland	Annual	4/2/2025	Management	13	Board Size	For	For	
Elisa Oyj	Finland	Annual	4/2/2025	Management	14	Election of Directors	For	For	
Elisa Oyj	Finland	Annual	4/2/2025	Management	15	Authority to Set Auditor's Fees	For	For	
Elisa Oyj	Finland	Annual	4/2/2025	Management	16	Appointment of Auditor	For	For	
Elisa Oyj	Finland	Annual	4/2/2025	Management	17	Authority to Set Sustainability Reporting Auditor's Fees	For	For	
Elisa Oyj	Finland	Annual	4/2/2025	Management	18	Appointment of Auditor for Sustainability Reporting	For	For	
Elisa Oyj	Finland	Annual	4/2/2025	Management	19	Amendments to Articles	For	For	
Elisa Oyj	Finland	Annual	4/2/2025	Management	20	Authority to Repurchase and Reissue Shares	For	For	
Elisa Oyj	Finland	Annual	4/2/2025	Management	21	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Elisa Oyj	Finland	Annual	4/2/2025	Management	7	Accounts and Reports	For	For	
Elisa Oyj	Finland	Annual	4/2/2025	Management	9	Ratification of Board and CEO Acts	For	For	
Emerson Electric Co.	United States	Annual	2/4/2025	Management	1a.	Elect Joshua B. Bolten	For	Against	Vote against nominating/governance committee chair unless more than 33% of the directors are women.
Emerson Electric Co.	United States	Annual	2/4/2025	Management	1b.	Elect Calvin G. Butler, Jr.	For	For	
Emerson Electric Co.	United States	Annual	2/4/2025	Management	1c.	Elect Surendralal L. Karsanbhai	For	For	
Emerson Electric Co.	United States	Annual	2/4/2025	Management	1d.	Elect Lori M. Lee	For	Against	Insufficient rotation of the auditor (auditor tenure exceeds 50 years).

Emerson Electric Co.	United States	Annual	2/4/2025	Management	2.	Advisory Vote on Executive Compensation	For	Abstain	Sustained disconnect between pay and performance (as previous years). Given change from 100% performance-based shares to 45% RSUs (non-performance-based) under the LTIP for fiscal 2024, some concerns remain around short, 1-year performance period under the LTIP and insufficient disclosure of STIP/LTIP performance goals. Similar metrics used under the STIP/LTIP.
Emerson Electric Co.	United States	Annual	2/4/2025	Management	3.	Repeal of Classified Board	For	For	
Emerson Electric Co.	United States	Annual	2/4/2025	Management	4a.	Elimination of Supermajority Requirement relating to the Removal of Directors and Amendments to the Provisions in Article 5	Undetermined	For	
Emerson Electric Co.	United States	Annual	2/4/2025	Management	4b.	Elimination of Supermajority Requirement in connection with the Fair Price Provisions for Certain Business Combinations and Amendments to Those Provisions	Undetermined	For	
Emerson Electric Co.	United States	Annual	2/4/2025	Management	4c.	Elimination of Supermajority Requirement relating to Amendments to the Terms of any Series of Preferred Stock	Undetermined	For	
Emerson Electric Co.	United States	Annual	2/4/2025	Management	5.	Approval of the 2025 Employee Stock Purchase Plan	For	For	
Emerson Electric Co.	United States	Annual	2/4/2025	Management	6.	Ratification of Auditor	For	For	
Equinix, Inc.	United States	Annual	5/21/2025	Management	1a.	Elect Nanci E. Caldwell	For	Against	Vote against Chair of the Nominations Committee, noting company has omitted disclosure of gender and racial/ethnic minority demographic information in its 2025 proxy statement vs. last year.

Equinix, Inc.	United States	Annual	5/21/2025	Management	1b.	Elect Adaire Fox-Martin	For	For	
Equinix, Inc.	United States	Annual	5/21/2025	Management	1c.	Elect Gary F. Hromadko	For	For	
Equinix, Inc.	United States	Annual	5/21/2025	Management	1d.	Elect Charles Meyers	For	For	
Equinix, Inc.	United States	Annual	5/21/2025	Management	1e.	Elect Thomas S. Olinger	For	For	
Equinix, Inc.	United States	Annual	5/21/2025	Management	1f.	Elect Christopher B. Paisley	For	For	
Equinix, Inc.	United States	Annual	5/21/2025	Management	1g.	Elect Sandra Rivera	For	For	
Equinix, Inc.	United States	Annual	5/21/2025	Management	1h.	Elect Fidelma Russo	For	For	
Equinix, Inc.	United States	Annual	5/21/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Equinix, Inc.	United States	Annual	5/21/2025	Management	3.	Amendment to the 2020 Equity Incentive Plan	For	For	
Equinix, Inc.	United States	Annual	5/21/2025	Management	4.	Ratification of Auditor	For	For	
Equinix, Inc.	United States	Annual	5/21/2025	ShareHolder	5.	Shareholder Proposal Regarding Lowering the Threshold for Action by Written Consent	Against	For	A 10% shareholder proposal improves shareholders' rights
Essential Utilities Inc	United States	Annual	5/7/2025	Management		Elect Elizabeth B. Amato	For	Withhold	Board gender representation has been reducing over past few years. Some board level demographic disclosure also dropped in the 2025 proxy, vs. last year. Nominee is Chair of the Nominating Committee.
Essential Utilities Inc	United States	Annual	5/7/2025	Management		Elect Christopher L. Bruner	For	For	
Essential Utilities Inc	United States	Annual	5/7/2025	Management		Elect David A. Ciesinski	For	For	
Essential Utilities Inc	United States	Annual	5/7/2025	Management		Elect Christopher H. Franklin	For	For	
Essential Utilities Inc	United States	Annual	5/7/2025	Management		Elect Daniel J. Hilferty	For	For	
Essential Utilities Inc	United States	Annual	5/7/2025	Management		Elect W. Bryan Lewis	For	For	
Essential Utilities Inc	United States	Annual	5/7/2025	Management		Elect Tamara L. Linde	For	For	
Essential Utilities Inc	United States	Annual	5/7/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Essential Utilities Inc	United States	Annual	5/7/2025	Management	3.	Ratification of Auditor	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	1	Accounts and Reports	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	10	Elect Lloyd Pitchford	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	11	Elect Mike Rogers	For	For	

Experian Plc	Jersey	Annual	7/16/2025	Management	12	Appointment of Auditor	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	13	Authority to Set Auditor's Fees	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	14	Authority to Issue Shares w/ Preemptive Rights	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	15	Performance Share Plan	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	16	Co-Investment Plan	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	17	UK Sharesave Plan	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	18	UK All-Employee Share Plan	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	19	Employee Share Purchase Plan	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	2	Remuneration Report	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	20	Authority to Issue Shares w/o Preemptive Rights	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	22	Authority to Repurchase Shares	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	3	Elect Eduardo Mazzilli de Vassimon	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	4	Elect Alison Brittain	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	5	Elect Brian Cassin	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	6	Elect Kathleen DeRose	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	7	Elect Caroline F. Donahue	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	8	Elect Jonathan Howell	For	For	
Experian Plc	Jersey	Annual	7/16/2025	Management	9	Elect Esther S. Lee	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	01A	Elect Rekha Agrawal	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	01B	Elect Kelly Baker	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	01C	Elect Rick Beckwitt	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	01D	Elect Bill Brundage	For	Against	Company CFO serving on their own board.
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	01E	Elect Geoff Drabble	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	01F	Elect Catherine A. Halligan	For	For	

Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	01G	Elect Brian May	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	01H	Elect James S. Metcalf	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	01I	Elect Kevin Murphy	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	01J	Elect Alan J. Murray	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	01K	Elect Suzanne H. Wood	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	02	Ratification of Auditor	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	03	Advisory Vote on Executive Compensation	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1a	Elect Rekha Agrawal	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1a.	Elect Rekha Agrawal	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1b	Elect Kelly Baker	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1b.	Elect Kelly Baker	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1c	Elect Rick Beckwitt	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1c.	Elect Rick Beckwitt	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1d	Elect Bill Brundage	For	Against	Company CFO serving on their own board.
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1d.	Elect Bill Brundage	For	Against	Company CFO serving on their own board.
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1e	Elect Geoff Drabble	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1e.	Elect Geoff Drabble	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1f	Elect Catherine A. Halligan	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1f.	Elect Catherine A. Halligan	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1g	Elect Brian May	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1g.	Elect Brian May	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1h	Elect James S. Metcalf	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1h.	Elect James S. Metcalf	For	For	

Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1i	Elect Kevin Murphy	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1i.	Elect Kevin Murphy	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1j	Elect Alan J. Murray	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1j.	Elect Alan J. Murray	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1k	Elect Suzanne H. Wood	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	1k.	Elect Suzanne H. Wood	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	2	Ratification of Auditor	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	2.	Ratification of Auditor	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	3	Advisory Vote on Executive Compensation	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/3/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Foresea Holding S.A.	Brazil	Annual	5/21/2025	Management	1	Approval of Annual Accounts for Financial Year 2024	For	For	
Foresea Holding S.A.	Brazil	Special	5/21/2025	Management	1	Amendments to Articles	For	For	
Foresea Holding S.A.	Brazil	Annual	5/21/2025	Management	2	Approval of Consolidated Financial Statements for Financial Year 2024	For	For	
Foresea Holding S.A.	Brazil	Annual	5/21/2025	Management	3	Ratification of Board Acts	For	For	
Foresea Holding S.A.	Brazil	Annual	5/21/2025	Management	4	Ratification of Board Acts	For	For	
Foresea Holding S.A.	Brazil	Annual	5/21/2025	Management	5	Appointment of Auditor	For	Abstain	Audit fees not disclosed, insufficient information to inform vote decision.
Foresea Holding S.A.	Brazil	Annual	5/21/2025	Management	6	Election of Directors (Slate)	For	For	Noting there are no women on the board of directors, but we cannot vote against individual directors.

Franklin Electric Co., Inc.	United States	Annual	5/2/2025	Management	1a.	Elect Renee J. Peterson	For	Abstain	Despite board gender diversity marginally increasing in 2025 (due to board directors leaving, no new directors nominated in 2025), some board demographic disclosure has been dropped in this year's proxy. Nominee is also Chair of the Audit/Risk committee, company has been identified as net zero "non-aligned", with insufficient progress in its climate risk management processes. Impax is pursuing engagement on these items.
Franklin Electric Co., Inc.	United States	Annual	5/2/2025	Management	1b.	Elect Jennifer L. Sherman	For	For	
Franklin Electric Co., Inc.	United States	Annual	5/2/2025	Management	1c.	Elect Chris Villavarayan	For	For	
Franklin Electric Co., Inc.	United States	Annual	5/2/2025	Management	2.	Ratification of Auditor	For	For	
Franklin Electric Co., Inc.	United States	Annual	5/2/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	Note CEO transition has caused marginal disconnect between pay and performance this year - will monitor for future disconnect but support this year.
GEA Group AG	Germany	Annual	4/30/2025	Management	10	Amendments to Articles (Virtual Meeting)	For	For	
GEA Group AG	Germany	Annual	4/30/2025	Management	3	Remuneration Report	For	For	
GEA Group AG	Germany	Annual	4/30/2025	Management	4	Ratification of Management Board Acts	For	For	
GEA Group AG	Germany	Annual	4/30/2025	Management	5	Ratification of Supervisory Board Acts	For	For	
GEA Group AG	Germany	Annual	4/30/2025	Management	6.1	Appointment of Auditor	For	For	
GEA Group AG	Germany	Annual	4/30/2025	Management	6.2	Appointment of Auditor for Sustainability Reporting	For	For	
GEA Group AG	Germany	Annual	4/30/2025	Management	7	Management Board Remuneration Policy	For	For	
GEA Group AG	Germany	Annual	4/30/2025	Management	8.1	Elect Jürgen Fleischer	For	For	
GEA Group AG	Germany	Annual	4/30/2025	Management	8.2	Elect Annette G. Köhler	For	For	
GEA Group AG	Germany	Annual	4/30/2025	Management	8.3	Elect Holly Lei	For	For	

GEA Group AG	Germany	Annual	4/30/2025	Management	9	Authority to Repurchase and Reissue Shares	For	For	
Geberit AG	Switzerland	Annual	4/16/2025	Management	1	Accounts and Reports	For	For	
Geberit AG	Switzerland	Annual	4/16/2025	Management	3	Report on Non-Financial Matters	For	For	
Geberit AG	Switzerland	Annual	4/16/2025	Management	4	Ratification of Board Acts	For	For	
Geberit AG	Switzerland	Annual	4/16/2025	Management	5.1.1	Elect Albert M. Baehny as Board Chair	For	For	
Geberit AG	Switzerland	Annual	4/16/2025	Management	5.1.2	Elect Thomas Bachmann	For	For	
Geberit AG	Switzerland	Annual	4/16/2025	Management	5.1.3	Elect Felix R. Ehrat	For	For	
Geberit AG	Switzerland	Annual	4/16/2025	Management	5.1.4	Elect Werner Karlen	For	For	
Geberit AG	Switzerland	Annual	4/16/2025	Management	5.1.5	Elect Bernadette Koch	For	For	
Geberit AG	Switzerland	Annual	4/16/2025	Management	5.1.6	Elect Eunice Zehnder-Lai	For	For	
Geberit AG	Switzerland	Annual	4/16/2025	Management	5.2.1	Elect Eunice Zehnder-Lai as Nominating and Compensation Committee Member	For	For	
Geberit AG	Switzerland	Annual	4/16/2025	Management	5.2.2	Elect Thomas Bachmann as Nominating and Compensation Committee Member	For	For	
Geberit AG	Switzerland	Annual	4/16/2025	Management	5.2.3	Elect Werner Karlen as Nominating and Compensation Committee Member	For	For	
Geberit AG	Switzerland	Annual	4/16/2025	Management	7	Appointment of Auditor	For	For	
Geberit AG	Switzerland	Annual	4/16/2025	Management	8.1	Compensation Report	For	For	Company has addressed shareholder dissent on last year's report and has explicitly addressed multiple concerns regarding the remuneration structure and disclosure.
Geberit AG	Switzerland	Annual	4/16/2025	Management	8.2	Board compensation	For	For	
Geberit AG	Switzerland	Annual	4/16/2025	Management	8.3	Executive Compensation (Total)	For	For	
Generac Holdings Inc	United States	Annual	6/12/2025	Management	1.1	Elect Aaron P. Jagdfeld	For	For	
Generac Holdings Inc	United States	Annual	6/12/2025	Management	1.2	Elect Andrew G. Lampereur	For	Abstain	Company identified as net zero "non-aligned", with insufficient climate risk management processes. Vote against Chair of the Audit/Risk committee.

Generac Holdings Inc	United States	Annual	6/12/2025	Management	1.3	Elect Nam Tran Nguyen	For	Against	Voting against member of the Nominations Committee, as chair of isn't up for election, and the company has omitted racial/ethnic demographic disclosure from its proxy this year. Gender diversity also at 27%.
Generac Holdings Inc	United States	Annual	6/12/2025	Management	2.	Ratification of Auditor	For	For	
Generac Holdings Inc	United States	Annual	6/12/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Genuit Group Plc	United Kingdom	Annual	5/19/2025	Management	1	Accounts and Reports	For	For	
Genuit Group Plc	United Kingdom	Annual	5/19/2025	Management	10	Elect Bronagh Kennedy	For	For	
Genuit Group Plc	United Kingdom	Annual	5/19/2025	Management	11	Appointment of Auditor	For	For	
Genuit Group Plc	United Kingdom	Annual	5/19/2025	Management	12	Authority to Set Auditor's Fees	For	For	
Genuit Group Plc	United Kingdom	Annual	5/19/2025	Management	13	Authority to Issue Shares w/ Preemptive Rights	For	For	
Genuit Group Plc	United Kingdom	Annual	5/19/2025	Management	14	Authority to Issue Shares w/o Preemptive Rights	For	For	
Genuit Group Plc	United Kingdom	Annual	5/19/2025	Management	15	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Genuit Group Plc	United Kingdom	Annual	5/19/2025	Management	16	Authority to Repurchase Shares	For	For	
Genuit Group Plc	United Kingdom	Annual	5/19/2025	Management	2	Remuneration Report	For	For	
Genuit Group Plc	United Kingdom	Annual	5/19/2025	Management	4	Elect Joe Vorih	For	For	
Genuit Group Plc	United Kingdom	Annual	5/19/2025	Management	5	Elect Tim Pullen	For	For	
Genuit Group Plc	United Kingdom	Annual	5/19/2025	Management	6	Elect Kevin J. Boyd	For	For	
Genuit Group Plc	United Kingdom	Annual	5/19/2025	Management	7	Elect Shatish Dasani	For	For	
Genuit Group Plc	United Kingdom	Annual	5/19/2025	Management	8	Elect Lisa Scenna	For	For	
Genuit Group Plc	United Kingdom	Annual	5/19/2025	Management	9	Elect Louise Brooke-Smith	For	For	
Georg Fischer AG	Switzerland	Annual	4/16/2025	Management	1.1	Accounts and Reports	For	For	

Georg Fischer AG	Switzerland	Annual	4/16/2025	Management	1.2	Report on Non-Financial Matters	For	For	
Georg Fischer AG	Switzerland	Annual	4/16/2025	Management	1.3	Compensation Report	For	For	
Georg Fischer AG	Switzerland	Annual	4/16/2025	Management	3	Ratification of Board and Management Acts	For	For	
Georg Fischer AG	Switzerland	Annual	4/16/2025	Management	4.1	Elect Peter Hackel	For	For	
Georg Fischer AG	Switzerland	Annual	4/16/2025	Management	4.2	Elect Annika Paasikivi	For	For	
Georg Fischer AG	Switzerland	Annual	4/16/2025	Management	4.3	Elect Stefan Räbsamen	For	For	Director previously worked at the company's audit firm, however is no longer employed there. To note, as per item 8, the company is also proposing a rotation of its auditor. Following engagement with the company, we are voting for.
Georg Fischer AG	Switzerland	Annual	4/16/2025	Management	4.4	Elect Eveline Saupper	For	For	
Georg Fischer AG	Switzerland	Annual	4/16/2025	Management	4.5	Elect Ayano Senaha	For	For	
Georg Fischer AG	Switzerland	Annual	4/16/2025	Management	4.6	Elect Yves Serra	For	For	
Georg Fischer AG	Switzerland	Annual	4/16/2025	Management	4.7	Elect Michelle Wen	For	For	
Georg Fischer AG	Switzerland	Annual	4/16/2025	Management	5.1	Appoint Yves Serra as Board Chair	For	For	
Georg Fischer AG	Switzerland	Annual	4/16/2025	Management	5.2.1	Elect Annika Paasikivi	For	For	
Georg Fischer AG	Switzerland	Annual	4/16/2025	Management	5.2.2	Elect Eveline Saupper	For	For	
Georg Fischer AG	Switzerland	Annual	4/16/2025	Management	5.2.3	Elect Michelle Wen	For	For	
Georg Fischer AG	Switzerland	Annual	4/16/2025	Management	6	Board Compensation	For	For	
Georg Fischer AG	Switzerland	Annual	4/16/2025	Management	7	Executive Compensation (Total)	For	For	
Georg Fischer AG	Switzerland	Annual	4/16/2025	Management	8	Appointment of Auditor	For	For	
Giant Mfg.	Taiwan	Annual	6/23/2025	Management	1	2024 Financial Statements	For	For	
Giant Mfg.	Taiwan	Annual	6/23/2025	Management	3	Amendments to the Articles of Incorporation	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	1	Accounts and Reports	For	For	

Glanbia Plc	Ireland	Annual	4/30/2025	Management	10	Authority to Repurchase Shares	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	11	Authority to Set Price Range for Reissuance of Treasury Shares	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	12	Transfer of Listing	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	3a	Elect Donard Gaynor	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	3b	Elect Hugh McGuire	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	3c	Elect Mark Garvey	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	3d	Elect Roisin Brennan	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	3e	Elect Paul Duffy	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	3f	Elect Ilona Haaijer	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	3g	Elect Jane Lodge	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	3h	Elect John G. Murphy	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	3i	Elect Gerard O'Brien	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	3j	Elect Gabriella Parris	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	3k	Elect Tom Phelan	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	3l	Elect Kimberly Underhill	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	4	Authority to Set Auditor's Fees	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	5	Remuneration Report	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	7	Authority to Issue Shares w/ Preemptive Rights	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	8	Authority to Issue Shares w/o Preemptive Rights	For	For	
Glanbia Plc	Ireland	Annual	4/30/2025	Management	9	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Global Health Ltd.	India	Annual	9/19/2025	Management	1	Accounts and Reports	For	For	
Global Health Ltd.	India	Annual	9/19/2025	Management	3	Elect Ravi Kant Jaipuria	For	Against	Nominee has served on the board for at least one year and has attended less than 75% of the meetings.
Global Health Ltd.	India	Annual	9/19/2025	Management	4	Elect Vikram Singh Mehta	For	Against	Chair of the Nominations Committee, insufficient board gender representation (<15% EM guideline).
Global Health Ltd.	India	Annual	9/19/2025	Management	5	Elect Hari Shankar Bhartia	For	Against	Director is a public company executive and serves on more than 2 public boards.

Global Health Ltd.	India	Annual	9/19/2025	Management	6	Approve Payment of Fees to Cost Auditors	For	For	
Global Health Ltd.	India	Annual	9/19/2025	Management	7	Appointment of Secretarial Auditor	For	For	
Global Health Ltd.	India	Annual	9/19/2025	Management	8	Re-appointment of Naresh Trehan (Executive Chair and Managing Director); Approval of Remuneration	For	For	
Global Health Ltd.	India	Annual	9/19/2025	Management	9	Holding of Office and Re-appointment of Naresh Trehan (Chairman - Heart Institute and and Chief Cardiac Surgeon); Approval of Remuneration	For	For	
Globant S.A.	Luxembourg	Annual	4/30/2025	Management	10.	Elect Andrea M. Petroni Merhy to the Board of Directors	For	Against	Vote against Chair of Nominating Committee for the lack of disclosure of board racial/ethnic minority demographic information.
Globant S.A.	Luxembourg	Annual	4/30/2025	Management	11.	Elect Francisco Alvarez-Demalde to the Board of Directors	For	For	
Globant S.A.	Luxembourg	Annual	4/30/2025	Management	2.	Accounts and Reports (Consolidated)	For	For	
Globant S.A.	Luxembourg	Annual	4/30/2025	Management	3.	Accounts and Reports	For	For	
Globant S.A.	Luxembourg	Annual	4/30/2025	Management	5.	Ratification of Board Acts	For	For	
Globant S.A.	Luxembourg	Annual	4/30/2025	Management	6.	Directors' Fees	For	For	
Globant S.A.	Luxembourg	Annual	4/30/2025	Management	7.	Appointment of Auditor	For	For	
Globant S.A.	Luxembourg	Annual	4/30/2025	Management	8.	Appointment of Auditor (Consolidated)	For	For	
Globant S.A.	Luxembourg	Annual	4/30/2025	Management	9.	Elect Maria Pinelli to the Board of Directors	For	For	
Graphic Packaging Holding Co	United States	Annual	5/21/2025	Management		Elect Mary Lauren Brlas	For	For	
Graphic Packaging Holding Co	United States	Annual	5/21/2025	Management		Elect Robert A. Hagemann	For	For	
Graphic Packaging Holding Co	United States	Annual	5/21/2025	Management		Elect Alessandro Maselli	For	For	
Graphic Packaging Holding Co	United States	Annual	5/21/2025	Management	2.	Ratification of Auditor	For	For	

Graphic Packaging Holding Co	United States	Annual	5/21/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Graphic Packaging Holding Co	United States	Annual	5/21/2025	ShareHolder	4.	Shareholder Proposal Regarding Board Declassification	Undetermined	For	Supportive of annual director elections.
Graphic Packaging Holding Co	United States	Annual	5/21/2025	Management	5.	Elimination of Supermajority Requirement	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	01	Accounts and Reports	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	01	Accounts and Reports	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	02	Remuneration Report	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	02	Remuneration Report	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	04	Elect Dave J. Lewis	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	04	Elect Dave J. Lewis	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	05	Elect Brian McNamara	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	05	Elect Brian McNamara	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	06	Elect Dawn Allen	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	06	Elect Dawn Allen	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	07	Elect Manvinder Singh Banga	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	07	Elect Manvinder Singh Banga	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	08	Elect Nancy Avila	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	08	Elect Nancy Avila	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	09	Elect Marie-Anne Aymerich	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	09	Elect Marie-Anne Aymerich	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	10	Elect Blathnaid Bergin	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	10	Elect Blathnaid Bergin	For	For	

Haleon plc	United Kingdom	Annual	5/28/2025	Management	11	Elect Tracy Clarke	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	11	Elect Tracy Clarke	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	12	Elect Vivienne Cox	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	12	Elect Vivienne Cox	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	13	Elect Asmita Dubey	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	13	Elect Asmita Dubey	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	14	Elect Alan Stewart	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	14	Elect Alan Stewart	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	15	Appointment of Auditor	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	15	Appointment of Auditor	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	16	Authority to Set Auditor's Fees	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	16	Authority to Set Auditor's Fees	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	17	Authorisation of Political Donations	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	17	Authorisation of Political Donations	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	18	Authority to Issue Shares w/ Preemptive Rights	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	18	Authority to Issue Shares w/ Preemptive Rights	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	19	Authority to Issue Shares w/o Preemptive Rights	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	19	Authority to Issue Shares w/o Preemptive Rights	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Haleon plc	United Kingdom	Annual	5/28/2025	Management	22	Authority to Repurchase Shares	For	For	

Haleon plc	United Kingdom	Annual	5/28/2025	Management	22	Authority to Repurchase Shares	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	1	Accounts and Reports	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	10	Elect Jo Harlow	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	11	Elect Dharmash Mistry	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	12	Elect Sharmila Nebhrajani	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	13	Elect Liam Condon	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	14	Elect Giles Kerr	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	15	Appointment of Auditor	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	16	Authority to Set Auditor's Fees	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	17	Authority to Issue Shares w/ Preemptive Rights	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	18	Authorisation of Political Donations	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	19	Authority to Issue Shares w/o Preemptive Rights	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	21	Authority to Repurchase Shares	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	3	Remuneration Report	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	4	Elect Hudson La Force	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	5	Elect Barbara Thoralfsson	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	6	Elect Dame Louise Makin	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	7	Elect Marc Ronchetti	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	8	Elect Carole Cran	For	For	
Halma plc	United Kingdom	Annual	7/24/2025	Management	9	Elect Jennifer Ward	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	10	Authority to Repurchase and Reissue Shares	For	For	

Hannover Ruck SE	Germany	Annual	5/7/2025	Management	11	Authority to Repurchase Shares Using Equity Derivatives	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	12	Merger by Absorption	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	3.1	Ratify Jean-Jacques Henchoz	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	3.2	Ratify Sven Althoff	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	3.3	Ratify Claude Chèvre	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	3.4	Ratify Clemens Jungsthöfel	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	3.5	Ratify Klaus Miller	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	3.6	Ratify Sharon Ooi	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	3.7	Ratify Michael Pickel	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	3.8	Ratify Silke Sehm	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	3.9	Ratify Thorsten Steinmann	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	4.1	Ratify Torsten Leue	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	4.10	Ratify Ursula Lipowsky	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	4.11	Ratify Michael Ollmann	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	4.12	Ratify Andrea Pollak	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	4.13	Ratify Erhard Schipporeit	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	4.2	Ratify Herbert K. Haas	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	4.3	Ratify Natalie Bani Ardalan	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	4.4	Ratify Frauke Heitmüller	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	4.5	Ratify Ilka Hundeshagen	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	4.6	Ratify Timo Kaufmann	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	4.7	Ratify Harald Kayser	For	For	

Hannover Ruck SE	Germany	Annual	5/7/2025	Management	4.8	Ratify Sibylle Kempff	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	4.9	Ratify Alena Kouba	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	5.1	Appointment of Auditor	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	5.2	Appointment of Auditor for Sustainability Reporting	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	6	Remuneration Report	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	7	Management Board Remuneration Policy	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	8	Supervisory Board Remuneration Policy	For	For	
Hannover Ruck SE	Germany	Annual	5/7/2025	Management	9	Amendments to Articles (Virtual Meeting)	For	For	
HDFC Bank Ltd.	India	Other	1/11/2025	Management	1	Elect Santhosh Iyengar Keshavan	For	For	
HDFC Bank Ltd.	India	Other	3/26/2025	Management	1	Related Party Transactions (HDB Financial Services Limited)	For	For	
HDFC Bank Ltd.	India	Other	3/26/2025	Management	2	Related Party Transactions (HDFC Securities Limited)	For	For	
HDFC Bank Ltd.	India	Other	3/26/2025	Management	3	Related Party Transactions (HDFC Life Insurance Company Limited)	For	For	
HDFC Bank Ltd.	India	Other	3/26/2025	Management	4	Related Party Transactions (HDFC ERGO General Insurance Company Limited)	For	For	
HDFC Bank Ltd.	India	Other	3/26/2025	Management	5	Related Party Transactions (PayU Payments Private Limited)	For	For	
HDFC Bank Ltd.	India	Other	3/26/2025	Management	6	Related Party Transactions (HCL Technologies Limited)	For	For	
Hitachi Ltd.	Japan	Annual	6/25/2025	Management	1.1	Elect Katsumi Ihara	For	For	
Hitachi Ltd.	Japan	Annual	6/25/2025	Management	1.10	Elect Toshiaki Tokunaga	For	Against	An executive sits on the compensation committee.

Hitachi Ltd.	Japan	Annual	6/25/2025	Management	1.11	Elect Mitsuaki Nishiyama	For	Against	Inside director chairing the audit committee, does not hit independence standards.
Hitachi Ltd.	Japan	Annual	6/25/2025	Management	1.12	Elect Toshiaki Higashihara	For	Against	An executive sits on the nominating committee.
Hitachi Ltd.	Japan	Annual	6/25/2025	Management	1.2	Elect Ravi Venkatesan	For	For	
Hitachi Ltd.	Japan	Annual	6/25/2025	Management	1.3	Elect Eriko Sakurai	For	For	
Hitachi Ltd.	Japan	Annual	6/25/2025	Management	1.4	Elect Ikuro Sugawara	For	For	
Hitachi Ltd.	Japan	Annual	6/25/2025	Management	1.5	Elect Isabelle Deschamps	For	For	
Hitachi Ltd.	Japan	Annual	6/25/2025	Management	1.6	Elect Takashi Nishijima	For	For	
Hitachi Ltd.	Japan	Annual	6/25/2025	Management	1.7	Elect Joe E. Harlan	For	For	
Hitachi Ltd.	Japan	Annual	6/25/2025	Management	1.8	Elect Takatoshi Yamamoto	For	For	
Hitachi Ltd.	Japan	Annual	6/25/2025	Management	1.9	Elect Helmuth Ludwig	For	For	
Home Depot, Inc.	United States	Annual	5/22/2025	Management	1a.	Elect Gerard J. Arpey	For	For	
Home Depot, Inc.	United States	Annual	5/22/2025	Management	1b.	Elect Ari Bousbib	For	For	
Home Depot, Inc.	United States	Annual	5/22/2025	Management	1c.	Elect Jeffery H. Boyd	For	For	
Home Depot, Inc.	United States	Annual	5/22/2025	Management	1d.	Elect Gregory D. Brenneman	For	For	
Home Depot, Inc.	United States	Annual	5/22/2025	Management	1e.	Elect J. Frank Brown	For	For	
Home Depot, Inc.	United States	Annual	5/22/2025	Management	1f.	Elect Edward P. Decker	For	For	
Home Depot, Inc.	United States	Annual	5/22/2025	Management	1g.	Elect Wayne M. Hewett	For	For	
Home Depot, Inc.	United States	Annual	5/22/2025	Management	1h.	Elect Manuel Kadre	For	For	
Home Depot, Inc.	United States	Annual	5/22/2025	Management	1i.	Elect Stephanie C. Linnartz	For	For	
Home Depot, Inc.	United States	Annual	5/22/2025	Management	1j.	Elect Paula Santilli	For	For	
Home Depot, Inc.	United States	Annual	5/22/2025	Management	1k.	Elect Caryn Seidman Becker	For	For	
Home Depot, Inc.	United States	Annual	5/22/2025	Management	1l.	Elect Asha Sharma	For	For	
Home Depot, Inc.	United States	Annual	5/22/2025	Management	2.	Ratification of Auditor	For	For	
Home Depot, Inc.	United States	Annual	5/22/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	

Home Depot, Inc.	United States	Annual	5/22/2025	ShareHolder	4.	Shareholder Proposal Regarding Independent Chair	Against	For	
Home Depot, Inc.	United States	Annual	5/22/2025	ShareHolder	5.	Shareholder Proposal Regarding Biodiversity Assessment	Against	For	Though we recognize the topic is in a nascent stage, we support efforts that would help companies to better understand their nature dependencies and impacts to inform risk management initiatives.
Home Depot, Inc.	United States	Annual	5/22/2025	ShareHolder	6.	Shareholder Proposal Regarding Report on Plastic Packaging	Against	For	Supportive of additional disclosure is key issue area.
Home Product Center Public Co. Ltd	Thailand	Annual	4/10/2025	Management	2	Results of Operations	For	For	
Home Product Center Public Co. Ltd	Thailand	Annual	4/10/2025	Management	3	Accounts and Reports	For	For	
Home Product Center Public Co. Ltd	Thailand	Annual	4/10/2025	Management	5.1	Elect Anant Asavabhokhin	For	Against	Vote against Board Chair for low independence on the Board (18%) and insufficient independence of the Audit Committee (67%), given relevant director not up for election.
Home Product Center Public Co. Ltd	Thailand	Annual	4/10/2025	Management	5.2	Elect Pornwut Sarasin	For	Against	Affiliated director on the Remuneration and Nomination Committee, does not hit independence standards.
Home Product Center Public Co. Ltd	Thailand	Annual	4/10/2025	Management	5.3	Elect Rathian Srimongkol	For	Against	Director is a public company executive and serves on more than 2 public boards.
Home Product Center Public Co. Ltd	Thailand	Annual	4/10/2025	Management	5.4	Elect Kessara Thanyalakpark	For	Against	Director is a public company executive and serves on more than 2 public boards.
Home Product Center Public Co. Ltd	Thailand	Annual	4/10/2025	Management	6	Directors' Fees	For	For	
Home Product Center Public Co. Ltd	Thailand	Annual	4/10/2025	Management	7	Directors' Bonus	For	Against	The value of bonuses may exceed what non-executive directors receive in fees, which may compromise the objectivity and independence of NEDs
Home Product Center Public Co. Ltd	Thailand	Annual	4/10/2025	Management	8	Appointment of Auditor and Authority to Set Fees	For	For	

Hong Kong Exchanges and Clearing Ltd.	Hong Kong	Annual	4/30/2025	Management	1	Accounts and Reports	For	For	
Hong Kong Exchanges and Clearing Ltd.	Hong Kong	Annual	4/30/2025	Management	2	Elect Peter Wilhelm Hubert Brien	For	For	
Hong Kong Exchanges and Clearing Ltd.	Hong Kong	Annual	4/30/2025	Management	3	Appointment of Auditor and Authority to Set Fees	For	For	
Hong Kong Exchanges and Clearing Ltd.	Hong Kong	Annual	4/30/2025	Management	4	Authority to Repurchase Shares	For	For	
Hong Kong Exchanges and Clearing Ltd.	Hong Kong	Annual	4/30/2025	Management	5	Authority to Issue Shares w/o Preemptive Rights	For	For	
Hong Kong Exchanges and Clearing Ltd.	Hong Kong	Annual	4/30/2025	Management	6	Amendments to Articles	For	For	
Horiba Ltd	Japan	Annual	3/29/2025	Management	1.1	Elect Atsushi Horiba	For	Against	We vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed.
Horiba Ltd	Japan	Annual	3/29/2025	Management	1.2	Elect Juichi Saito	For	For	
Horiba Ltd	Japan	Annual	3/29/2025	Management	1.3	Elect Masayuki Adachi	For	For	
Horiba Ltd	Japan	Annual	3/29/2025	Management	1.4	Elect Hideyuki Koishi	For	For	
Horiba Ltd	Japan	Annual	3/29/2025	Management	1.5	Elect George Gillespie	For	For	
Horiba Ltd	Japan	Annual	3/29/2025	Management	1.6	Elect Dan Horiba	For	For	
Horiba Ltd	Japan	Annual	3/29/2025	Management	1.7	Elect Haruyuki Toyama	For	For	
Horiba Ltd	Japan	Annual	3/29/2025	Management	1.8	Elect Fumihiko Matsuda	For	For	
Horiba Ltd	Japan	Annual	3/29/2025	Management	1.9	Elect Tomoko Tanabe	For	For	
Horiba Ltd	Japan	Annual	3/29/2025	Management	2	Directors' Fees	For	For	
Hoya Corporation	Japan	Annual	6/26/2025	Management	1.1	Elect Hiroaki Yoshihara	For	For	
Hoya Corporation	Japan	Annual	6/26/2025	Management	1.2	Elect Yasuyuki Abe	For	For	
Hoya Corporation	Japan	Annual	6/26/2025	Management	1.3	Elect Takayo Hasegawa	For	For	
Hoya Corporation	Japan	Annual	6/26/2025	Management	1.4	Elect Mika Nishimura	For	For	
Hoya Corporation	Japan	Annual	6/26/2025	Management	1.5	Elect Mototsugu Sato	For	For	

Hoya Corporation	Japan	Annual	6/26/2025	Management	1.6	Elect Eiichiro Ikeda	For	Against	We vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed.
Hoya Corporation	Japan	Annual	6/26/2025	Management	1.7	Elect Ryo Hirooka	For	For	
Hubbell Inc.	United States	Annual	5/6/2025	Management		Elect Gerben W. Bakker	For	For	
Hubbell Inc.	United States	Annual	5/6/2025	Management		Elect Carlos M. Cardoso	For	For	
Hubbell Inc.	United States	Annual	5/6/2025	Management		Elect Debra L. Dial	For	For	
Hubbell Inc.	United States	Annual	5/6/2025	Management		Elect Anthony J. Guzzi	For	For	
Hubbell Inc.	United States	Annual	5/6/2025	Management		Elect Rhett A. Hernandez	For	For	
Hubbell Inc.	United States	Annual	5/6/2025	Management		Elect Neal J. Keating	For	Withhold	Vote against nominating & governance committee chair unless more than 33% of the directors are women. Also, Board level racial/ethnic demographic disclosure omitted from the proxy this year, insufficient information to inform vote decision, therefore voting against nominating & governance committee chair.
Hubbell Inc.	United States	Annual	5/6/2025	Management		Elect Bonnie C. Lind	For	Withhold	Insufficient rotation of the auditor (auditor tenure exceeds 50 years).
Hubbell Inc.	United States	Annual	5/6/2025	Management		Elect John F. Malloy	For	For	
Hubbell Inc.	United States	Annual	5/6/2025	Management		Elect Jennifer M. Pollino	For	For	
Hubbell Inc.	United States	Annual	5/6/2025	Management		Elect Garrick J. Rochow	For	For	
Hubbell Inc.	United States	Annual	5/6/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Hubbell Inc.	United States	Annual	5/6/2025	Management	3.	Ratification of Auditor	For	For	
Hubbell Inc.	United States	Annual	5/6/2025	Management	4.	Adoption of Majority Vote for Election of Directors	For	For	
Hubbell Inc.	United States	Annual	5/6/2025	Management	5.	Amendment to the Incentive Award Plan	For	For	
Hydro One Ltd	Canada	Annual	6/24/2025	Management	01	Amendments to Articles Regarding Board Size	For	For	
Hydro One Ltd	Canada	Annual	6/24/2025	Management	03	Appointment of Auditor and Authority to Set Fees	For	For	
Hydro One Ltd	Canada	Annual	6/24/2025	Management	04	Advisory Vote on Executive Compensation	For	For	
Hydro One Ltd	Canada	Annual	6/24/2025	Management	2A	Elect David Hay	For	For	
Hydro One Ltd	Canada	Annual	6/24/2025	Management	2B	Elect David Lebeter	For	For	

Hydro One Ltd	Canada	Annual	6/24/2025	Management	2C	Elect Stacey Mowbray	For	For	
Hydro One Ltd	Canada	Annual	6/24/2025	Management	2D	Elect Mitch Panciuk	For	For	
Hydro One Ltd	Canada	Annual	6/24/2025	Management	2E	Elect Mark W. Podlasly	For	For	
Hydro One Ltd	Canada	Annual	6/24/2025	Management	2F	Elect Helga Reidel	For	For	
Hydro One Ltd	Canada	Annual	6/24/2025	Management	2G	Elect Melissa Sonberg	For	For	
Hydro One Ltd	Canada	Annual	6/24/2025	Management	2H	Elect Brian Vaasjo	For	For	
Hydro One Ltd	Canada	Annual	6/24/2025	Management	2I	Elect Susan Wolburgh Jenah	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	1	Accounts	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	10	Second Scrip Dividend	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	11	Authority to Cancel Treasury Shares and Reduce Share Capital	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	12	Remuneration Report	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	13	Elect Ángel Jesús Acebes Paniagua	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	14	Elect Juan Manuel González Serna	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	15	Ratify Co-Option and Elect Ana Colonques García-Planas	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	16	Board Size	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	17	Authority to Issue Debt Instruments	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	2	Management Reports	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	3	Report on Non-Financial Information	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	4	Ratification of Board Acts	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	5.1	Amendments to Articles (7, 9, and 33)	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	5.2	Amendments to Articles (5, 6, 20, 25, 27, 34 and 63)	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	6.1	Amendments to General Shareholders' Meeting Regulations (Preamble)	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	6.2	Amendments to General Shareholders' Meeting Regulations (1 through 6)	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	6.3	Amendments to General Shareholders' Meeting Regulations (7 through 18)	For	For	

Iberdrola S.A.	Spain	Annual	5/30/2025	Management	6.4	Amendments to General Shareholders' Meeting Regulations (19 through 21)	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	6.5	Amendments to General Shareholders' Meeting Regulations (22 through 28)	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	6.6	Amendments to General Shareholders' Meeting Regulations (29 through 48)	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	6.7	Amendments to General Shareholders' Meeting Regulations (49 through 61)	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	6.8	Amendments to General Shareholders' Meeting Regulations (62 through 65)	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	7	Special Dividend (Engagement Dividend)	For	For	
Iberdrola S.A.	Spain	Annual	5/30/2025	Management	9	First Scrip Dividend	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	1	Accounts and Reports	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	10	Revision of Remuneration of Ajay Kumar Gupta (Executive Director)	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	11	Appointment of Sandeep Batra (Whole-time Director); Approval of Remuneration	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	12	Related Party Transactions Foreign Exchange and Derivative Transactions by the Bank for FY2026	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	13	Related Party Transactions for Purchase of Additional Shareholding of Up to 2% of ICICI Prudential Asset Management Company Limited by the Bank	For	For	

ICICI Bank Ltd.	India	Annual	8/30/2025	Management	14	Related Party Transactions by ICICI Securities Primary Dealership Limited, Subsidiary of the Bank for FY2026	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	15	Related Party Transactions for Investment in Securities Issued by Related Parties, Purchase/Sale of Securities from/to Related Parties in Secondary Market	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	16	Related Party Transactions for Granting of Fund Based and/or Non-fund Based Credit Facilities by Bank to Related Party	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	17	Related Party Transactions for Purchase/Sale of Loans by the Bank from/to Related Party	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	18	Related Party Transactions for Undertaking Repurchase Transactions and Other Permitted Short-term Borrowing Transactions by the Bank	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	19	Related Party Transactions for Undertaking Reverse Repurchase Transactions and Other Permitted Short-term Lending Transactions by the Bank	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	20	Related Party Transactions Pertaining to Foreign Exchange and Derivative Transactions by the Bank for FY2027	For	For	

ICICI Bank Ltd.	India	Annual	8/30/2025	Management	21	Related Party Transactions for Availing Insurance Services by the Bank	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	22	Related Party Transactions for Providing Grant by the Bank to Related Party for Undertaking Corporate Social Responsibility	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	23	Related Party Transactions by ICICI Prudential Life Insurance Company Limited, Subsidiary of the Bank	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	24	Related Party Transactions by ICICI Securities Primary Dealership Limited, Subsidiary of the Bank for FY2027	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	3	Elect Sandeep Batra	For	Against	Company identified as net zero "non-aligned" with insufficient climate risk management processes. Given Chair of Audit/Risk committee not up for election, voting against equivalent director (member of risk committee).
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	4	Appointment of Joint Statutory Auditor (BSR & Co.) and Authority to Set Fees	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	5	Appointment of Joint Statutory Auditor (CNK & Associates) and Authority to Set Fees	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	6	Appointment of Secretarial Auditor	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	7	Revision of Remuneration of Sandeep Bakhshi (Managing Director and Chief Executive Officer)	For	For	

ICICI Bank Ltd.	India	Annual	8/30/2025	Management	8	Revision of Remuneration of Sandeep Batra (Executive Director)	For	For	
ICICI Bank Ltd.	India	Annual	8/30/2025	Management	9	Revision of Remuneration of Rakesh Jha (Executive Director)	For	For	
Ilex Corporation	United States	Annual	5/8/2025	Management	1a.	Elect Eric D. Ashleman	For	For	
Ilex Corporation	United States	Annual	5/8/2025	Management	1b.	Elect Stephanie J Disher	For	For	
Ilex Corporation	United States	Annual	5/8/2025	Management	1c.	Elect Matthijs Glastra	For	For	
Ilex Corporation	United States	Annual	5/8/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Ilex Corporation	United States	Annual	5/8/2025	Management	3.	Ratification of Auditor	For	For	
Ilex Corporation	United States	Annual	5/8/2025	ShareHolder	4.	Shareholder Proposal Regarding Report on Hiring Practices for People With Arrest Records	Against	Abstain	Sufficient response to 2023 and 2024 proposal regarding assessment and disclosure of the company's hiring practices related to people with arrest or incarceration records, including training sessions on mitigating bias in hiring practices and specifically discussed "fair chance" hiring practices for candidates with prior criminal history. Company has disclosed that 82% of applicants whose background checks revealed prior convictions were hired in 2024 - improved disclosure since last year.
Indraprastha Gas	India	Other	3/8/2025	Management	1	Elect Sukhmal Kumar Jain	For	Against	Insufficient board independence, however Chair of NomCom not up for election. Nominee is affiliated director and Chair of the board. Was former non-executive chair until January 2023, and new appointment in 2025. Vote Against.
Indraprastha Gas	India	Other	1/15/2025	Management	1	Increase in Authorized Capital and Amendments to Memorandum of Association	For	Abstain	Insufficient justification of the significant increase in authorized capital.
Indraprastha Gas	India	Other	1/15/2025	Management	2	Bonus Share Issuance	For	For	

Indraprastha Gas	India	Other	3/8/2025	Management	2	Elect Sanjay Kumar	For	For	
Indraprastha Gas	India	Other	3/8/2025	Management	3	MATERIAL RELATED PARTY TRANSACTIONS WITH GAIL (INDIA) LIMITED	For	For	
Indraprastha Gas	India	Other	3/8/2025	Management	4	MATERIAL RELATED PARTY TRANSACTIONS WITH BHARAT PETROLEUM CORPORATION LIMITED	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2025	Management	1a.	Elect Kathryn J. Boor	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2025	Management	1b.	Elect Mark J. Costa	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2025	Management	1c.	Elect John F. Ferraro	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2025	Management	1d.	Elect J. Erik Fyrwald	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2025	Management	1e.	Elect Vincent J. Intrieri	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2025	Management	1f.	Elect Cynthia T. Jamison	For	Against	Insufficient rotation of the auditor (auditor tenure exceeds 50 years), noting however recently appointed committee chair.
International Flavors & Fragrances Inc.	United States	Annual	5/1/2025	Management	1g.	Elect Mehmood Khan	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2025	Management	1h.	Elect Kevin O'Byrne	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2025	Management	1i.	Elect Margarita Paláu-Hernández	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2025	Management	1j.	Elect Dawn C. Willoughby	For	Against	Board level racial/ethnic demographic disclosure removed from this year's proxy statement, insufficient information to inform vote decision, therefore voting against Chair of the NomCom.

International Flavors & Fragrances Inc.	United States	Annual	5/1/2025	Management	2.	Ratification of Auditor	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2025	Management	3.	Advisory Vote on Executive Compensation	For	Against	Significant disconnect between pay and performance and insufficient disclosure of LTIP goals.
Intuit Inc	United States	Annual	1/23/2025	Management	1a.	Elect Eve Burton	For	For	Board gender diversity is 31%, down from 36% in 2024, due to the appointment of two male directors, one of whom is also diverse. 46% of the board is racially/ethnically diverse. We note the company has maintained board gender diversity of greater than 30% for multiple years, women chair 2 key board committees, the board chair is female, a diverse director search policy is in place and board demographics are disclosed. We find the company's approach to and performance on board diversity to be appropriate. As such, we do not believe a vote against the Nom Com Chair is warranted in this instance.
Intuit Inc	United States	Annual	1/23/2025	Management	1b.	Elect Scott D. Cook	For	For	
Intuit Inc	United States	Annual	1/23/2025	Management	1c.	Elect Richard L. Dalzell	For	For	
Intuit Inc	United States	Annual	1/23/2025	Management	1d.	Elect Sasan Goodarzi	For	For	
Intuit Inc	United States	Annual	1/23/2025	Management	1e.	Elect Deborah Liu	For	For	
Intuit Inc	United States	Annual	1/23/2025	Management	1f.	Elect Tekedra Mawakana	For	For	
Intuit Inc	United States	Annual	1/23/2025	Management	1g.	Elect Suzanne Nora Johnson	For	For	
Intuit Inc	United States	Annual	1/23/2025	Management	1h.	Elect Forrest E. Norrod	For	For	
Intuit Inc	United States	Annual	1/23/2025	Management	1i.	Elect Vasant M. Prabhu	For	For	
Intuit Inc	United States	Annual	1/23/2025	Management	1j.	Elect Ryan Roslansky	For	For	
Intuit Inc	United States	Annual	1/23/2025	Management	1k.	Elect Thomas J. Szkutak	For	For	
Intuit Inc	United States	Annual	1/23/2025	Management	1l.	Elect Raul Vazquez	For	For	
Intuit Inc	United States	Annual	1/23/2025	Management	1m.	Elect Eric S. Yuan	For	For	
Intuit Inc	United States	Annual	1/23/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Intuit Inc	United States	Annual	1/23/2025	Management	3.	Ratification of Auditor	For	For	

Intuit Inc	United States	Annual	1/23/2025	Management	4.	Amendment to Articles to Limit the Liability of Certain Officers	For	Against	Amendment is not in best interests of shareholders.
Intuitive Surgical Inc	United States	Annual	5/1/2025	Management	1a.	Elect Craig H. Barratt	For	For	
Intuitive Surgical Inc	United States	Annual	5/1/2025	Management	1b.	Elect Joseph C. Beery	For	For	
Intuitive Surgical Inc	United States	Annual	5/1/2025	Management	1c.	Elect Lewis Chew	For	For	
Intuitive Surgical Inc	United States	Annual	5/1/2025	Management	1d.	Elect Gary S. Guthart	For	For	
Intuitive Surgical Inc	United States	Annual	5/1/2025	Management	1e.	Elect Amal M. Johnson	For	For	
Intuitive Surgical Inc	United States	Annual	5/1/2025	Management	1f.	Elect Sreelakshmi Kolli	For	For	
Intuitive Surgical Inc	United States	Annual	5/1/2025	Management	1g.	Elect Amy L. Ladd	For	For	
Intuitive Surgical Inc	United States	Annual	5/1/2025	Management	1h.	Elect Keith R. Leonard, Jr.	For	For	
Intuitive Surgical Inc	United States	Annual	5/1/2025	Management	1i.	Elect Jami Dover Nachtsheim	For	For	
Intuitive Surgical Inc	United States	Annual	5/1/2025	Management	1j.	Elect Monica P. Reed	For	For	
Intuitive Surgical Inc	United States	Annual	5/1/2025	Management	1k.	Elect David J. Rosa	For	For	
Intuitive Surgical Inc	United States	Annual	5/1/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Intuitive Surgical Inc	United States	Annual	5/1/2025	Management	3.	Ratification of Auditor	For	For	
Intuitive Surgical Inc	United States	Annual	5/1/2025	Management	4.	Amendment to the 2010 Incentive Award Plan	For	Against	Amendment is not in best interests of shareholders. The company plans to authorize an additional five million shares for issuance. This will dilute current shareholders by 1.4%.
Intuitive Surgical Inc	United States	Annual	5/1/2025	ShareHolder	5.	Shareholder Proposal Regarding Including Pay Ratio in Executive Compensation	Against	Abstain	The proponent is requesting that the Company improve the executive compensation program to include the CEO pay ratio factor, however unclear rationale as to what the proponent intends the Company to accomplish.

Intuitive Surgical Inc	United States	Annual	5/1/2025	ShareHolder	6.	Shareholder Proposal Regarding Severance Approval Policy	Against	For	Shareholders should be consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus
IQVIA Holdings Inc	United States	Annual	4/24/2025	Management	1a.	Elect Ari Bousbib	For	For	
IQVIA Holdings Inc	United States	Annual	4/24/2025	Management	1b.	Elect Carol J. Burt	For	For	
IQVIA Holdings Inc	United States	Annual	4/24/2025	Management	1c.	Elect John G. Danhaki	For	For	
IQVIA Holdings Inc	United States	Annual	4/24/2025	Management	1d.	Elect James A. Fasano	For	For	
IQVIA Holdings Inc	United States	Annual	4/24/2025	Management	1e.	Elect Colleen A. Goggins	For	For	
IQVIA Holdings Inc	United States	Annual	4/24/2025	Management	1f.	Elect John M. Leonard	For	For	
IQVIA Holdings Inc	United States	Annual	4/24/2025	Management	1g.	Elect Leslie Wims Morris	For	For	
IQVIA Holdings Inc	United States	Annual	4/24/2025	Management	1h.	Elect Todd B. Sisitsky	For	Against	Director is a public company executive and serves on more than 2 public boards.
IQVIA Holdings Inc	United States	Annual	4/24/2025	Management	1i.	Elect Sheila A. Stamps	For	For	
IQVIA Holdings Inc	United States	Annual	4/24/2025	Management	2.	Advisory Vote on Executive Compensation	For	Abstain	Continued misalignment between pay and performance, however, CEO requested his STI payout be reduced to target in light of the difficult environment, demonstrating downward discretion. Noting remaining concerns regarding internal pay inequity and insufficient disclosure of STIP performance goals.
IQVIA Holdings Inc	United States	Annual	4/24/2025	Management	3.	Ratification of Auditor	For	For	
IQVIA Holdings Inc	United States	Annual	4/24/2025	Management	4.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	For	Against	Amendment is not in the best interest of shareholders
IQVIA Holdings Inc	United States	Annual	4/24/2025	ShareHolder	5.	Shareholder Proposal Regarding Right to Call Special Meeting	Against	For	10% threshold is deemed appropriate.

Jeronimo Martins - S.G.P.S., S.A.	Portugal	Annual	4/24/2025	Management	1	Accounts and Reports; Remuneration Report	For	Against	50% of the bonus incentive plan (for CEO) is based on qualitative metrics that have not been clearly defined (including weightings) and disclosed indicating a lack of clear target-setting ahead of the performance period by the board, and inability to assess pay-for-performance. Company states it has introduced E&S metrics under the bonus scheme but has not disclosed further details. Note the CEO is a major shareholder, although company has failed to implement an LTIP for its executives.
Jeronimo Martins - S.G.P.S., S.A.	Portugal	Annual	4/24/2025	Management	3	Ratification of Board and Supervisory Council Acts	For	For	
Jeronimo Martins - S.G.P.S., S.A.	Portugal	Annual	4/24/2025	Management	4	Remuneration Policy	For	Against	The structure and disclosure of the remuneration plan are lacking. Significant increase in max. opportunity. See item 1.
Jeronimo Martins - S.G.P.S., S.A.	Portugal	Annual	4/24/2025	Management	5	Election of Corporate Bodies	For	For	
Jeronimo Martins - S.G.P.S., S.A.	Portugal	Annual	4/24/2025	Management	6.a	Appointment of Auditor (PwC)	For	For	
Jeronimo Martins - S.G.P.S., S.A.	Portugal	Annual	4/24/2025	Management	7	Election of Remuneration Committee Members	For	Against	Ongoing compensation concerns; Impax has voted against the remuneration report for a number of years.
KBC Groupe NV	Belgium	Annual	4/30/2025	Management	10.	Appointment of Auditor and Authority to Set Fees	For	For	
KBC Groupe NV	Belgium	Annual	4/30/2025	Management	11.	Appointment of Auditor for Sustainability Reporting and Authority to Set Fees	For	For	
KBC Groupe NV	Belgium	Annual	4/30/2025	Management	12.1	Elect Bartel Puelinckx to the Board of Directors	For	Against	CFO on board; not common in market. Low overall independence of the board.
KBC Groupe NV	Belgium	Annual	4/30/2025	Management	12.2	Elect Kristine Braden to the Board of Directors	For	For	
KBC Groupe NV	Belgium	Annual	4/30/2025	Management	12.3	Elect Line Hestvik to the Board of Directors	For	For	

KBC Groupe NV	Belgium	Annual	4/30/2025	Management	12.4	Elect Michiel Allaerts to the Board of Directors	For	For	
KBC Groupe NV	Belgium	Annual	4/30/2025	Management	12.5	Elect Philippe Vlerick to the Board of Directors	For	Against	Board is 28% independent (<50%). Chair of Nom Com is not up for election. Vote against Deputy Chairman of the Board as the best equivalent director.
KBC Groupe NV	Belgium	Annual	4/30/2025	Management	5.	Accounts and Reports; Allocation of Dividends	For	For	
KBC Groupe NV	Belgium	Annual	4/30/2025	Management	6.	Remuneration Report	For	Against	Company has failed to address minority shareholder dissent stretching over multiple years in a meaningful manner. Multiple issues remain: No LTIP; No equity compensation; No executive ownership guidelines; Unexplained significant increase in fixed pay.
KBC Groupe NV	Belgium	Annual	4/30/2025	Management	7.	Ratification of Board Acts	For	For	
KBC Groupe NV	Belgium	Annual	4/30/2025	Management	8.	Ratification of Auditor's Acts	For	For	
KBC Groupe NV	Belgium	Annual	4/30/2025	Management	9.	Statutory Auditors' Fees	For	For	
KDDI Corp.	Japan	Annual	6/18/2025	Management	2	Amendments to Articles	For	For	
KDDI Corp.	Japan	Annual	6/18/2025	Management	3.1	Elect Makoto Takahashi	For	For	
KDDI Corp.	Japan	Annual	6/18/2025	Management	3.10	Elect Junko Okawa	For	For	
KDDI Corp.	Japan	Annual	6/18/2025	Management	3.11	Elect Kyoko Okumiya	For	For	
KDDI Corp.	Japan	Annual	6/18/2025	Management	3.12	Elect Makoto Ando	For	For	
KDDI Corp.	Japan	Annual	6/18/2025	Management	3.2	Elect Hiromichi Matsuda	For	For	
KDDI Corp.	Japan	Annual	6/18/2025	Management	3.3	Elect Yasuaki Kuwahara	For	For	
KDDI Corp.	Japan	Annual	6/18/2025	Management	3.4	Elect Nanae Saishoji	For	For	
KDDI Corp.	Japan	Annual	6/18/2025	Management	3.5	Elect Hiroshi Takezawa	For	For	
KDDI Corp.	Japan	Annual	6/18/2025	Management	3.6	Elect Tomohiko Katsuki	For	For	
KDDI Corp.	Japan	Annual	6/18/2025	Management	3.7	Elect Goro Yamaguchi	For	Against	Director is a public company executive and serves on more than 2 public boards.
KDDI Corp.	Japan	Annual	6/18/2025	Management	3.8	Elect Keiji Yamamoto	For	For	
KDDI Corp.	Japan	Annual	6/18/2025	Management	3.9	Elect Tsutomu Tannowa	For	For	
KDDI Corp.	Japan	Annual	6/18/2025	Management	4	Amendment to the Trust Type Equity Plan	For	For	
Kemira Oyj	Finland	Annual	3/20/2025	Management	10	Remuneration Report	For	For	
Kemira Oyj	Finland	Annual	3/20/2025	Management	11	Directors' Fees	For	For	

Kemira Oyj	Finland	Annual	3/20/2025	Management	12	Election of Directors; Board Size	For	For	
Kemira Oyj	Finland	Annual	3/20/2025	Management	13	Authority to Set Auditor's Fees	For	For	
Kemira Oyj	Finland	Annual	3/20/2025	Management	14	Appointment of Auditor	For	For	
Kemira Oyj	Finland	Annual	3/20/2025	Management	15	Authority to Set Sustainability Reporting Auditor's Fees	For	For	
Kemira Oyj	Finland	Annual	3/20/2025	Management	16	Appointment of Auditor for Sustainability Reporting	For	For	
Kemira Oyj	Finland	Annual	3/20/2025	Management	17	Authority to Repurchase and Reissue Shares	For	For	
Kemira Oyj	Finland	Annual	3/20/2025	Management	18	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Kemira Oyj	Finland	Annual	3/20/2025	Management	7	Accounts and Reports	For	For	
Kemira Oyj	Finland	Annual	3/20/2025	Management	9	Ratification of Board and CEO Acts	For	For	
Keppel DC REIT	Singapore	Annual	4/15/2025	Management	1	Accounts and Reports	For	For	
Keppel DC REIT	Singapore	Annual	4/15/2025	Management	2	Appointment of Auditor and Authority to Set Fees	For	For	
Keppel DC REIT	Singapore	Annual	4/15/2025	Management	3	Elect Kenny KWAN Yew Kwong	For	Against	Nominee is affiliated and Chair of the Nomination and Remuneration committees; does not hit independence standards (0% independent).
Keppel DC REIT	Singapore	Annual	4/15/2025	Management	4	Elect LOW Huan Ping	For	For	
Keppel DC REIT	Singapore	Annual	4/15/2025	Management	5	Authority to Issue Units w/ or w/o Preemptive Rights	For	For	
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	1	Accounts and Reports	For	For	
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	3A	Elect Gerry Behan	For	For	
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	3B	Elect Geneviève Berger	For	For	
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	3C	Elect Fiona Dawson	For	For	
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	3D	Elect Emer Gilvarry	For	For	
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	3E	Elect Catherine Godson	For	For	
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	3F	Elect Liz Hewitt	For	For	
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	3G	Elect Michael T. Kerr	For	For	
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	3H	Elect Marguerite Larkin	For	For	
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	3I	Elect Tom Moran	For	For	

Kerry Group Plc	Ireland	Annual	5/1/2025	Management	3J	Elect Christopher Rogers	For	For	
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	3K	Elect Patrick Rohan	For	For	
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	3L	Elect Edmond Scanlon	For	For	
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	3M	Elect Jinlong Wang	For	For	
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	4	Authority to Set Auditor's Fees	For	For	
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	5	Remuneration Report	For	For	Company executives received 98% of their maximum STI payout despite a fatality occurring in the last year. although recognising there is no explicit health & safety metrics included in the STIP. However, the company TIR performance satisfies its target (and demonstrates improvement) and there are no other concerns in its remuneration report, hence FOR
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	6	Authority to Issue Shares w/ Preemptive Rights	For	For	
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	7	Authority to Issue Shares w/o Preemptive Rights	For	For	
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	8	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Kerry Group Plc	Ireland	Annual	5/1/2025	Management	9	Authority to Repurchase Shares	For	For	
Keyence Corporation	Japan	Annual	6/13/2025	Management	2.1	Elect Takemitsu Takizaki	For	For	
Keyence Corporation	Japan	Annual	6/13/2025	Management	2.2	Elect Yu Nakata	For	Against	We vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed. Note also board gender diversity <15% (EM guideline), with no Nomination Committee. Vote against Chair of the Board as best equivalent director.
Keyence Corporation	Japan	Annual	6/13/2025	Management	2.3	Elect Akiji Yamaguchi	For	For	
Keyence Corporation	Japan	Annual	6/13/2025	Management	2.4	Elect Hiroaki Yamamoto	For	For	
Keyence Corporation	Japan	Annual	6/13/2025	Management	2.5	Elect Tetsuya Nakano	For	For	

Keyence Corporation	Japan	Annual	6/13/2025	Management	2.6	Elect Kazuhiko Terada	For	For	
Keyence Corporation	Japan	Annual	6/13/2025	Management	2.7	Elect Seiichi Taniguchi	For	For	
Keyence Corporation	Japan	Annual	6/13/2025	Management	2.8	Elect Kumiko Suenaga @ Kumiko Ukagami	For	For	
Keyence Corporation	Japan	Annual	6/13/2025	Management	2.9	Elect Michifumi Yoshioka	For	For	
Keyence Corporation	Japan	Annual	6/13/2025	Management	3	Elect Shinyo Hirayama as Statutory Auditor	For	For	
Keyence Corporation	Japan	Annual	6/13/2025	Management	4	Elect Masaharu Yamamoto as Alternate Statutory Auditor	For	For	
Kikkoman Corporation	Japan	Annual	6/24/2025	Management	2.1	Elect Yuzaburo Mogi	For	For	
Kikkoman Corporation	Japan	Annual	6/24/2025	Management	2.10	Elect Shinsuke Sugiyama	For	For	
Kikkoman Corporation	Japan	Annual	6/24/2025	Management	2.11	Elect Nobuhiro Endo	For	For	
Kikkoman Corporation	Japan	Annual	6/24/2025	Management	2.12	Elect Arthur M. Mitchell	For	For	
Kikkoman Corporation	Japan	Annual	6/24/2025	Management	2.13	Elect Hiroko Kuniya	For	For	
Kikkoman Corporation	Japan	Annual	6/24/2025	Management	2.2	Elect Noriaki Horikiri	For	For	
Kikkoman Corporation	Japan	Annual	6/24/2025	Management	2.3	Elect Shozaburo Nakano	For	For	
Kikkoman Corporation	Japan	Annual	6/24/2025	Management	2.4	Elect Osamu Mogi	For	For	
Kikkoman Corporation	Japan	Annual	6/24/2025	Management	2.5	Elect Masanao Shimada	For	For	
Kikkoman Corporation	Japan	Annual	6/24/2025	Management	2.6	Elect Asahi Matsuyama	For	For	
Kikkoman Corporation	Japan	Annual	6/24/2025	Management	2.7	Elect Toshihiko Fukui	For	For	
Kikkoman Corporation	Japan	Annual	6/24/2025	Management	2.8	Elect Takeo Inokuchi	For	For	
Kikkoman Corporation	Japan	Annual	6/24/2025	Management	2.9	Elect Masako Iino	For	For	
Kikkoman Corporation	Japan	Annual	6/24/2025	Management	3.1	Elect Haruhiko Fukazawa	For	Against	The Board of Statutory Auditors is not majority independent.
Kikkoman Corporation	Japan	Annual	6/24/2025	Management	3.2	Elect Yuko Miyazaki	For	Against	The Board of Statutory Auditors is not majority independent.
Kikkoman Corporation	Japan	Annual	6/24/2025	Management	4	Elect Kenichi Kanbe as Alternate Statutory Auditor	For	For	

Kikkoman Corporation	Japan	Annual	6/24/2025	Management	5	Appointment of Auditor	For	For	
Kikkoman Corporation	Japan	Annual	6/24/2025	Management	6	Directors' & Statutory Auditors' Fees	For	For	
Kikkoman Corporation	Japan	Annual	6/24/2025	Management	7	Amendment to the Trust Type Equity Compensation Plan	For	For	
Kingdee Intl Software Group	Cayman Islands	Annual	5/22/2025	Management	1	Accounts and Reports	For	For	
Kingdee Intl Software Group	Cayman Islands	Annual	5/22/2025	Management	2A	Elect XU Shao Chun	For	Against	Company incorporated in Cayman but Chinese company. Gender diversity is 29% women on the board (above the 15% emerging markets guideline).
Kingdee Intl Software Group	Cayman Islands	Annual	5/22/2025	Management	2B	Elect DONG Ming Zhu	For	For	
Kingdee Intl Software Group	Cayman Islands	Annual	5/22/2025	Management	2C	Elect ZHOU Jun Xiang	For	For	
Kingdee Intl Software Group	Cayman Islands	Annual	5/22/2025	Management	3	Directors' Fees	For	For	
Kingdee Intl Software Group	Cayman Islands	Annual	5/22/2025	Management	4	Appointment of Auditor and Authority to Set Fees	For	For	
Kingdee Intl Software Group	Cayman Islands	Annual	5/22/2025	Management	5A	Authority to Issue Shares w/o Preemptive Rights	For	For	
Kingdee Intl Software Group	Cayman Islands	Annual	5/22/2025	Management	5B	Authority to Repurchase Shares	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	01	Accounts and Reports	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	03a	Elect Jost Massenberg	For	For	Board is majority independent. Company has improved disclosure on board level oversight of sustainability-related risks in latest report.
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	03b	Elect Gene M. Murtagh	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	03c	Elect Geoff P. Doherty	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	03d	Elect Russell Shiels	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	03e	Elect Gilbert McCarthy	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	03f	Elect Anne Heraty	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	03g	Elect Éimear Moloney	For	For	

Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	03h	Elect Paul Murtagh	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	03i	Elect Senan Murphy	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	03j	Elect Louise Phelan	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	04	Authority to Set Auditor's Fees	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	05	Remuneration Policy	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	06	Remuneration Report	For	For	<p>Noting that company execs received 41-64% of their maximum STI payout despite a fatality occurring in the last year. Also noting, that there is no explicit health & safety metrics included in the STIP. Company will include this metric in 2025.</p> <p>A payout in a year that there were fatalities raises concerns, amplified by a fatality occurring in 2023, however, the company is addressing this issue, hence FOR</p>
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	07	Increase in NED Fee Cap	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	08	Authority to Issue Shares w/ Preemptive Rights	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	09	Authority to Issue Shares w/o Preemptive Rights	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	11	Authority to Repurchase Shares	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	12	Authority to Set Price Range for Reissuance of Treasury Shares	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	14	Amendment to Performance Share Plan	For	For	
Kingspan Group Plc	Ireland	Annual	5/1/2025	Management	15	Amendments to Articles	For	For	

KLA Corp.	United States	Annual	11/5/2025	Management	1a.	Elect Robert M. Calderoni	For	For	Noting some watering down of disclosures in the 2025 proxy with respect to board diversity commitments. However, we recognise two female candidates have been nominated to the board in 2025, and note an improved trajectory in increasing female representation on the board since last year.
KLA Corp.	United States	Annual	11/5/2025	Management	1b.	Elect Jason Conley	For	For	
KLA Corp.	United States	Annual	11/5/2025	Management	1c.	Elect Tracy A. Embree	For	For	
KLA Corp.	United States	Annual	11/5/2025	Management	1d.	Elect Jeneanne Hanley	For	For	
KLA Corp.	United States	Annual	11/5/2025	Management	1e.	Elect Kevin J. Kennedy	For	For	
KLA Corp.	United States	Annual	11/5/2025	Management	1f.	Elect Michael R. McMullen	For	For	
KLA Corp.	United States	Annual	11/5/2025	Management	1g.	Elect Victor Peng	For	For	
KLA Corp.	United States	Annual	11/5/2025	Management	1h.	Elect Jamie Samath	For	For	
KLA Corp.	United States	Annual	11/5/2025	Management	1i.	Elect Susan Taylor	For	For	
KLA Corp.	United States	Annual	11/5/2025	Management	1j.	Elect Richard P. Wallace	For	For	
KLA Corp.	United States	Annual	11/5/2025	Management	2.	Ratification of Auditor	For	For	
KLA Corp.	United States	Annual	11/5/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Special	8/8/2025	Management	2.	Elect Wiebe Draijer to the Supervisory Board	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/9/2025	Management	2.3.	Accounts and Reports	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/9/2025	Management	3.	REMUNERATION REPORT	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/9/2025	Management	4.1.	Ratification of Management Board Acts	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/9/2025	Management	4.2.	Ratification of Supervisory Board Acts	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/9/2025	Management	5.1.	Elect Jan Zijderveld to the Supervisory Board	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/9/2025	Management	5.2.	Elect Per Bank to the Supervisory Board	For	For	

Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/9/2025	Management	6.1.	Supervisory Board Remuneration Policy	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/9/2025	Management	7.1.	Appointment of Auditor	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/9/2025	Management	7.2.	Appointment of Auditor for Sustainability Reporting	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/9/2025	Management	8.	Amendments to Articles	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/9/2025	Management	9.1.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/9/2025	Management	9.2.	Authority to Suppress Preemptive Rights	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/9/2025	Management	9.3.	Authority to Repurchase Shares	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/9/2025	Management	9.4.	Cancellation of Shares	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/16/2025	Management	11.	Elect Gerard J.A. van de Aast to the Supervisory Board	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/16/2025	Management	12.	Elect Jolande C.M. Sap to the Supervisory Board	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/16/2025	Management	14.	Authority to Repurchase Shares	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/16/2025	Management	15.	Cancellation of Shares	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/16/2025	Management	16.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/16/2025	Management	17.	Authority to Suppress Preemptive Rights	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/16/2025	Management	3.	Accounts and Reports	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/16/2025	Management	4.	Remuneration Report	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/16/2025	Management	7.	Ratification of Management Board Acts	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/16/2025	Management	8.	Ratification of Supervisory Board Acts	For	For	

Koninklijke KPN NV	Netherlands	Annual	4/16/2025	Management	9.	Amendments to Articles	For	For	
Kubota Corporation	Japan	Annual	3/21/2025	Management	1.1	Elect Yuichi Kitao	For	Against	We vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed.
Kubota Corporation	Japan	Annual	3/21/2025	Management	1.10	Elect Yuri Furusawa	For	For	
Kubota Corporation	Japan	Annual	3/21/2025	Management	1.11	Elect Yoshinori Yamashita	For	For	
Kubota Corporation	Japan	Annual	3/21/2025	Management	1.2	Elect Shingo Hanada	For	For	
Kubota Corporation	Japan	Annual	3/21/2025	Management	1.3	Elect Hiroto Kimura	For	For	
Kubota Corporation	Japan	Annual	3/21/2025	Management	1.4	Elect Masato Yoshikawa	For	For	
Kubota Corporation	Japan	Annual	3/21/2025	Management	1.5	Elect Dai Watanabe	For	For	
Kubota Corporation	Japan	Annual	3/21/2025	Management	1.6	Elect Eiji Yoshioka	For	For	
Kubota Corporation	Japan	Annual	3/21/2025	Management	1.7	Elect Yutaro Shintaku	For	For	
Kubota Corporation	Japan	Annual	3/21/2025	Management	1.8	Elect Kumi Arakane @ Kumi Kameyama	For	For	
Kubota Corporation	Japan	Annual	3/21/2025	Management	1.9	Elect Koichi Kawana	For	For	
Kubota Corporation	Japan	Annual	3/21/2025	Management	2	Elect Setsuko Ino @ Setsuko Yamada as Statutory Auditor	For	For	
Kubota Corporation	Japan	Annual	3/21/2025	Management	3	Elect Hogara Iwamoto as Alternate Statutory Auditor	For	For	
Kubota Corporation	Japan	Annual	3/21/2025	Management	4	Approval of the Trust Type Equity Plans	For	For	
Kurita Water Industries Ltd	Japan	Annual	6/25/2025	Management	2.1	Elect Michiya Kadota	For	Against	An executive sits on the compensation committee. An executive sits on the nominating committee. The comp committee does not hit independence standards.

Kurita Water Industries Ltd	Japan	Annual	6/25/2025	Management	2.2	Elect Hirohiko Ejiri	For	Against	An executive sits on the compensation committee. An executive sits on the nominating committee. The comp committee does not hit independence standards.
Kurita Water Industries Ltd	Japan	Annual	6/25/2025	Management	2.3	Elect Shuji Shiode	For	For	
Kurita Water Industries Ltd	Japan	Annual	6/25/2025	Management	2.4	Elect Norikazu Kachi	For	Against	Executive sitting on the audit committee, does not hit independence standards.
Kurita Water Industries Ltd	Japan	Annual	6/25/2025	Management	2.5	Elect Kenjiro Kobayashi	For	For	
Kurita Water Industries Ltd	Japan	Annual	6/25/2025	Management	2.6	Elect Masahiro Miyazaki	For	For	
Kurita Water Industries Ltd	Japan	Annual	6/25/2025	Management	2.7	Elect Yoshiko Takayama	For	For	
Kurita Water Industries Ltd	Japan	Annual	6/25/2025	Management	2.8	Elect Mie Matsuo	For	For	Note insufficient rotation of the auditor (auditor tenure exceeds 50 years) however, recently appointed committee chair. Pursue via engagement.
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	1	Accounts and Reports	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	10	Elect M. George Lewis	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	11	Elect Ric Lewis	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	12	Elect Tushar Morzaria	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	13	Elect António Simões	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	14	Elect Laura Wade-Gery	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	15	Appointment of Auditor	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	16	Authority to Set Auditor's Fees	For	For	

Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	17	Remuneration Report	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	18	Authorisation of Political Donations	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	19	Authority to Issue Shares w/ Preemptive Rights	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	20	Authority to Issue Contingent Convertible Securities w/ Preemptive Rights	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	21	Authority to Issue Shares w/o Preemptive Rights	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	23	Authority to Issue Contingent Convertible Securities w/o Preemptive Rights	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	24	Authority to Repurchase Shares	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	3	Elect Clare Bousfield	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	4	Elect Henrietta Baldock	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	5	Elect Philip Broadley	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	6	Elect Stuart Jeffrey Davies	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	7	Elect Carolyn Johnson	For	For	
Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	8	Elect Nilufer von Bismarck	For	For	

Legal & General Group plc	United Kingdom	Annual	5/22/2025	Management	9	Elect Sir John Kingman	For	For	
LEM Holding S.A.	Switzerland	Annual	6/26/2025	Management	1.1	Accounts and Reports	For	For	
LEM Holding S.A.	Switzerland	Annual	6/26/2025	Management	1.2	Compensation Report	For	Against	Continued insufficient response to increasing shareholder dissent. Multiple ongoing issues: STIP - limited disclosure of performance metrics and targets not disclosed. LTIP - targets only partially disclosed. Individual remuneration only disclosed for CEO. No recovery provisions for STIP and LTIP. No deferral provisions.
LEM Holding S.A.	Switzerland	Annual	6/26/2025	Management	1.3	Report on Non-Financial Matters	For	For	
LEM Holding S.A.	Switzerland	Annual	6/26/2025	Management	3	Ratification of Board and Management Acts	For	For	
LEM Holding S.A.	Switzerland	Annual	6/26/2025	Management	4	Board Compensation	For	For	
LEM Holding S.A.	Switzerland	Annual	6/26/2025	Management	5.1	Executive Compensation (Short-Term)	For	For	
LEM Holding S.A.	Switzerland	Annual	6/26/2025	Management	5.2	Executive Compensation (Long-Term)	For	For	
LEM Holding S.A.	Switzerland	Annual	6/26/2025	Management	5.3	Executive Compensation (Fixed)	For	For	
LEM Holding S.A.	Switzerland	Annual	6/26/2025	Management	6.1.	Elect Ilan Cohen	For	For	
LEM Holding S.A.	Switzerland	Annual	6/26/2025	Management	6.2.	Elect François Gabella	For	For	
LEM Holding S.A.	Switzerland	Annual	6/26/2025	Management	6.3.	Elect Andreas Hürlimann as Board Chair	For	For	
LEM Holding S.A.	Switzerland	Annual	6/26/2025	Management	6.4.	Elect Ulrich Looser	For	Against	Vote against Chair of Nomination and Compensation Committee for insufficient board gender diversity (17%). Board diversity has only incrementally improved this year due to one director leaving.
LEM Holding S.A.	Switzerland	Annual	6/26/2025	Management	6.5.	Elect Werner C. Weber	For	For	
LEM Holding S.A.	Switzerland	Annual	6/26/2025	Management	6.6.	Elect Libo Zhang	For	For	

LEM Holding S.A.	Switzerland	Annual	6/26/2025	Management	7.1	Elect Andreas Hürlimann as Nominating and Compensation Committee Member	For	For	
LEM Holding S.A.	Switzerland	Annual	6/26/2025	Management	7.2	Elect Ulrich Looser as Nominating and Compensation Committee Member	For	Against	Vote against Chair of Nomination Committee for insufficient board gender diversity (17%).
LEM Holding S.A.	Switzerland	Annual	6/26/2025	Management	7.3	Elect Werner C. Weber as Nominating and Compensation Committee Member	For	For	
LEM Holding S.A.	Switzerland	Annual	6/26/2025	Management	9	Appointment of Auditor	For	For	
Leroy Seafood Group	Norway	Annual	5/27/2025	Management	10	Authority to Repurchase and Reissue Shares	For	For	
Leroy Seafood Group	Norway	Annual	5/27/2025	Management	11	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Leroy Seafood Group	Norway	Annual	5/27/2025	Management	4	Accounts and Reports; Allocation of Profits and Dividends	For	For	
Leroy Seafood Group	Norway	Annual	5/27/2025	Management	5A	Board Fees 2025/2026	For	For	
Leroy Seafood Group	Norway	Annual	5/27/2025	Management	5B	Audit Committee Fees 2025/2026	For	For	
Leroy Seafood Group	Norway	Annual	5/27/2025	Management	5C	Nomination Committee Fees 2025/2026	For	For	
Leroy Seafood Group	Norway	Annual	5/27/2025	Management	5D	Authority to Set Auditor's Fees	For	For	
Leroy Seafood Group	Norway	Annual	5/27/2025	Management	6	Remuneration Report	For	Against	Insufficient response to shareholder dissent. Compensation plan does not utilize any long term incentives. The structure and disclosure of the remuneration plan are lacking - no performance goals disclosure in the STIP.
Leroy Seafood Group	Norway	Annual	5/27/2025	Management	7	Remuneration Policy	For	Against	Remuneration policy does not use a benchmark for pay setting. Company has authority to award discretionary bonuses. Share incentive scheme will be evaluated over three, one-year periods

Leroy Seafood Group	Norway	Annual	5/27/2025	Management	9A	Elect Britt Katrine Drivenes	For	Against	Affiliated director on the audit committee; does not hit independence standards.
Leroy Seafood Group	Norway	Annual	5/27/2025	Management	9B	Elect Didrik Munch	For	For	Audit committee chair is independent, although longer tenured (12 years).
Leroy Seafood Group	Norway	Annual	5/27/2025	Management	9C	Elect Karoline Møgster	For	Against	Affiliated director on the audit committee; does not hit independence standards.
Leroy Seafood Group	Norway	Annual	5/27/2025	Management	9D	Elect Are Dragesund	For	For	
Lilly(Eli) & Co	United States	Annual	5/5/2025	Management	1a.	Elect Raul Alvarez	For	For	
Lilly(Eli) & Co	United States	Annual	5/5/2025	Management	1b.	Elect Mary Lynne Hedley	For	For	
Lilly(Eli) & Co	United States	Annual	5/5/2025	Management	1c.	Elect Kimberly H. Johnson	For	For	
Lilly(Eli) & Co	United States	Annual	5/5/2025	Management	1d.	Elect Juan R. Luciano	For	Against	Vote against Chair of Directors and Corporate Governance Committee for the lack of disclosure of board racial/ethnic minority demographic information. This disclosure was provided in last year's proxy statement, but was omitted this year. We are concerned that the disclosure around board ethnic diversity has declined.
Lilly(Eli) & Co	United States	Annual	5/5/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Lilly(Eli) & Co	United States	Annual	5/5/2025	Management	3.	Ratification of Auditor	For	For	
Lilly(Eli) & Co	United States	Annual	5/5/2025	Management	4.	Repeal of Classified Board	For	For	
Lilly(Eli) & Co	United States	Annual	5/5/2025	Management	5.	Elimination of Supermajority Requirements	For	For	
Linde Plc	Ireland	Annual	7/29/2025	Management	1a.	Elect Stephen F. Angel	For	For	
Linde Plc	Ireland	Annual	7/29/2025	Management	1b.	Elect Sanjiv Lamba	For	For	
Linde Plc	Ireland	Annual	7/29/2025	Management	1c.	Elect Ann-Kristin Achleitner	For	For	
Linde Plc	Ireland	Annual	7/29/2025	Management	1d.	Elect Thomas Enders	For	For	
Linde Plc	Ireland	Annual	7/29/2025	Management	1e.	Elect Hugh Grant	For	For	

Linde Plc	Ireland	Annual	7/29/2025	Management	1f.	Elect Joe Kaeser	For	For	Board has maintained its board composition disclosure in the 2025 proxy, inclusive of gender, race and ethnicity. Noting board female representation at 30% and racial/ethnic representation at 20%.
Linde Plc	Ireland	Annual	7/29/2025	Management	1g.	Elect Victoria E. Ossadnik	For	For	
Linde Plc	Ireland	Annual	7/29/2025	Management	1h.	Elect Paula Rosput Reynolds	For	For	
Linde Plc	Ireland	Annual	7/29/2025	Management	1i.	Elect Alberto Weisser	For	For	
Linde Plc	Ireland	Annual	7/29/2025	Management	1j.	Elect Robert L. Wood	For	For	
Linde Plc	Ireland	Annual	7/29/2025	Management	2a.	Ratification of Auditor	For	For	
Linde Plc	Ireland	Annual	7/29/2025	Management	2b.	Authority to Set Auditor's Fees	For	For	
Linde Plc	Ireland	Annual	7/29/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Linde Plc	Ireland	Annual	7/29/2025	Management	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Linde Plc	Ireland	Annual	7/29/2025	Management	5.	Determination of Price Range for Re-allotment of Treasury Shares	For	For	
Linde Plc	Ireland	Annual	7/29/2025	ShareHolder	6.	Shareholder Proposal Regarding Lobbying Activity Alignment with Climate Neutral Goal	Against	For	We note this is a highly relevant topic for the company and while we note they do disclose some relevant disclosures on their lobbying alignment with their 2050 climate ambition (in their CDP reporting, Climate Transition Plan and Sustainable Development Report), we also note some areas for improvement, including disclosure of specific fees paid to each organisation/trade association (in addition to the aggregate amount paid).
Littelfuse, Inc.	United States	Annual	4/24/2025	Management	1a.	Elect Kristina A. Cerniglia	For	Against	Accounting irregularities, such as a material weakness in internal controls or a restatement, have been identified in the last year (recently appointed committee chair).
Littelfuse, Inc.	United States	Annual	4/24/2025	Management	1b.	Elect Tzau-Jin Chung	For	For	
Littelfuse, Inc.	United States	Annual	4/24/2025	Management	1c.	Elect Gayla J. Delly	For	For	

Littelfuse, Inc.	United States	Annual	4/24/2025	Management	1d.	Elect Maria C. Green	For	For	
Littelfuse, Inc.	United States	Annual	4/24/2025	Management	1e.	Elect Anthony Grillo	For	Against	Vote against Chair of the Nominations Committee, noting company has omitted disclosure of gender and racial/ethnic minority demographic information in its 2025 proxy statement vs. last year.
Littelfuse, Inc.	United States	Annual	4/24/2025	Management	1f.	Elect Gregory N. Henderson	For	For	
Littelfuse, Inc.	United States	Annual	4/24/2025	Management	1g.	Elect Gordon Hunter	For	For	
Littelfuse, Inc.	United States	Annual	4/24/2025	Management	1h.	Elect William P. Noglows	For	For	
Littelfuse, Inc.	United States	Annual	4/24/2025	Management	2.	Advisory Vote on Executive Compensation	For	Against	Pay for performance disconnect. No performance based long-term incentive awards. Introduction of guaranteed payout minimums upon CIC.
Littelfuse, Inc.	United States	Annual	4/24/2025	Management	3.	Ratification of Auditor	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	01	Accounts and Reports	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	03	Remuneration Report	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	04	Elect Dominic Blakemore	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	05	Elect Martin Brand	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	06	Elect Kathleen DeRose	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	07	Elect Tsega Gebreyes	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	08	Elect Scott Guthrie	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	09	Elect Cressida Hogg	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	1	Accounts and Reports	For	For	

London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	10	Elect Michel-Alain Proch	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	10	Elect Michel-Alain Proch	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	11	Elect Val Rahmani	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	11	Elect Val Rahmani	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	12	Elect Don Robert	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	12	Elect Don Robert	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	13	Elect David Schwimmer	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	13	Elect David Schwimmer	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	14	Elect William Vereker	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	14	Elect William Vereker	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	15	Elect Lloyd Pitchford	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	15	Elect Lloyd Pitchford	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	16	Appointment of Auditor	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	16	Appointment of Auditor	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	17	Authority to Set Auditor's Fees	For	For	

London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	17	Authority to Set Auditor's Fees	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	18	Authority to Issue Shares w/ Preemptive Rights	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	18	Authority to Issue Shares w/ Preemptive Rights	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	19	Authorisation of Political Donations	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	19	Authorisation of Political Donations	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	20	Authority to Issue Shares w/o Preemptive Rights	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	20	Authority to Issue Shares w/o Preemptive Rights	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	22	Authority to Repurchase Shares	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	22	Authority to Repurchase Shares	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	3	Remuneration Report	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	4	Elect Dominic Blakemore	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	5	Elect Martin Brand	For	For	

London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	6	Elect Kathleen DeRose	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	7	Elect Tsega Gebreyes	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	8	Elect Scott Guthrie	For	For	
London Stock Exchange Group	United Kingdom	Annual	5/1/2025	Management	9	Elect Cressida Hogg	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/15/2025	Management	1a.	Elect Anthony K. Anderson	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/15/2025	Management	1b.	Elect John Q. Doyle	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/15/2025	Management	1c.	Elect H. Edward Hanway	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/15/2025	Management	1d.	Elect Judith Hartmann	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/15/2025	Management	1e.	Elect Deborah C. Hopkins	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/15/2025	Management	1f.	Elect Tamara Ingram	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/15/2025	Management	1g.	Elect Jane Holl Lute	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/15/2025	Management	1h.	Elect Steven A. Mills	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/15/2025	Management	1i.	Elect Morton O. Schapiro	For	Against	Board level racial/ethnic demographic disclosure removed from this year's proxy statement, insufficient information to inform voting decision, therefore voting against Chair of the Nomination Committee.
Marsh & McLennan Cos., Inc.	United States	Annual	5/15/2025	Management	1j.	Elect Jan Siegmund	For	For	

Marsh & McLennan Cos., Inc.	United States	Annual	5/15/2025	Management	1k.	Elect Lloyd M. Yates	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/15/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/15/2025	Management	3.	Ratification of Auditor	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/15/2025	Management	4.	Amendment to the 2020 Incentive and Stock Award Plan	For	For	
Marvell Technology Inc	United States	Annual	6/13/2025	Management	1a.	Elect Sara C. Andrews	For	For	
Marvell Technology Inc	United States	Annual	6/13/2025	Management	1b.	Elect William Tudor Brown	For	For	
Marvell Technology Inc	United States	Annual	6/13/2025	Management	1c.	Elect Brad W. Buss	For	For	
Marvell Technology Inc	United States	Annual	6/13/2025	Management	1d.	Elect Daniel Durn	For	For	
Marvell Technology Inc	United States	Annual	6/13/2025	Management	1e.	Elect Rebecca House	For	For	
Marvell Technology Inc	United States	Annual	6/13/2025	Management	1f.	Elect Marachel Knight	For	For	
Marvell Technology Inc	United States	Annual	6/13/2025	Management	1g.	Elect Matthew J. Murphy	For	For	
Marvell Technology Inc	United States	Annual	6/13/2025	Management	1h.	Elect Richard P. Wallace	For	For	
Marvell Technology Inc	United States	Annual	6/13/2025	Management	2.	Advisory Vote on Executive Compensation	For	Abstain	Significant compensation, though recognizing the role NEOs have in meeting the goals for the business. That said, the advisory vote barely passed in 2024 (51%) and no significant changes were implemented in response.
Marvell Technology Inc	United States	Annual	6/13/2025	Management	3.	Ratification of Auditor	For	For	
Marvell Technology Inc	United States	Annual	6/13/2025	ShareHolder	4.	Shareholder Proposal Regarding Independent Chair	Against	For	An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda
Masco Corp.	United States	Annual	5/9/2025	Management	1a.	Elect Jonathon J. Nudi	For	For	

Masco Corp.	United States	Annual	5/9/2025	Management	1b.	Elect Lisa A. Payne	For	Against	Vote against Board Chair as best equivalent director for the lack of disclosure of board racial/ethnic minority demographic information. Company has also omitted any reference to diversity in its 2025 proxy statement, stating only that the Board and Governance Committee has not adopted a formal Board diversity policy.
Masco Corp.	United States	Annual	5/9/2025	Management	1c.	Elect Sandeep Reddy	For	For	
Masco Corp.	United States	Annual	5/9/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Masco Corp.	United States	Annual	5/9/2025	Management	3.	Ratification of Auditor	For	For	
Masco Corp.	United States	Annual	5/9/2025	Management	4.	Amendment to the Company Charter to Remove Supermajority Vote Requirements	For	For	
Masco Corp.	United States	Annual	5/9/2025	Management	5.	Amendment to the Company Charter to Approve Business Combination Provision	For	For	
Masco Corp.	United States	Annual	5/9/2025	Management	6.	Repeal of Classified Board	For	For	
Mastercard Incorporated	United States	Annual	6/24/2025	Management	1a.	Elect Merit E. Janow	For	For	
Mastercard Incorporated	United States	Annual	6/24/2025	Management	1b.	Elect Candido Botelho Bracher	For	For	
Mastercard Incorporated	United States	Annual	6/24/2025	Management	1c.	Elect Richard K. Davis	For	For	
Mastercard Incorporated	United States	Annual	6/24/2025	Management	1d.	Elect Julius Genachowski	For	For	
Mastercard Incorporated	United States	Annual	6/24/2025	Management	1e.	Elect Goh Choon Phong	For	Against	Director is a public company executive and serves on more than 2 public boards.
Mastercard Incorporated	United States	Annual	6/24/2025	Management	1f.	Elect Oki Matsumoto	For	Against	Director is a public company executive and serves on more than 2 public boards.
Mastercard Incorporated	United States	Annual	6/24/2025	Management	1g.	Elect Michael Miebach	For	For	
Mastercard Incorporated	United States	Annual	6/24/2025	Management	1h.	Elect Youngme E. Moon	For	For	
Mastercard Incorporated	United States	Annual	6/24/2025	Management	1i.	Elect Rima Qureshi	For	For	
Mastercard Incorporated	United States	Annual	6/24/2025	Management	1j.	Elect Gabrielle Sulzberger	For	For	

Mastercard Incorporated	United States	Annual	6/24/2025	Management	1k.	Elect Harit Talwar	For	For	
Mastercard Incorporated	United States	Annual	6/24/2025	Management	1l.	Elect Lance Uggla	For	For	
Mastercard Incorporated	United States	Annual	6/24/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Mastercard Incorporated	United States	Annual	6/24/2025	Management	3.	Ratification of Auditor	For	For	
Mastercard Incorporated	United States	Annual	6/24/2025	Management	4.	Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers	For	Against	Not supportive of amendment which removes liability for an officer's breach of his or her duty of care, without sufficient company rationale as to why this is beneficial for shareholders.
Mastercard Incorporated	United States	Annual	6/24/2025	Management	5.	Amendment to Certificate of Incorporation to Remove Industry Director Concept	For	For	Supportive of changes made to the company's certificate of incorporation or bylaws that are not contrary to shareholder interest.
Mastercard Incorporated	United States	Annual	6/24/2025	Management	6.	Amendment to Certificate of Incorporation to Implement Other Miscellaneous Changes	For	For	Supportive of changes made to the company's certificate of incorporation or bylaws that are not contrary to shareholder interest.
Mastercard Incorporated	United States	Annual	6/24/2025	ShareHolder	7.	Shareholder Proposal Regarding Racial Equity Audit	Against	For	Improves transparency and accountability around EDI efforts and performance.
Mastercard Incorporated	United States	Annual	6/24/2025	ShareHolder	8.	Shareholder Proposal Regarding Report on Affirmative Action Risks	Against	Against	The shareholder proposal is seeking to undermine rather than strengthen the company's efforts in this area. The proponent is the National Center for Public Policy Research.
McDermott International Ltd	Bermuda	Annual	9/5/2025	Management		Elect Michael E. McKelvy	For	Withhold	Multiple issues. Lack of key board committees, lack of audit transparency or disclosures, combined CEO/Chair roles with no LID, and insufficient board diversity. Voting against Chair of Board.
McDermott International Ltd	Bermuda	Annual	9/5/2025	Management		Elect Craig W. Broderick	For	For	
McDermott International Ltd	Bermuda	Annual	9/5/2025	Management		Elect Neil Bruce	For	For	

McDermott International Ltd	Bermuda	Annual	9/5/2025	Management		Elect Barbara J. Duganier	For	For	
McDermott International Ltd	Bermuda	Annual	9/5/2025	Management		Elect Michael E. Martino	For	For	
McDermott International Ltd	Bermuda	Annual	9/5/2025	Management		Elect Joseph P. Marushack	For	For	
McDermott International Ltd	Bermuda	Annual	9/5/2025	Management		Elect Lee A. McIntire	For	For	
McDermott International Ltd	Bermuda	Annual	9/5/2025	Management		Elect Farhad Nanji	For	For	
McDermott International Ltd	Bermuda	Annual	9/5/2025	Management		Elect Paul Soldatos	For	For	
McDermott International Ltd	Bermuda	Annual	9/5/2025	Management	1.	Board Size	For	For	
McDermott International Ltd	Bermuda	Annual	9/5/2025	Management	3.	Authority to Fill Board Vacancies	For	For	
McDermott International Ltd	Bermuda	Annual	9/5/2025	Management	4.	Appointment of Auditor and Authority to Set Fees	For	Abstain	No disclosure of audit fees and other fees paid for these services in its filings.
Media Tek Inc	Taiwan	Annual	5/29/2025	Management	1	2024 Business Report and Financial Statements	For	For	
Media Tek Inc	Taiwan	Annual	5/29/2025	Management	3	Amendments to Articles	For	For	
Media Tek Inc	Taiwan	Annual	5/29/2025	Management	4.1	Elect HON Hsiao-Wuen	For	For	
Media Tek Inc	Taiwan	Annual	5/29/2025	Management	5	Release of the Non-Compete Restriction on the Company's Director of the 10th Board of Directors	For	For	
MercadoLibre Inc	United States	Annual	6/17/2025	Management	1a.	Elect Stelleo Passos Tolda	For	For	
MercadoLibre Inc	United States	Annual	6/17/2025	Management	1b.	Elect Emiliano Calemzuk	For	Withhold	Vote against Chair of the Nominations Committee, noting company has omitted disclosure of racial/ethnic minority demographic information in its 2025 proxy statement vs. last year. Note board gender diversity has also dropped from 22% to 11% this year. Committee did not meet in the last year, voting against Chair of the Committee.
MercadoLibre Inc	United States	Annual	6/17/2025	Management	1c.	Elect Marcos Galperin	For	For	
MercadoLibre Inc	United States	Annual	6/17/2025	Management	1d.	Elect Martin Lawson	For	For	

MercadoLibre Inc	United States	Annual	6/17/2025	Management	2.	Advisory Vote on Executive Compensation	For	Against	Noting overall pay for performance alignment but company continues to omit performance-based LTIP awards. Single trigger CIC benefits.
MercadoLibre Inc	United States	Annual	6/17/2025	Management	3.	Ratification of Auditor	For	For	
MercadoLibre Inc	United States	Annual	6/17/2025	Management	4.	Reincorporation from Delaware to Texas	For	Against	Reincorporation would reduce the rights of shareholders without shareholder approval.
Mettler-Toledo International, Inc.	United States	Annual	5/1/2025	Management	1.1	Elect Roland Diggelmann	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/1/2025	Management	1.2	Elect Domitille Doat-Le Bigot	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/1/2025	Management	1.3	Elect Elisha W. Finney	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/1/2025	Management	1.4	Elect Michael A. Kelly	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/1/2025	Management	1.5	Elect Thomas P. Salice	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/1/2025	Management	1.6	Elect Brian Shepherd	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/1/2025	Management	1.7	Elect Wolfgang Wienand	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/1/2025	Management	1.8	Elect Ingrid Zhang	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/1/2025	Management	2.	Ratification of Auditor	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/1/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	

Microsoft Corporation	United States	Annual	12/5/2025	ShareHolder	10.	Shareholder Proposal Regarding Report on Risks of Providing AI to Facilitate New Oil and Gas Development and Production	Against	Against	We are not convinced the materiality of the purported risks outlined in the proposal, nor is it clear what incremental information would be provided beyond what the company already discloses. We believe other risks associated with AI are more material to the company, as articulated in proposal 8, which we are voting for.
Microsoft Corporation	United States	Annual	12/5/2025	Management	1a.	Elect Reid G. Hoffman	For	For	
Microsoft Corporation	United States	Annual	12/5/2025	Management	1b.	Elect Hugh F. Johnston	For	For	
Microsoft Corporation	United States	Annual	12/5/2025	Management	1c.	Elect Teri L. List	For	For	
Microsoft Corporation	United States	Annual	12/5/2025	Management	1d.	Elect Catherine MacGregor	For	For	
Microsoft Corporation	United States	Annual	12/5/2025	Management	1e.	Elect Mark A. L. Mason	For	For	
Microsoft Corporation	United States	Annual	12/5/2025	Management	1f.	Elect Satya Nadella	For	For	
Microsoft Corporation	United States	Annual	12/5/2025	Management	1g.	Elect Sandra E. Peterson	For	For	
Microsoft Corporation	United States	Annual	12/5/2025	Management	1h.	Elect Penny S. Pritzker	For	For	
Microsoft Corporation	United States	Annual	12/5/2025	Management	1i.	Elect John David Rainey	For	For	
Microsoft Corporation	United States	Annual	12/5/2025	Management	1j.	Elect Charles W. Scharf	For	For	
Microsoft Corporation	United States	Annual	12/5/2025	Management	1k.	Elect John W. Stanton	For	For	
Microsoft Corporation	United States	Annual	12/5/2025	Management	1l.	Elect Emma N. Walmsley	For	For	
Microsoft Corporation	United States	Annual	12/5/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Microsoft Corporation	United States	Annual	12/5/2025	Management	3.	Ratification of Auditor	For	For	
Microsoft Corporation	United States	Annual	12/5/2025	Management	4.	Approval of the 2026 Stock Plan	For	For	
Microsoft Corporation	United States	Annual	12/5/2025	ShareHolder	5.	Shareholder Proposal Regarding Censorship Risk Audit	Against	Against	There is no information indicating that the ESP is being utilized for censorship of legitimate speech. The proponent is the National Center for Public Policy Research, whose motivation is unclear.

Microsoft Corporation	United States	Annual	12/5/2025	ShareHolder	6.	Shareholder Proposal Regarding GenAI Discrimination	Against	Against	Current disclosures appear to sufficiently address this topic though we recognize this is an ever evolving issue. The proponent is the American Conservative Values ETF, whose motivation is unclear.
Microsoft Corporation	United States	Annual	12/5/2025	ShareHolder	7.	Shareholder Proposal Regarding Report on Risks of AI Data Sourcing	Against	Abstain	Though the purported topic of the proposal is relevant, the goal of the proponent is unclear, as its exempt solicitation focuses on Microsoft's relationships with the federal government and OpenAI. The Company provides some disclosures on this topic, and notes that the requested report is largely covered by existing requirements set forth in the EU AI Act, and that for specific models, it will complete the transparency template issued by the AI Office in the EU to meet disclosure requirements. Similar reporting will be necessary to satisfy California law beginning in January 2026. The proponent is the National Legal and Policy Center, who has a history of trying to undermine certain risk management efforts by companies.
Microsoft Corporation	United States	Annual	12/5/2025	ShareHolder	8.	Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	Against	For	Supportive of additional disclosure concerning the company's human rights due diligence and risk management.
Microsoft Corporation	United States	Annual	12/5/2025	ShareHolder	9.	Shareholder Proposal Regarding Report on AI Human Rights Due Diligence	Against	For	Given recent controversies regarding the Israeli military's use of Azure and violations of Microsoft's terms of service, we believe additional transparency and due diligence may be beneficial.
Middleby Corp.	United States	Annual	5/14/2025	Management	1a.	Elect Julie Bowerman	For	For	

Middleby Corp.	United States	Annual	5/14/2025	Management	1b.	Elect Sarah Palisi Chapin	For	Against	Vote against Chair of Nominating and Corporate Governance Committee for the lack of disclosure of board racial/ethnic minority demographic information. This disclosure was provided in 2024 proxy statement, but was omitted this year. We note the improvement of board gender diversity from 22% in 2024 to 30% in 2025.
Middleby Corp.	United States	Annual	5/14/2025	Management	1c.	Elect Timothy J. FitzGerald	For	For	
Middleby Corp.	United States	Annual	5/14/2025	Management	1d.	Elect Edward Garden	For	For	
Middleby Corp.	United States	Annual	5/14/2025	Management	1e.	Elect Cathy L. McCarthy	For	For	
Middleby Corp.	United States	Annual	5/14/2025	Management	1f.	Elect Robert A. Nerbonne	For	For	
Middleby Corp.	United States	Annual	5/14/2025	Management	1g.	Elect Gordon O'Brien	For	For	
Middleby Corp.	United States	Annual	5/14/2025	Management	1h.	Elect Stephen R. Scherger	For	For	
Middleby Corp.	United States	Annual	5/14/2025	Management	1i.	Elect Tejas P. Shah	For	For	
Middleby Corp.	United States	Annual	5/14/2025	Management	1j.	Elect Nassem Ziyad	For	For	
Middleby Corp.	United States	Annual	5/14/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Middleby Corp.	United States	Annual	5/14/2025	Management	3.	Ratification of Auditor	For	For	
Midea Group Co. Ltd	China	Special	1/15/2025	Management	1	Repurchase and Cancellation of Some Incentive Stocks under 2021 Restricted Stock Incentive Plan	For	For	
Midea Group Co. Ltd	China	Special	1/15/2025	Management	1	Repurchase and Cancellation of Some Incentive Stocks under 2021 Restricted Stock Incentive Plan	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	1.	2024 Directors' Report	For	For	
Midea Group Co. Ltd	China	Special	9/24/2025	Management	1.	Repurchase and Cancellation of Some Incentive Stocks under 2021 Restricted Stock Incentive Plan	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	10.	General Authorization to Issue Shares	For	Against	Issuance authority exceeds 10% of outstanding share capital.

Midea Group Co. Ltd	China	Annual	5/30/2025	Management	11.	2025 A-Share Ownership Plan and its Summary (Draft)	For	Against	Lack of independence at the administrative committee.
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	14.	2025 H-Share Award Scheme (Draft)	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	15.	Provision of Guarantees for Subsidiaries	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	16.	Provision of Guarantees for Asset Pool Business of Its Subsidiary Holding Companies	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	17.	2025 Launching of Foreign Exchange Derivatives Business	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	18.	Re-Appointment of Auditor	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	19.	Amendments to Articles	For	For	
Midea Group Co. Ltd	China	Special	1/15/2025	Management	2	Repurchase and Cancellation of Some Incentive Stocks under 2022 Restricted Stock Incentive Plan	For	For	
Midea Group Co. Ltd	China	Special	1/15/2025	Management	2	Repurchase and Cancellation of Some Incentive Stocks under 2022 Restricted Stock Incentive Plan	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	2.	2024 Supervisors' Report	For	For	
Midea Group Co. Ltd	China	Special	9/24/2025	Management	2.	Repurchase and Cancellation of Some Incentive Stocks under 2022 Restricted Stock Incentive Plan	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	27.	Compliance of the Spin-Off with the Relevant Laws and Regulations	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	28.	Plan of Annto's Initial Public Offering of H Shares and Its Listing on the Main Board of the Hong Kong Stock Exchange	For	For	

Midea Group Co. Ltd	China	Annual	5/30/2025	Management	29.	Spin-off a Subsidiary and Listing on the Main Board of the Hong Kong Stock Exchange (Preplan)	For	For	
Midea Group Co. Ltd	China	Special	1/15/2025	Management	3	Repurchase and Cancellation of Some Incentive Stocks under 2023 Restricted Stock Incentive Plan	For	For	
Midea Group Co. Ltd	China	Special	1/15/2025	Management	3	Repurchase and Cancellation of Some Incentive Stocks under 2023 Restricted Stock Incentive Plan	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	3.	2024 Accounts and Reports	For	For	
Midea Group Co. Ltd	China	Special	9/24/2025	Management	3.	Repurchase and Cancellation of Some Incentive Stocks under 2022 Restricted Stock Incentive Plan	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	30.	Compliance of the Spin-Off the Subsidiary with the Spin-Off Rules	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	31.	Spin-Off Which Benefits the Safeguarding of Legitimate Rights and Interests of Shareholders and Creditors	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	32.	The Company's Ability to Maintain Independence and Sustainable Operation	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	33.	Capability of The Subsidiary to Implement Regulated Operation	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	34.	Explanation on the Completeness of and Compliance with Legal Procedures of the Spin-Off and the Validity of the Legal Documents Submitted	For	For	

Midea Group Co. Ltd	China	Annual	5/30/2025	Management	35.	Analysis of the Objectives, Commercial Rationality, Necessity and Feasibility of the Spin-Off	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	36.	Provision of Assured Entitlement to the H-Share Shareholders Only for the Spin-Off	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	38.	Repurchase and Cancellation of Certain Restricted Shares Under the 2021 Restricted Share Incentive Scheme	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	39.	Repurchase and Cancellation of Certain Restricted Shares Under the 2022 Restricted Share Incentive Scheme	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	4.	2024 ANNUAL REPORT AND ITS SUMMARY	For	For	
Midea Group Co. Ltd	China	Special	9/24/2025	Management	4.	Repurchase and Cancellation of Some Incentive Stocks under 2023 Restricted Stock Incentive Plan	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	40.	Repurchase and Cancellation of Certain Restricted Shares Under the 2023 Restricted Share Incentive Scheme	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	41.	Issuance of Ultra-Short-Term Financing Bonds and Medium-Term Notes	For	For	
Midea Group Co. Ltd	China	Special	9/24/2025	Management	5.	Repurchase and Cancellation of Some Incentive Stocks under 2023 Restricted Stock Incentive Plan	For	For	
Midea Group Co. Ltd	China	Special	9/24/2025	Management	6.	Provision of Guarantee for a Controlled Subsidiary and its Subsidiaries	For	For	

Midea Group Co. Ltd	China	Annual	5/30/2025	Management	7.	Plan for the Repurchase of the Company's A Shares by Way of Centralized Bidding	For	For	
Midea Group Co. Ltd	China	Special	9/24/2025	Management	7.	General Authorization for the Issuance of Domestic and Overseas Debt Financing Instruments	For	For	
Midea Group Co. Ltd	China	Special	9/24/2025	Management	8.	Amendments to Articles	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	8.	Change of Use and Cancellation of the Repurchased A-Shares	For	For	
Midea Group Co. Ltd	China	Annual	5/30/2025	Management	9.	General Authorization to Repurchase H-Shares	For	For	
Mobileye Global Inc	United States	Annual	6/12/2025	Management	1a.	Elect Amnon Shashua	For	For	
Mobileye Global Inc	United States	Annual	6/12/2025	Management	1b.	Elect Saf Yeboah-Amankwah	For	Withhold	Vote against Chair of the Nominations Committee given company has omitted racial/ethnic demographic disclosure in its proxy this year. Noting board gender diversity has also fallen to 29%. The nom/gov committee chair is not independent. Multi-class share structure with no reasonable sunset.
Mobileye Global Inc	United States	Annual	6/12/2025	Management	1c.	Elect Patrick Bombach	For	Withhold	The compensation committee chair is not independent.
Mobileye Global Inc	United States	Annual	6/12/2025	Management	1d.	Elect Elaine L. Chao	For	For	
Mobileye Global Inc	United States	Annual	6/12/2025	Management	1e.	Elect Eyal Desheh	For	For	
Mobileye Global Inc	United States	Annual	6/12/2025	Management	1f.	Elect Claire C. McCaskill	For	For	
Mobileye Global Inc	United States	Annual	6/12/2025	Management	1g.	Elect Christopher Schell	For	For	
Mobileye Global Inc	United States	Annual	6/12/2025	Management	1h.	Elect Frank D. Yeary	For	For	
Mobileye Global Inc	United States	Annual	6/12/2025	Management	2.	Ratification of Auditor	For	For	
Mobileye Global Inc	United States	Annual	6/12/2025	Management	3.	Advisory Vote on Executive Compensation	For	Against	LTIP is not performance based. No executive stock ownership requirements. Significant increase in fixed pay.

Mobileye Global Inc	United States	Annual	6/12/2025	Management	4.	Amendment to the 2022 Equity Incentive Plan	For	For	
Moncler SPA	Italy	Special	3/20/2025	Management	0010	Amendments to Articles	For	For	
Mondi	United Kingdom	Annual	5/8/2025	Management	1	Accounts and Reports	For	For	
Mondi	United Kingdom	Annual	5/8/2025	Management	10	Elect Michael Powell	For	For	
Mondi	United Kingdom	Annual	5/8/2025	Management	11	Elect Dame Angela Strank	For	For	
Mondi	United Kingdom	Annual	5/8/2025	Management	12	Elect Philip Yea	For	For	
Mondi	United Kingdom	Annual	5/8/2025	Management	13	Elect Stephen Young	For	For	
Mondi	United Kingdom	Annual	5/8/2025	Management	14	Appointment of Auditor	For	For	
Mondi	United Kingdom	Annual	5/8/2025	Management	15	Authority to Set Auditor's Fees	For	For	
Mondi	United Kingdom	Annual	5/8/2025	Management	16	Long-Term Incentive Plan	For	For	
Mondi	United Kingdom	Annual	5/8/2025	Management	17	Bonus Share Plan	For	For	
Mondi	United Kingdom	Annual	5/8/2025	Management	18	Authority to Issue Shares w/ Preemptive Rights	For	For	
Mondi	United Kingdom	Annual	5/8/2025	Management	19	Authority to Issue Shares w/o Preemptive Rights	For	For	
Mondi	United Kingdom	Annual	5/8/2025	Management	2	Remuneration Report	For	For	We acknowledge the positive direction of travel given 1) a smaller reduction was applied to the safety lag payout in 2023 during which a fatality also happened and 2) the intention to adjust the safety metric structure from 2025.
Mondi	United Kingdom	Annual	5/8/2025	Management	20	Authority to Repurchase Shares	For	For	
Mondi	United Kingdom	Annual	5/8/2025	Management	4	Elect Sucheta Govil	For	For	
Mondi	United Kingdom	Annual	5/8/2025	Management	5	Elect Svein Richard Brandtzæg	For	For	
Mondi	United Kingdom	Annual	5/8/2025	Management	6	Elect Susan M. Clark	For	For	
Mondi	United Kingdom	Annual	5/8/2025	Management	7	Elect Anke Groth	For	For	
Mondi	United Kingdom	Annual	5/8/2025	Management	8	Elect Andrew King	For	For	

Mondi	United Kingdom	Annual	5/8/2025	Management	9	Elect Sakumzi (Saki) J. Macozoma	For	For	
Monolithic Power System Inc	United States	Annual	6/12/2025	Management	1.1	Elect Herbert Chang	For	For	
Monolithic Power System Inc	United States	Annual	6/12/2025	Management	1.2	Elect Michael R. Hsing	For	For	
Monolithic Power System Inc	United States	Annual	6/12/2025	Management	1.3	Elect Carintia Martinez	For	For	Noting board gender diversity has improved since last year although still sits below guidelines. Noting high board racial/ethnic diversity on the board.
Monolithic Power System Inc	United States	Annual	6/12/2025	Management	2.	Ratification of Auditor	For	For	
Monolithic Power System Inc	United States	Annual	6/12/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	High maximum payout limits still remain under STIP and LTIP. However, no other issues with executive compensation
Monolithic Power System Inc	United States	Annual	6/12/2025	Management	4.	Repeal of Classified Board	For	For	
Monolithic Power System Inc	United States	Annual	6/12/2025	ShareHolder	5.	Shareholder Proposal Regarding Right to Call Special Meetings	Against	For	A 10% threshold for calling a special meeting is appropriate given the Company's size and shareholder base. Vote for.
MTR Corporation Ltd.	Hong Kong	Annual	5/21/2025	Management	1	Accounts and Reports	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/21/2025	Management	3.a	Elect Rex AUYEUNG Pak-kuen	For	Against	The comp committee does not hit independence standards, vote against affiliated director on the committee.
MTR Corporation Ltd.	Hong Kong	Annual	5/21/2025	Management	3.b	Elect Jacob KAM Chak-pui	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/21/2025	Management	3.c	Elect CHENG Yan-kee	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/21/2025	Management	3.d	Elect Sunny LEE Wai Kwong	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/21/2025	Management	3.e	Elect Jimmy NG Wing Ka	For	For	

MTR Corporation Ltd.	Hong Kong	Annual	5/21/2025	Management	3.f	Elect Carlson TONG	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/21/2025	Management	4	Elect IR SHEN Shuk-ching	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/21/2025	Management	5	Appointment of Auditor and Authority to Set Fees	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/21/2025	Management	6	Authority to Issue Shares w/o Preemptive Rights	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/21/2025	Management	7	Authority to Repurchase Shares	For	For	
Mueller Water Products Inc	United States	Annual	2/6/2025	Management	1.1	Elect Christian A. Garcia	For	For	
Mueller Water Products Inc	United States	Annual	2/6/2025	Management	1.2	Elect Thomas J. Hansen	For	For	
Mueller Water Products Inc	United States	Annual	2/6/2025	Management	1.3	Elect Brian C. Healy	For	For	
Mueller Water Products Inc	United States	Annual	2/6/2025	Management	1.4	Elect Christine Ortiz	For	For	
Mueller Water Products Inc	United States	Annual	2/6/2025	Management	1.5	Elect Jeffery S. Sharritts	For	For	
Mueller Water Products Inc	United States	Annual	2/6/2025	Management	1.6	Elect Bentina C. Terry	For	For	
Mueller Water Products Inc	United States	Annual	2/6/2025	Management	1.7	Elect Stephen C. Van Arsdell	For	For	
Mueller Water Products Inc	United States	Annual	2/6/2025	Management	1.8	Elect Leland G. Weaver	For	For	
Mueller Water Products Inc	United States	Annual	2/6/2025	Management	1.9	Elect Marietta Edmunds Zakas	For	For	
Mueller Water Products Inc	United States	Annual	2/6/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Mueller Water Products Inc	United States	Annual	2/6/2025	Management	3.	Amendment to the 2006 Employee Stock Purchase Plan	For	For	
Mueller Water Products Inc	United States	Annual	2/6/2025	Management	4.	Amendment to the 2006 Stock Incentive Plan	For	For	
Mueller Water Products Inc	United States	Annual	2/6/2025	Management	5.	Ratification of Auditor	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2025	Management	2.1	Elect Norio Nakajima	For	For	

Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2025	Management	2.2	Elect Hiroshi Iwatsubo	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2025	Management	2.3	Elect Masanori Minamide	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2025	Management	2.4	Elect Hiroshi Izumitani	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2025	Management	2.5	Elect Takaki Murata	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2025	Management	2.6	Elect Yuko Yasuda	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2025	Management	2.7	Elect Takashi Nishijima	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2025	Management	2.8	Elect Hiroyuki Ina	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2025	Management	3	Adoption of the Performance Share Unit Plan	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.10	General Authority to Issue Shares	For	Against	Excessively dilutive.
Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.11	Authority to Issue Shares for Cash	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.2	Appointment of Auditor	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.3	Ratify Appointment of Nico Marais	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.4	Ratify Appointment of Phuti Mahanyele-Dabengwa	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.5.1	Re-elect Jacobus (Koos) P. Bekker	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.5.2	Re-elect Sharmistha Dubey	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.5.3	Re-elect Debra Meyer	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.5.4	Re-elect Steve J.Z. Pacak	For	Against	Chair of the Audit Committee; not considered independent.
Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.6.1	Elect Audit Committee Member (Sharmistha Dubey)	For	For	

Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.6.2	Elect Audit Committee Member (Manisha Girotra)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.6.3	Elect Audit Committee Member (Angeliem Kemna)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.6.4	Elect Audit Committee Chair (Steve J.Z. Pacak)	For	Against	Chair of the Audit Committee; not considered independent.
Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.7.1	Election of Social, Ethics and Sustainability Committee Chair (Debra Meyer)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.7.2	Election of Social, Ethics and Sustainability Committee Member (Rachel C.C. Jafta)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.7.3	Election of Social, Ethics and Sustainability Committee Member (XU Ying)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.7.4	Election of Social, Ethics and Sustainability Committee Member (Phuthi Mahanyele-Dabengwa)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.8	Approve Remuneration Policy	For	Against	The structure and disclosure of the remuneration plan are lacking.
Naspers Ltd	South Africa	Annual	8/21/2025	Management	O.9	Approve Remuneration Implementation Report	For	Against	The structure and disclosure of the remuneration plan are lacking.
Naspers Ltd	South Africa	Annual	8/21/2025	Management	S.1.1	Approve NEDs' Fees (Board - Chair)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	S.1.2	Approve NEDs' Fees (Board - Member)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	S.1.3	Approve NEDs' Fees (Audit Committee - Chair)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	S.1.4	Approve NEDs' Fees (Audit Committee - Member)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	S.1.5	Approve NEDs' Fees (Risk Committee - Chair)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	S.1.6	Approve NEDs' Fees (Risk Committee - Member)	For	For	

Naspers Ltd	South Africa	Annual	8/21/2025	Management	S.1.7	Approve NEDs' Fees (Human Resources and Remuneration Committee - Chair)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	S.1.8	Approve NEDs' Fees (Human Resources and Remuneration Committee - Member)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	S.1.9	Approve NEDs' Fees (Nominations Committee - Chair)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	S.2	Approve Financial Assistance (Section 44)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	S.3	Approve Financial Assistance (Section 45)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	S.4	Authority to Repurchase N Ordinary Shares	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	S.5	Specific Authority to Repurchase Shares	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	S.6	Authority to Repurchase A Ordinary Shares	For	Abstain	Insufficient information upon which to base a decision.
Naspers Ltd	South Africa	Annual	8/21/2025	Management	S.7	Approve Naspers Share Subdivision	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	S1.10	Approve NEDs' Fees (Nominations Committee - Member)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	S1.11	Approve NEDs' Fees (Social, Ethics and Sustainability Ethics Committee - Chair)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	S1.12	Approve NEDs' Fees (Social, Ethics and Sustainability Committee - Member)	For	For	
Naspers Ltd	South Africa	Annual	8/21/2025	Management	S1.13	Approve NEDs' Fees (Trustee of Group Share Schemes/Other Personnel Funds)	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	1	Accounts and Reports	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	10	Elect Earl L. Shipp	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	11	Elect Jonathan Silver	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	12	Elect Antony Wood	For	For	

National Grid Plc	United Kingdom	Annual	7/9/2025	Management	13	Elect Martha B. Wyrsh	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	14	Appointment of Auditor	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	15	Authority to Set Auditor's Fees	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	16	Remuneration Policy	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	17	Remuneration Report	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	18	Authorisation of Political Donations	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	19	Amendment to Borrowing Limit	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	20	Scrip Dividend	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	21	Capitalisation of Accounts (Scrip Dividend Scheme)	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	22	Authority to Issue Shares w/ Preemptive Rights	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	23	Authority to Issue Shares w/o Preemptive Rights	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	24	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	25	Authority to Repurchase Shares	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	3	Elect Paula Rosput Reynolds	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	4	Elect John Pettigrew	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	5	Elect Andy Agg	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	6	Elect Jacqui Ferguson	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	7	Elect Ian P. Livingston	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	8	Elect Iain J. Mackay	For	For	
National Grid Plc	United Kingdom	Annual	7/9/2025	Management	9	Elect Anne Robinson	For	For	

NAURA Technology Group Co. Ltd	China	Special	9/19/2025	Management	1	2025 Adjustment of Comprehensive Credit and Interest-Bearing Debt Limits	For	For	
NAURA Technology Group Co. Ltd	China	Special	12/8/2025	Management	1.1	Amendments to Articles	For	For	
NAURA Technology Group Co. Ltd	China	Special	9/19/2025	Management	2.1	By-Elect DONG Boyu	For	For	
NAURA Technology Group Co. Ltd	China	Special	9/19/2025	Management	2.2	By-Elect FENG Qian	For	For	
NAURA Technology Group Co. Ltd	China	Special	9/19/2025	Management	2.3	By-Elect YUAN Xun	For	Against	Affiliated director on audit committee, does not hit independence standards.
NAURA Technology Group Co. Ltd	China	Special	12/8/2025	Management	3	2025 TO 2027 EMPLOYEE STOCK OWNERSHIP PLAN (DRAFT) AND ITS SUMMARY	For	Against	Potential conflict of interests and issue price discount not disclosed.
NAURA Technology Group Co. Ltd	China	Special	12/8/2025	Management	5	Shareholder Proposal: 2025 Stock Option Incentive Plan (Draft) and Its Summary	For	Against	Discount exceeds reasonable limits.
Nemetschek SE	Germany	Annual	5/20/2025	Management	10	Approval of Profit-and-Loss Transfer Agreement with Graphisoft Deutschland GmbH	For	For	
Nemetschek SE	Germany	Annual	5/20/2025	Management	3	Ratification of Management Board Acts	For	For	
Nemetschek SE	Germany	Annual	5/20/2025	Management	4.1	Ratify Kurt Dobitsch	For	For	
Nemetschek SE	Germany	Annual	5/20/2025	Management	4.2	Ratify Iris M. Helke	For	For	
Nemetschek SE	Germany	Annual	5/20/2025	Management	4.3	Ratify Bill Krouch	For	For	
Nemetschek SE	Germany	Annual	5/20/2025	Management	4.4	Ratify Christine Schöneweis	For	For	
Nemetschek SE	Germany	Annual	5/20/2025	Management	4.5	Ratify Andreas Söffing	For	For	
Nemetschek SE	Germany	Annual	5/20/2025	Management	4.6	Ratify Gernot Strube	For	For	
Nemetschek SE	Germany	Annual	5/20/2025	Management	5	Appointment of Auditor	For	For	
Nemetschek SE	Germany	Annual	5/20/2025	Management	6	Appointment of Auditor for Sustainability Reporting	For	For	

Nemetschek SE	Germany	Annual	5/20/2025	Management	7	Remuneration Report	For	Against	Insufficient response to shareholder dissent in 2024 and 2023 (~37% and ~35% votes against respectively). While the company has somewhat incorporated a discussion on shareholder engagement and the concerns raised and made some improvements (for example, ESG metrics have been included in the STIP for FY24), several structural concerns remain around guaranteed minimum earnings for the CEO, no equity compensation and narrow performance conditions.
Nemetschek SE	Germany	Annual	5/20/2025	Management	8	Increase in Authorised Capital	For	For	
Nemetschek SE	Germany	Annual	5/20/2025	Management	9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For	For	
NextEra Energy Inc	United States	Annual	5/22/2025	Management	1a.	Elect Nicole S. Arnaboldi	For	For	
NextEra Energy Inc	United States	Annual	5/22/2025	Management	1b.	Elect James L. Camaren	For	For	
NextEra Energy Inc	United States	Annual	5/22/2025	Management	1c.	Elect Naren K. Gursahaney	For	Against	Vote against Chair of Audit Committee for insufficient rotation of the auditor (auditor tenure 75 years).
NextEra Energy Inc	United States	Annual	5/22/2025	Management	1d.	Elect Kirk S. Hachigian	For	For	
NextEra Energy Inc	United States	Annual	5/22/2025	Management	1e.	Elect Maria G. Henry	For	For	
NextEra Energy Inc	United States	Annual	5/22/2025	Management	1f.	Elect John W. Ketchum	For	For	
NextEra Energy Inc	United States	Annual	5/22/2025	Management	1g.	Elect Amy B. Lane	For	For	
NextEra Energy Inc	United States	Annual	5/22/2025	Management	1h.	Elect Geoffrey Straub Martha	For	For	
NextEra Energy Inc	United States	Annual	5/22/2025	Management	1i.	Elect David L. Porges	For	For	
NextEra Energy Inc	United States	Annual	5/22/2025	Management	1j.	Elect Deborah L. Stahlkopf	For	For	
NextEra Energy Inc	United States	Annual	5/22/2025	Management	1k.	Elect John Arthur Stall	For	For	

NextEra Energy Inc	United States	Annual	5/22/2025	Management	11.	Elect Darryl L. Wilson	For	For	
NextEra Energy Inc	United States	Annual	5/22/2025	Management	2.	Ratification of Auditor	For	For	
NextEra Energy Inc	United States	Annual	5/22/2025	Management	3.	Advisory Vote on Executive Compensation	For	Abstain	Ongoing disconnect between pay and performance although we acknowledge mitigating factors including company size and financial performance. Other issues: similar metrics used under STIP and LTIP, LTIP awards vesting below median and single-trigger CIC equity benefits.
Nibe Industrier AB	Sweden	Annual	5/15/2025	Management	10	Board Size	For	For	
Nibe Industrier AB	Sweden	Annual	5/15/2025	Management	11	Number of Auditors	For	For	
Nibe Industrier AB	Sweden	Annual	5/15/2025	Management	12	Directors and Auditors' Fees	For	For	
Nibe Industrier AB	Sweden	Annual	5/15/2025	Management	13	Election of Directors	For	For	Note - board independence remains at 57%. Newly created audit committee independence only at 50% and small (2 people). The audit committee met an insufficient number of times, and no financial expert on the audit committee. Remuneration committee independence only at 50% and small (2 people). Director election is bundled, hence vote against full slate for lack of committee independence deemed inappropriate noting the positive introduction of an audit committee and the proposed introduction of a nomination committee - engagement priority.
Nibe Industrier AB	Sweden	Annual	5/15/2025	Management	14	Appointment of Auditor	For	For	
Nibe Industrier AB	Sweden	Annual	5/15/2025	Management	15	Approval of Nomination Committee Guidelines; Appointment of Nomination Committee	For	For	

Nibe Industrier AB	Sweden	Annual	5/15/2025	Management	16	Remuneration Report	For	Abstain	No LTIP, however concerns are partially mitigated by the fact that the CEO is a part of a shareholder group controlling approximately 46% of the Company's voting rights. STIP targets are not disclosed and metrics are only partially disclosed
Nibe Industrier AB	Sweden	Annual	5/15/2025	Management	17	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Nibe Industrier AB	Sweden	Annual	5/15/2025	Management	18	Remuneration Policy	For	Abstain	All incentives are paid out in cash, with no equity payouts or deferral requirements under the current structure. Noting also no LTIP however concerns are partially mitigated by the fact that the CEO is a part of a shareholder group controlling approximately 46% of the Company's voting rights.
Nibe Industrier AB	Sweden	Annual	5/15/2025	Management	9.a	Accounts and Reports	For	For	
Nibe Industrier AB	Sweden	Annual	5/15/2025	Management	9.c	Ratification of Board and CEO Acts	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	10	Increase in Authorised Capital	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	11	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	12	Authority to Repurchase and Reissue Shares	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	13	Authority to Repurchase Shares Using Equity Derivatives	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	3.1	Ratify Guido Grandi	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	3.2	Ratify Daniel Heymann	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	3.3	Ratify Annette Stieve	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	4.1	Ratify Miguel Ángel López Borrego	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	4.2	Ratify Markus Distelhoff	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	4.3	Ratify Rita Forst	For	For	

NORMA Group SE	Germany	Annual	5/13/2025	Management	4.4	Ratify Denise Koopmans	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	4.5	Ratify Kerstin Müller-Kirchhofs	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	4.6	Ratify Erika Schulte	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	4.7	Ratify Mark Wilhelms	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	5.1	Appointment of Auditor	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	5.2	Appointment of Auditor for Sustainability Reporting	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	6.1	Elect Kerstin Müller-Kirchhofs	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	6.2	Elect Ereke Speckert	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	7	Remuneration Report	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	8	Supervisory Board Remuneration Policy	For	For	
NORMA Group SE	Germany	Annual	5/13/2025	Management	9	Amendments to Articles (Virtual Meeting)	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	02	Appointment of Auditor and Authority to Set Fees	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	03	Advisory Vote on Executive Compensation	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	1	Elect John W. Brace	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	10	Elect Ellen S. Smith	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	11	Appointment of Auditor and Authority to Set Fees	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	12	Advisory Vote on Executive Compensation	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	1A	Elect John W. Brace	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	1B	Elect Doyle N. Beneby	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	1C	Elect Lisa Colnett	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	1D	Elect Kevin Glass	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	1E	Elect Keith R. Halbert	For	For	

Northland Power Inc.	Canada	Annual	5/21/2025	Management	1F	Elect Christine M. Healy	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	1G	Elect Helen Mallovy Hicks	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	1H	Elect Ian W. Pearce	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	1I	Elect Eckhardt Rueemmler	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	1J	Elect Ellen S. Smith	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	2	Elect Doyle N. Beneby	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	3	Elect Lisa Colnett	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	4	Elect Kevin Glass	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	5	Elect Keith R. Halbert	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	6	Elect Christine M. Healy	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	7	Elect Helen Mallovy Hicks	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	8	Elect Ian W. Pearce	For	For	
Northland Power Inc.	Canada	Annual	5/21/2025	Management	9	Elect Eckhardt Rueemmler	For	For	
Novo Nordisk	Denmark	Special	11/14/2025	ShareHolder	1.1.1	Shareholder Proposal Regarding Election of Lars Rebien Sørensen as Chair	For	For	
Novo Nordisk	Denmark	Special	11/14/2025	ShareHolder	1.2.1	Shareholder Proposal Regarding Election of Cornelis de Jong as Vice Chair	For	For	
Novo Nordisk	Denmark	Special	11/14/2025	ShareHolder	1.3.1	Shareholder Proposal Regarding Election of Britt Meelby Jensen	For	For	
Novo Nordisk	Denmark	Special	11/14/2025	ShareHolder	1.3.2	Shareholder Proposal Regarding Election of Mikael Dolsten	For	For	
Novo Nordisk	Denmark	Special	11/14/2025	ShareHolder	1.3.3	Shareholder Proposal Regarding Election of Stephan Engels	For	For	
Novo Nordisk	Denmark	Annual	3/27/2025	Management	2	Accounts and Reports	For	For	
Novo Nordisk	Denmark	Annual	3/27/2025	Management	4	Remuneration Report	For	For	

Novo Nordisk	Denmark	Annual	3/27/2025	Management	5.1	Directors' Fees (2024)	For	For	
Novo Nordisk	Denmark	Annual	3/27/2025	Management	5.2	Directors' Fees (2025)	For	For	
Novo Nordisk	Denmark	Annual	3/27/2025	Management	6.1.1	Elect Helge Lund as Chair	For	For	
Novo Nordisk	Denmark	Annual	3/27/2025	Management	6.2.1	Elect Henrik Poulsen as Vice Chair	For	For	
Novo Nordisk	Denmark	Annual	3/27/2025	Management	6.3.1	Elect Laurence Debroux	For	For	
Novo Nordisk	Denmark	Annual	3/27/2025	Management	6.3.2	Elect Andreas Fibig	For	For	
Novo Nordisk	Denmark	Annual	3/27/2025	Management	6.3.3	Elect Sylvie Grégoire	For	For	
Novo Nordisk	Denmark	Annual	3/27/2025	Management	6.3.4	Elect Kasim Kutay	For	For	
Novo Nordisk	Denmark	Annual	3/27/2025	Management	6.3.5	Elect Christina Law	For	For	
Novo Nordisk	Denmark	Annual	3/27/2025	Management	6.3.6	Elect Martin Mackay	For	For	
Novo Nordisk	Denmark	Annual	3/27/2025	Management	7.1	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	For	For	
Novo Nordisk	Denmark	Annual	3/27/2025	Management	8.1	Authority to Repurchase Shares	For	For	
Novo Nordisk	Denmark	Annual	3/27/2025	Management	8.2	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Novo Nordisk	Denmark	Annual	3/27/2025	ShareHolder	8.3	Shareholder Proposal Regarding Collective Agreements for Contracted Employees	Against	Abstain	Freedom of association, working conditions and human rights are important topics. However, the company addresses these issues in current disclosures, and the proposals as written may be problematic to implement and is binding.
Novonosis AS	Denmark	Annual	4/3/2025	Management	10a.	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Novonosis AS	Denmark	Annual	4/3/2025	Management	10b.	Authority to Repurchase Shares	For	For	
Novonosis AS	Denmark	Annual	4/3/2025	Management	10c.	Authority to Distribute Extraordinary Dividend	For	For	
Novonosis AS	Denmark	Annual	4/3/2025	Management	2.	Accounts and Reports	For	For	

Novonosis AS	Denmark	Annual	4/3/2025	Management	4.	Remuneration Report	For	Against	CEO received a base salary increase of 10%, citing the merger with Chr. Hansen and increased executive responsibilities for the increase however, CEO also received a one-off bonus of EUR 1,461,000 also related to the completed merger between the Company and Chr. Hansen Holding A/S. Significant one-off payment for execution of typical course of responsibilities as a CEO.
Novonosis AS	Denmark	Annual	4/3/2025	Management	5.	Directors' Fees	For	For	
Novonosis AS	Denmark	Annual	4/3/2025	Management	6.01	Elect Cornelis (Cees) de Jong as the Chair	For	For	
Novonosis AS	Denmark	Annual	4/3/2025	Management	7.01	Elect Heine Dalsgaard as Vice Chair	For	Against	Nominee is not considered independent and is Chair of the Audit committee, does not hit our independence standards (not a vote against policy).
Novonosis AS	Denmark	Annual	4/3/2025	Management	8.01	Elect Lise Kaae	For	For	
Novonosis AS	Denmark	Annual	4/3/2025	Management	8.02	Elect Kasim Kutay	For	For	
Novonosis AS	Denmark	Annual	4/3/2025	Management	8.03	Elect Kevin Lane	For	For	
Novonosis AS	Denmark	Annual	4/3/2025	Management	8.04	Elect Morten Otto Alexander Sommer	For	For	
Novonosis AS	Denmark	Annual	4/3/2025	Management	8.05	Elect Kim Stratton	For	For	
Novonosis AS	Denmark	Annual	4/3/2025	Management	8.06	Elect Monila Kothari	For	For	
Novonosis AS	Denmark	Annual	4/3/2025	Management	9.01	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	For	For	
nVent Electric plc	Ireland	Annual	5/16/2025	Management	1a.	Elect Sherry A. Aaholm	For	For	
nVent Electric plc	Ireland	Annual	5/16/2025	Management	1b.	Elect Jerry W. Burris	For	For	
nVent Electric plc	Ireland	Annual	5/16/2025	Management	1c.	Elect Susan M. Cameron	For	For	
nVent Electric plc	Ireland	Annual	5/16/2025	Management	1d.	Elect Michael L. Ducker	For	For	
nVent Electric plc	Ireland	Annual	5/16/2025	Management	1e.	Elect Danita K. Ostling	For	For	
nVent Electric plc	Ireland	Annual	5/16/2025	Management	1f.	Elect Nicola T. Palmer	For	For	

nVent Electric plc	Ireland	Annual	5/16/2025	Management	1g.	Elect Herbert K. Parker	For	For	
nVent Electric plc	Ireland	Annual	5/16/2025	Management	1h.	Elect Greg Scheu	For	For	
nVent Electric plc	Ireland	Annual	5/16/2025	Management	1i.	Elect Beth A. Wozniak	For	For	
nVent Electric plc	Ireland	Annual	5/16/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
nVent Electric plc	Ireland	Annual	5/16/2025	Management	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
nVent Electric plc	Ireland	Annual	5/16/2025	Management	4.	Ratification of Auditor	For	For	
nVent Electric plc	Ireland	Annual	5/16/2025	Management	5.	Authority to Issue Shares w/ Preemptive Rights	For	For	
nVent Electric plc	Ireland	Annual	5/16/2025	Management	6.	Authority to Issue Shares w/o Preemptive Rights	For	For	Issuance authority exceeds 10% of outstanding share capital, however noting no recent concerning practices regarding issuances and a matter required by Irish law.
nVent Electric plc	Ireland	Annual	5/16/2025	Management	7.	Authority to Set Offering Price Range of Shares	For	For	
NVIDIA Corp	United States	Annual	6/25/2025	Management	1a.	Elect Robert K. Burgess	For	For	
NVIDIA Corp	United States	Annual	6/25/2025	Management	1b.	Elect Tench Coxe	For	For	
NVIDIA Corp	United States	Annual	6/25/2025	Management	1c.	Elect John O. Dabiri	For	For	
NVIDIA Corp	United States	Annual	6/25/2025	Management	1d.	Elect Persis S. Drell	For	For	
NVIDIA Corp	United States	Annual	6/25/2025	Management	1e.	Elect Jen-Hsun Huang	For	For	
NVIDIA Corp	United States	Annual	6/25/2025	Management	1f.	Elect Dawn Hudson	For	For	
NVIDIA Corp	United States	Annual	6/25/2025	Management	1g.	Elect Harvey C. Jones	For	For	
NVIDIA Corp	United States	Annual	6/25/2025	Management	1h.	Elect Melissa B. Lora	For	For	
NVIDIA Corp	United States	Annual	6/25/2025	Management	1i.	Elect Stephen C. Neal	For	For	
NVIDIA Corp	United States	Annual	6/25/2025	Management	1j.	Elect Ellen Ochoa	For	For	
NVIDIA Corp	United States	Annual	6/25/2025	Management	1k.	Elect A. Brooke Seawell	For	For	
NVIDIA Corp	United States	Annual	6/25/2025	Management	1l.	Elect Aarti Shah	For	Against	Affiliated director on the audit committee, does not hit independence standards.
NVIDIA Corp	United States	Annual	6/25/2025	Management	1m.	Elect Mark A. Stevens	For	For	
NVIDIA Corp	United States	Annual	6/25/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
NVIDIA Corp	United States	Annual	6/25/2025	Management	3.	Ratification of Auditor	For	For	
NVIDIA Corp	United States	Annual	6/25/2025	Management	4.	Elimination of Supermajority Requirement	For	For	

NVIDIA Corp	United States	Annual	6/25/2025	ShareHolder	5.	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings	Against	For	
NVIDIA Corp	United States	Annual	6/25/2025	ShareHolder	6.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Against	For	Improves accountability to shareholders while still providing the company with sufficient flexibility in implementation.
NVIDIA Corp	United States	Annual	6/25/2025	ShareHolder	7.	Shareholder Proposal Regarding Workforce Data	Against	For	Company previously provided this reporting for multiple years but has since dropped it. It is the most standardized and comparable form of employee diversity data across companies. Company is collecting and providing the data to the EEOC anyway, and we believe it would not be unduly burdensome to make the disclosure public again.
On Holding AG	Switzerland	Annual	5/22/2025	Management	1	Accounts and Reports	For	For	
On Holding AG	Switzerland	Annual	5/22/2025	Management	11	Appointment of Auditor	For	For	
On Holding AG	Switzerland	Annual	5/22/2025	Management	12a	Compensation Report	For	Against	The structure and disclosure of the remuneration plan are lacking. No recovery provisions under the STIP and LTIP, no payout limits set in terms of base salary and no annual bonus deferral under the STI. In terms of the LTIP, targets are only partially disclosed and performance and vesting period is under 3 years.
On Holding AG	Switzerland	Annual	5/22/2025	Management	12b	Board Compensation	For	For	
On Holding AG	Switzerland	Annual	5/22/2025	Management	12c	Executive Compensation (Total)	For	For	
On Holding AG	Switzerland	Annual	5/22/2025	Management	13	Conversion of Class B Shares to Class A Shares	For	For	
On Holding AG	Switzerland	Annual	5/22/2025	Management	3	Approval of Non Financial Statement Reports	For	For	
On Holding AG	Switzerland	Annual	5/22/2025	Management	4	Ratification of Board and Management Acts	For	For	
On Holding AG	Switzerland	Annual	5/22/2025	Management	5	Elect Alexandre Jose da Costa Perez as a Class A Share Representative	For	Against	Not supportive of multi-class share structure with no reasonable sunset.

On Holding AG	Switzerland	Annual	5/22/2025	Management	6a	Elect David Allemann	For	For	
On Holding AG	Switzerland	Annual	5/22/2025	Management	6b	Elect Amy L. Banse	For	For	
On Holding AG	Switzerland	Annual	5/22/2025	Management	6c	Elect Olivier Bernhard	For	For	
On Holding AG	Switzerland	Annual	5/22/2025	Management	6d	Elect Caspar Coppetti	For	For	
On Holding AG	Switzerland	Annual	5/22/2025	Management	6e	Elect Dennis Durkin	For	For	
On Holding AG	Switzerland	Annual	5/22/2025	Management	6f	Elect Laura Miele	For	For	
On Holding AG	Switzerland	Annual	5/22/2025	Management	6g	Elect Alexandre Jose da Costa Perez	For	Against	Multi-class share structure with no reasonable sunset. Voting against Class A Share Representative.
On Holding AG	Switzerland	Annual	5/22/2025	Management	7	Elect Helena Helmersson	For	For	
On Holding AG	Switzerland	Annual	5/22/2025	Management	8a	Election of David Allemann as Co-Chair	For	For	
On Holding AG	Switzerland	Annual	5/22/2025	Management	8b	Election of Caspar Coppetti as Co-Chair	For	For	
On Holding AG	Switzerland	Annual	5/22/2025	Management	9a	Elect Amy L. Banse	For	For	
On Holding AG	Switzerland	Annual	5/22/2025	Management	9b	Elect Helena Helmersson	For	For	
On Holding AG	Switzerland	Annual	5/22/2025	Management	9c	Elect Alexandre Jose da Costa Perez	For	Against	Voting against Class A Share Representative.
Oracle Corp.	United States	Annual	11/18/2025	Management		Elect Awo Ablo	For	For	
Oracle Corp.	United States	Annual	11/18/2025	Management		Elect Jeffrey S. Berg	For	For	
Oracle Corp.	United States	Annual	11/18/2025	Management		Elect Michael J. Boskin	For	For	
Oracle Corp.	United States	Annual	11/18/2025	Management		Elect Safra A. Catz	For	For	
Oracle Corp.	United States	Annual	11/18/2025	Management		Elect Bruce R. Chizen	For	Withhold	The company has not disclosed board composition inclusive of gender, race and ethnicity.
Oracle Corp.	United States	Annual	11/18/2025	Management		Elect George H. Conrades	For	For	
Oracle Corp.	United States	Annual	11/18/2025	Management		Elect Lawrence J. Ellison	For	For	
Oracle Corp.	United States	Annual	11/18/2025	Management		Elect Rona Fairhead	For	For	
Oracle Corp.	United States	Annual	11/18/2025	Management		Elect Jeffrey O. Henley	For	For	
Oracle Corp.	United States	Annual	11/18/2025	Management		Elect Clayton M. Magouyrk	For	For	
Oracle Corp.	United States	Annual	11/18/2025	Management		Elect Charles W. Moorman	For	For	
Oracle Corp.	United States	Annual	11/18/2025	Management		Elect Naomi O. Seligman	For	For	

Oracle Corp.	United States	Annual	11/18/2025	Management		Elect Michael D. Sicilia	For	For	
Oracle Corp.	United States	Annual	11/18/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	Note strong company performance and improved link between pay and performance in 2025. The company recently underwent a CEO transition; how that impacts pay levels and the compensation structure moving forward will likely become clearer in 2026.
Oracle Corp.	United States	Annual	11/18/2025	Management	3.	Ratification of Auditor	For	For	
Ormat Technologies Inc	United States	Annual	5/7/2025	Management	1A.	Elect Isaac Angel	For	For	
Ormat Technologies Inc	United States	Annual	5/7/2025	Management	1B.	Elect Ravit Barniv	For	For	
Ormat Technologies Inc	United States	Annual	5/7/2025	Management	1C.	Elect Karin Corfee	For	For	
Ormat Technologies Inc	United States	Annual	5/7/2025	Management	1D.	Elect David Granot	For	For	
Ormat Technologies Inc	United States	Annual	5/7/2025	Management	1E.	Elect Michal Marom Brikman	For	For	
Ormat Technologies Inc	United States	Annual	5/7/2025	Management	1F.	Elect Dafna Sharir	For	For	
Ormat Technologies Inc	United States	Annual	5/7/2025	Management	1G.	Elect Stanley B. Stern	For	For	
Ormat Technologies Inc	United States	Annual	5/7/2025	Management	1H.	Elect Byron G. Wong	For	For	
Ormat Technologies Inc	United States	Annual	5/7/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Ormat Technologies Inc	United States	Annual	5/7/2025	Management	3.	Ratification of Auditor	For	For	
Orsted A/S	Denmark	Annual	4/3/2025	Management	2	Accounts and Reports	For	For	
Orsted A/S	Denmark	Annual	4/3/2025	Management	3	Remuneration Report	For	For	
Orsted A/S	Denmark	Annual	4/3/2025	Management	4	Ratification of Board and Management Acts	For	For	

Orsted A/S	Denmark	Annual	4/3/2025	Management	6.1	Remuneration Policy	For	For	
Orsted A/S	Denmark	Annual	4/3/2025	Management	7.1	Board Size	For	For	
Orsted A/S	Denmark	Annual	4/3/2025	Management	7.2	Elect Lene Skole as Chair	For	For	
Orsted A/S	Denmark	Annual	4/3/2025	Management	7.3	Elect Andrew Brown as Vice Chair	For	For	
Orsted A/S	Denmark	Annual	4/3/2025	Management	7.4.1	Elect Julia King	For	For	
Orsted A/S	Denmark	Annual	4/3/2025	Management	7.4.2	Elect Annica Bresky	For	For	
Orsted A/S	Denmark	Annual	4/3/2025	Management	7.4.3	Elect Judith Hartmann	For	For	
Orsted A/S	Denmark	Annual	4/3/2025	Management	7.4.4	Elect Julian Waldron	For	For	
Orsted A/S	Denmark	Annual	4/3/2025	Management	8	Directors' Fees	For	For	
Orsted A/S	Denmark	Annual	4/3/2025	Management	9	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	For	For	
Otis Worldwide Corp	United States	Annual	5/15/2025	Management	1a.	Elect Thomas A. Bartlett	For	For	
Otis Worldwide Corp	United States	Annual	5/15/2025	Management	1b.	Elect Jeffrey H. Black	For	For	
Otis Worldwide Corp	United States	Annual	5/15/2025	Management	1c.	Elect Jill C. Brannon	For	For	
Otis Worldwide Corp	United States	Annual	5/15/2025	Management	1d.	Elect Nelda J. Connors	For	For	
Otis Worldwide Corp	United States	Annual	5/15/2025	Management	1e.	Elect Kathy Hopinkah Hannan	For	For	
Otis Worldwide Corp	United States	Annual	5/15/2025	Management	1f.	Elect Shailesh G. Jejurikar	For	For	
Otis Worldwide Corp	United States	Annual	5/15/2025	Management	1g.	Elect Christopher J. Kearney	For	For	
Otis Worldwide Corp	United States	Annual	5/15/2025	Management	1h.	Elect Judith F. Marks	For	For	
Otis Worldwide Corp	United States	Annual	5/15/2025	Management	1i.	Elect Margaret M.V. Preston	For	For	
Otis Worldwide Corp	United States	Annual	5/15/2025	Management	1j.	Elect Shelley Stewart, Jr.	For	For	
Otis Worldwide Corp	United States	Annual	5/15/2025	Management	1k.	Elect John H. Walker	For	For	
Otis Worldwide Corp	United States	Annual	5/15/2025	Management	2.	Advisory Vote on Executive Compensation	For	Against	Disconnect between pay and performance; driven by significant quantum of one-time awards granted to CEO without sufficient rationale. Note also internal pay inequity.
Otis Worldwide Corp	United States	Annual	5/15/2025	Management	3.	Ratification of Auditor	For	For	

Otis Worldwide Corp	United States	Annual	5/15/2025	ShareHolder	4.	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Against	For	Supportive of more comprehensive and transparent reporting on political contributions.
P/f Bakkafrost	Faroe Islands	Annual	4/30/2025	Management	10	Appointment of Auditor	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2025	Management	11	Remuneration Policy	For	Against	The structure and disclosure of the remuneration plan are lacking. Poor disclosure on LTIP. Possible equity awards to the CEO (major shareholder). Failure to address shareholder dissent (48% against votes at 2024 AGM).
P/f Bakkafrost	Faroe Islands	Annual	4/30/2025	Management	12a	Amendments to Articles (Share Capital)	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2025	Management	12b	Amendments to Articles (Share Capital)	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2025	Management	12c	Amendments to Articles (Board of Directors)	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2025	Management	3	Accounts and Reports	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2025	Management	5a	Elect Guðrið Højgaard	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2025	Management	5b	Elect Annika Frederiksberg	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2025	Management	5c	Elect Einar Wathne	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2025	Management	5d	Elect Teitur Samuelsen	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2025	Management	5e	Elect Alf-Helge Aarskog	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2025	Management	6	Elect Rúni M. Hansen as Chair	For	For	Chair and CEO roles are separate.
P/f Bakkafrost	Faroe Islands	Annual	4/30/2025	Management	7	Directors' Fees	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2025	Management	8a	Elect Leif Eriksrød	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2025	Management	8b	Elect Eyðun Rasmussen	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2025	Management	8c	Elect Gunnar í Liða as the Chair of the Nomination Committee	For	Against	Vote against the Chair of Nom Com for the failure to sufficiently address shareholder dissent against Director Teitur Samuelsen at 2024 AGM. Company does not disclose Chairs of relevant committees.
P/f Bakkafrost	Faroe Islands	Annual	4/30/2025	Management	9	Nomination Committee Fees	For	For	
Palo Alto Networks Inc	United States	Annual	12/9/2025	Management	1a.	Elect John M. Donovan	For	Against	Nominating Committee Chair; the company has not disclosed board composition inclusive of gender, race and ethnicity.

Palo Alto Networks Inc	United States	Annual	12/9/2025	Management	1b.	Elect James J. Goetz	For	For	
Palo Alto Networks Inc	United States	Annual	12/9/2025	Management	1c.	Elect Helle Thorning-Schmidt	For	For	
Palo Alto Networks Inc	United States	Annual	12/9/2025	Management	2.	Ratification of Auditor	For	For	
Palo Alto Networks Inc	United States	Annual	12/9/2025	Management	3.	Advisory Vote on Executive Compensation	For	Abstain	While we note the significant compensation received by the CEO, the company continues to perform well under his leadership and is well positioned for the future. We also note incremental areas of improvement made in response to shareholder feedback.
Palo Alto Networks Inc	United States	Annual	12/9/2025	Management	4.	Amendment to the 2021 Equity Incentive Plan	For	For	
Palo Alto Networks Inc	United States	Annual	12/9/2025	ShareHolder	5.	Shareholder Proposal Regarding Excluding Share Repurchases in Executive Compensation	Against	Against	The proponent has not made a sufficient case that adoption of this proposal is necessary or that past practices have been problematic.
Palo Alto Networks Inc	United States	Annual	12/9/2025	ShareHolder	6.	Shareholder Proposal Regarding Board Declassification	Against	For	Improves accountability to shareholders.
Pennon Group	United Kingdom	Annual	7/24/2025	Management	1	Accounts and Reports	For	For	
Pennon Group	United Kingdom	Annual	7/24/2025	Management	10	Elect Loraine Woodhouse	For	For	
Pennon Group	United Kingdom	Annual	7/24/2025	Management	11	Elect Dorothy M. Burwell	For	For	
Pennon Group	United Kingdom	Annual	7/24/2025	Management	12	Appointment of Auditor	For	For	
Pennon Group	United Kingdom	Annual	7/24/2025	Management	13	Authority to Set Auditor's Fees	For	For	
Pennon Group	United Kingdom	Annual	7/24/2025	Management	14	Authorisation of Political Donations	For	For	
Pennon Group	United Kingdom	Annual	7/24/2025	Management	15	Authority to Issue Shares w/ Preemptive Rights	For	For	
Pennon Group	United Kingdom	Annual	7/24/2025	Management	16	Approval of the Company's Climate-Related Financial Disclosure	For	For	
Pennon Group	United Kingdom	Annual	7/24/2025	Management	17	Authority to Issue Shares w/o Preemptive Rights	For	For	

Pennon Group	United Kingdom	Annual	7/24/2025	Management	18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Pennon Group	United Kingdom	Annual	7/24/2025	Management	19	Authority to Repurchase Shares	For	For	
Pennon Group	United Kingdom	Annual	7/24/2025	Management	21	Amendments to Articles (WaterShare+ Offers)	For	For	
Pennon Group	United Kingdom	Annual	7/24/2025	Management	22	Amendments to Articles (General Meetings)	For	For	
Pennon Group	United Kingdom	Annual	7/24/2025	Management	3	Remuneration Report	For	For	Some uncertainty around how the Water (Special Measures) Act will be applied in practice, Pennon has not yet determined its STI bonus payout for this year (although performance determined at 42.4% of total). Pennon have since assessed Ofwat's rules as permitting payment of a bonus and will communicate their final decision in due course. They have been transparent in their Annual Report around specific metrics and we have engaged the company on this item.
Pennon Group	United Kingdom	Annual	7/24/2025	Management	4	Elect Andrea Blance	For	For	
Pennon Group	United Kingdom	Annual	7/24/2025	Management	5	Elect Laura Flowerdew	For	For	
Pennon Group	United Kingdom	Annual	7/24/2025	Management	6	Elect David Sproul	For	For	
Pennon Group	United Kingdom	Annual	7/24/2025	Management	7	Elect Susan J. Davy	For	For	
Pennon Group	United Kingdom	Annual	7/24/2025	Management	8	Elect Iain Evans	For	Against	Company has been identified as a laggard in its environmental performance and given environmental risk management and oversight resides primarily with the ESG board committee, we are voting against the Chair of the ESG Committee (in line with last year's approach). Also, noting that they delayed their EPA 4* target to 2028 and the recent burst water pipes in the Southwest Region.

Pennon Group	United Kingdom	Annual	7/24/2025	Management	9	Elect Jon Butterworth	For	For	
Pentair plc	Ireland	Annual	5/6/2025	Management	1a.	Elect Mona Abutaleb Stephenson	For	For	
Pentair plc	Ireland	Annual	5/6/2025	Management	1b.	Elect Melissa Barra	For	For	
Pentair plc	Ireland	Annual	5/6/2025	Management	1c.	Elect Tracey C. Doi	For	For	
Pentair plc	Ireland	Annual	5/6/2025	Management	1d.	Elect T. Michael Glenn	For	For	
Pentair plc	Ireland	Annual	5/6/2025	Management	1e.	Elect Theodore L. Harris	For	For	
Pentair plc	Ireland	Annual	5/6/2025	Management	1f.	Elect David A. Jones	For	For	
Pentair plc	Ireland	Annual	5/6/2025	Management	1g.	Elect Gregory E. Knight	For	For	
Pentair plc	Ireland	Annual	5/6/2025	Management	1h.	Elect Michael T. Speetzen	For	For	
Pentair plc	Ireland	Annual	5/6/2025	Management	1i.	Elect John L. Stauch	For	For	
Pentair plc	Ireland	Annual	5/6/2025	Management	1j.	Elect Billie I. Williamson	For	For	
Pentair plc	Ireland	Annual	5/6/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Pentair plc	Ireland	Annual	5/6/2025	Management	3.	Appointment of Auditor and Authority to Set Fees	For	For	
Pentair plc	Ireland	Annual	5/6/2025	Management	4.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Pentair plc	Ireland	Annual	5/6/2025	Management	5.	Authority to Issue Shares w/o Preemptive Rights	For	For	While the proposed issuance authority exceeds 10% of outstanding share capital, the company states that such an authority is required under Irish law.
Pentair plc	Ireland	Annual	5/6/2025	Management	6.	Authority to Set Price Range for Re-Issuance of Treasury Shares	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/13/2025	Management	1	Directors' Report	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Other	5/13/2025	Management	1	Reduction in Registered Capital and Amendments to Articles	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/13/2025	Management	10.01	Elect HONG Xiaoyuan	For	For	

Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/13/2025	Management	10.02	Elect SONG Xianzhong	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/13/2025	Management	10.03	Elect Nicholas CHAN Hiu Fung	For	Against	Withhold votes from a nominee who serves on a total of 6 public company boards.
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/13/2025	Management	2	Supervisors' Report	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/13/2025	Management	3	Annual Report	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/13/2025	Management	5	Appointment of Auditor and Authority to Set Fees	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/13/2025	Management	7	Authority to Issue H Shares w/o Preemptive Rights	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/13/2025	Management	8	Reduction in Registered Capital and Amendments to Articles	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/13/2025	Management	9	Authority to Issue Debt Financing Instruments	For	For	
Pinnacle Financial Partners Inc.	United States	Special	11/6/2025	Management	1.	Merger/Acquisition	For	For	
Pinnacle Financial Partners Inc.	United States	Special	11/6/2025	Management	2.	Advisory Vote on Golden Parachutes	For	Abstain	Though we recognize the need for leadership continuity and the quality of the business, the golden parachute payments combined with the proposed post-merger compensation result in sizeable payouts.
Porvair plc	United Kingdom	Annual	4/15/2025	Management	1	Accounts and Reports	For	For	
Porvair plc	United Kingdom	Annual	4/15/2025	Management	10	Appointment of Auditor	For	For	

Porvair plc	United Kingdom	Annual	4/15/2025	Management	11	Authority to Set Auditor's Fees	For	For	
Porvair plc	United Kingdom	Annual	4/15/2025	Management	12	Authority to Issue Shares w/ Preemptive Rights	For	For	
Porvair plc	United Kingdom	Annual	4/15/2025	Management	13	Authority to Issue Shares w/o Preemptive Rights	For	For	
Porvair plc	United Kingdom	Annual	4/15/2025	Management	14	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Porvair plc	United Kingdom	Annual	4/15/2025	Management	15	Authority to Repurchase Shares	For	For	
Porvair plc	United Kingdom	Annual	4/15/2025	Management	2	Remuneration Report	For	For	
Porvair plc	United Kingdom	Annual	4/15/2025	Management	4	Elect Hooman Caman Javvi	For	For	
Porvair plc	United Kingdom	Annual	4/15/2025	Management	5	Elect Sheena M. Mackay	For	For	
Porvair plc	United Kingdom	Annual	4/15/2025	Management	6	Elect Sally Martin	For	For	
Porvair plc	United Kingdom	Annual	4/15/2025	Management	7	Elect James Mills	For	For	
Porvair plc	United Kingdom	Annual	4/15/2025	Management	8	Elect John E. Nicholas	For	For	
Porvair plc	United Kingdom	Annual	4/15/2025	Management	9	Elect Amitabh Sharma	For	For	
Progressive Corp.	United States	Annual	5/9/2025	Management	1a.	Elect Philip F. Bleser	For	For	
Progressive Corp.	United States	Annual	5/9/2025	Management	1b.	Elect Stuart B. Burgdoerfer	For	For	
Progressive Corp.	United States	Annual	5/9/2025	Management	1c.	Elect Pamela J. Craig	For	For	
Progressive Corp.	United States	Annual	5/9/2025	Management	1d.	Elect Charles A. Davis	For	For	
Progressive Corp.	United States	Annual	5/9/2025	Management	1e.	Elect Roger N. Farah	For	For	
Progressive Corp.	United States	Annual	5/9/2025	Management	1f.	Elect Lawton W. Fitt	For	Against	Vote against Chair of Nominating and Governance Committee as average board tenure > 10 years and no new directors in the last 5 years.
Progressive Corp.	United States	Annual	5/9/2025	Management	1g.	Elect Susan Patricia Griffith	For	For	
Progressive Corp.	United States	Annual	5/9/2025	Management	1h.	Elect Devin C. Johnson	For	For	

Progressive Corp.	United States	Annual	5/9/2025	Management	1i.	Elect Jeffrey D. Kelly	For	For	
Progressive Corp.	United States	Annual	5/9/2025	Management	1j.	Elect Barbara R. Snyder	For	For	
Progressive Corp.	United States	Annual	5/9/2025	Management	1k.	Elect Kahina Van Dyke	For	For	
Progressive Corp.	United States	Annual	5/9/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Progressive Corp.	United States	Annual	5/9/2025	Management	3.	Ratification of Auditor	For	For	
Prologis Inc	United States	Annual	5/8/2025	Management	1a.	Elect Hamid R. Moghadam	For	For	
Prologis Inc	United States	Annual	5/8/2025	Management	1b.	Elect Cristina G. Bitá	For	For	
Prologis Inc	United States	Annual	5/8/2025	Management	1c.	Elect James B. Connor	For	For	
Prologis Inc	United States	Annual	5/8/2025	Management	1d.	Elect George L. Fotiades	For	For	
Prologis Inc	United States	Annual	5/8/2025	Management	1e.	Elect Lydia H. Kennard	For	For	
Prologis Inc	United States	Annual	5/8/2025	Management	1f.	Elect Daniel S Letter	For	For	
Prologis Inc	United States	Annual	5/8/2025	Management	1g.	Elect Irving F. Lyons, III	For	For	
Prologis Inc	United States	Annual	5/8/2025	Management	1h.	Elect Guy Metcalfe	For	For	
Prologis Inc	United States	Annual	5/8/2025	Management	1i.	Elect Avid Modjtabai	For	For	
Prologis Inc	United States	Annual	5/8/2025	Management	1j.	Elect David P. O'Connor	For	For	
Prologis Inc	United States	Annual	5/8/2025	Management	1k.	Elect Olivier Piani	For	For	
Prologis Inc	United States	Annual	5/8/2025	Management	1l.	Elect Sarah A. Slusser	For	For	
Prologis Inc	United States	Annual	5/8/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Prologis Inc	United States	Annual	5/8/2025	Management	3.	Ratification of Auditor	For	For	
Prologis Inc	United States	Annual	5/8/2025	ShareHolder	4.	Shareholder Proposal Regarding Right to Call Special Meetings	Against	For	10% threshold for calling a special meeting is appropriate given the Company's size and shareholder base. Vote For.
Prudential plc	United Kingdom	Annual	5/14/2025	Management	1	Accounts and Reports	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	10	Elect Mark Saunders	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	11	Elect Claudia Süssmuth Dyckerhoff	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	12	Elect Jeanette Wong	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	13	Elect Yok Tak Amy Yip	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	14	Appointment of Auditor	For	For	

Prudential plc	United Kingdom	Annual	5/14/2025	Management	15	Authority to Set Auditor's Fees	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	16	Authorisation of Political Donations	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	17	Authority to Issue Shares w/ Preemptive Rights	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	18	Authority to Issue Repurchased Shares	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	19	Authority to Issue Shares w/o Preemptive Rights	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	2	Remuneration Report	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	21	Authority to Repurchase Shares	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	3	Elect Shriti Vadera	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	4	Elect Anil Wadhvani	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	5	Elect Jeremy Anderson	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	6	Elect Arijit Basu	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	7	Elect Sock Koong Chua	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	8	Elect Ming Lu	For	For	
Prudential plc	United Kingdom	Annual	5/14/2025	Management	9	Elect George D. Sartorel	For	For	
Prysmian S.p.A.	Italy	Mix	4/16/2025	Management	0010	Accounts and Reports	For	For	
Prysmian S.p.A.	Italy	Mix	4/16/2025	Management	0030	List Presented by Group of Institutional Investors Representing 2.88% of Share Capital	Undetermined	For	
Prysmian S.p.A.	Italy	Mix	4/16/2025	Management	0040	Statutory Auditors' Fees	For	For	
Prysmian S.p.A.	Italy	Mix	4/16/2025	Management	0050	Authority to Repurchase and Reissue Shares	For	For	
Prysmian S.p.A.	Italy	Mix	4/16/2025	Management	0060	Share Participation Plan ("YES" Plan)	For	For	
Prysmian S.p.A.	Italy	Mix	4/16/2025	Management	0070	Employee Stock Purchase Plan ("BE IN" Plan)	For	For	

Prysmian S.p.A.	Italy	Mix	4/16/2025	Management	0080	Remuneration Policy	For	For	
Prysmian S.p.A.	Italy	Mix	4/16/2025	Management	0090	Remuneration Report	For	For	Following proactive outreach and engagement with the company on the issues raised, we are supportive of the remuneration report. Salary increases as a result of updating peer benchmarking to reflect recent acquisition, and increased U.S. market exposure.
Prysmian S.p.A.	Italy	Mix	4/16/2025	Management	0100	Amendment to Par Value	For	For	
Prysmian S.p.A.	Italy	Mix	4/16/2025	Management	0110	Authority to Issue Shares to Service Share-Based Plans	For	For	
PTC Inc	United States	Annual	2/12/2025	Management		Elect Neil Barua	For	For	
PTC Inc	United States	Annual	2/12/2025	Management		Elect Mark D. Benjamin	For	For	
PTC Inc	United States	Annual	2/12/2025	Management		Elect Robert Bernshteyn	For	For	
PTC Inc	United States	Annual	2/12/2025	Management		Elect Janice D. Chaffin	For	For	
PTC Inc	United States	Annual	2/12/2025	Management		Elect Amar Hanspal	For	For	
PTC Inc	United States	Annual	2/12/2025	Management		Elect Michal Katz	For	For	
PTC Inc	United States	Annual	2/12/2025	Management		Elect Paul A. Lacy	For	For	
PTC Inc	United States	Annual	2/12/2025	Management		Elect Corinna Lathan	For	For	
PTC Inc	United States	Annual	2/12/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
PTC Inc	United States	Annual	2/12/2025	Management	3.	Ratification of Auditor	For	Against	Non-audit fees were greater than 50% this year or non-audit fees were greater than 30% for 3 consecutive years.
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	1	Accounts and Reports	For	For	
Raia Drogasil S.A.	Brazil	Special	4/22/2025	Management	1	Amendments to Article 3 (Corporate Purpose)	For	For	
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	10	Remuneration Policy	For	For	
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	11	Election of Supervisory Council	For	For	
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	12	Approve Recasting of Votes for Amended Supervisory Council Slate	Undetermined	Against	Not sufficient disclosure on the item.
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	13	Supervisory Council Fees	For	For	
Raia Drogasil S.A.	Brazil	Special	12/22/2025	Management	2	Capitalization of Reserves for Bonus Share Issuance	For	For	

Raia Drogasil S.A.	Brazil	Special	4/22/2025	Management	2	Amendments to Articles	For	For	
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	3	Board Size	For	For	
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	5	Election of Directors	For	For	
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	7	Proportional Allocation of Cumulative Votes	Undetermined	For	
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	8.1	Allocate Cumulative Votes to Marcílio D'Amico Pousada	Undetermined	Abstain	Affiliated director on the Remuneration & Nomination committees, does not hit independence standards.
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	8.10	Allocate Cumulative Votes to Sylvia de Souza Leão Wanderley	Undetermined	For	
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	8.11	Allocate Cumulative Votes to Philipp Paul Marie Povel	Undetermined	For	
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	8.12	Allocate Cumulative Votes to Eliézer Silva	Undetermined	For	
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	8.13	Allocate Cumulative Votes to Flávia Maria Bittencourt	Undetermined	For	
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	8.2	Allocate Cumulative Votes to Antonio Carlos Pipponzi	Undetermined	Abstain	Former Chair and affiliated director on the Remuneration & Nomination committees, does not hit independence standards.
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	8.3	Allocate Cumulative Votes to Carlos Pires Oliveira Dias	Undetermined	For	
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	8.4	Allocate Cumulative Votes to Cristiana Almeida Pipponzi	Undetermined	Abstain	Affiliated director on the Remuneration & Nomination committees, does not hit independence standards.
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	8.5	Allocate Cumulative Votes to Eugênio De Zagottis	Undetermined	For	
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	8.6	Allocate Cumulative Votes to Paulo Sérgio Coutinho Galvão Filho	Undetermined	For	
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	8.7	Allocate Cumulative Votes to Renato Pires Oliveira Dias	Undetermined	Abstain	Affiliated director on the Remuneration & Nomination committees, does not hit independence standards.

Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	8.8	Allocate Cumulative Votes to Plínio Villares Musetti	Undetermined	For	
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	8.9	Allocate Cumulative Votes to Marco Ambrogio Crespi Bonomi	Undetermined	For	
Raia Drogasil S.A.	Brazil	Annual	4/22/2025	Management	9	Request Separate Election for Board Member	Undetermined	Abstain	Insufficient information disclosed on purpose of this resolution.
Rational AG	Germany	Annual	5/14/2025	Management	3	Ratification of Management Acts	For	For	
Rational AG	Germany	Annual	5/14/2025	Management	4	Ratification of Supervisory Board Acts	For	For	
Rational AG	Germany	Annual	5/14/2025	Management	5	Remuneration Report	For	For	
Rational AG	Germany	Annual	5/14/2025	Management	6	Management Board Remuneration Policy	For	For	
Rational AG	Germany	Annual	5/14/2025	Management	7	Supervisory Board Remuneration Policy	For	For	
Rational AG	Germany	Annual	5/14/2025	Management	8	Appointment of Auditor	For	For	
Rational AG	Germany	Annual	5/14/2025	Management	9	Appointment of Auditor for Sustainability Reporting	For	For	
Rayonier Inc.	United States	Annual	5/15/2025	Management	1a.	Elect Scott R. Jones	For	For	
Rayonier Inc.	United States	Annual	5/15/2025	Management	1b.	Elect Keith E. Bass	For	For	
Rayonier Inc.	United States	Annual	5/15/2025	Management	1c.	Elect Gregg A. Gonsalves	For	For	
Rayonier Inc.	United States	Annual	5/15/2025	Management	1d.	Elect V. Larkin Martin	For	For	
Rayonier Inc.	United States	Annual	5/15/2025	Management	1e.	Elect Mark D. McHugh	For	For	
Rayonier Inc.	United States	Annual	5/15/2025	Management	1f.	Elect Meridee A. Moore	For	For	
Rayonier Inc.	United States	Annual	5/15/2025	Management	1g.	Elect Ann C. Nelson	For	For	
Rayonier Inc.	United States	Annual	5/15/2025	Management	1h.	Elect Matthew J Rivers	For	For	
Rayonier Inc.	United States	Annual	5/15/2025	Management	1i.	Elect Andrew G. Wiltshire	For	For	
Rayonier Inc.	United States	Annual	5/15/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Rayonier Inc.	United States	Annual	5/15/2025	Management	3.	Ratification of Auditor	For	For	
Recruit Holdings Co. Ltd.	Japan	Annual	6/26/2025	Management	1.1	Elect Masumi Minegishi	For	For	
Recruit Holdings Co. Ltd.	Japan	Annual	6/26/2025	Management	1.2	Elect Hisayuki Idekoba	For	For	
Recruit Holdings Co. Ltd.	Japan	Annual	6/26/2025	Management	1.3	Elect Ayano Senaha	For	For	

Recruit Holdings Co. Ltd.	Japan	Annual	6/26/2025	Management	1.4	Elect Rony Kahan	For	For	
Recruit Holdings Co. Ltd.	Japan	Annual	6/26/2025	Management	1.5	Elect Naoki Izumiya	For	For	
Recruit Holdings Co. Ltd.	Japan	Annual	6/26/2025	Management	1.6	Elect Tsuyoshi Kodera	For	For	
Recruit Holdings Co. Ltd.	Japan	Annual	6/26/2025	Management	1.7	Elect Keiko Honda	For	For	
Recruit Holdings Co. Ltd.	Japan	Annual	6/26/2025	Management	1.8	Elect Katrina Lake	For	For	
Recruit Holdings Co. Ltd.	Japan	Annual	6/26/2025	Management	2	Elect Miho Tanaka @ Miho Takahashi as Alternate Statutory Auditor	For	For	
RenaissanceRe Holdings Ltd	Bermuda	Annual	5/6/2025	Management	1a.	Elect Loretta J. Mester	For	For	
RenaissanceRe Holdings Ltd	Bermuda	Annual	5/6/2025	Management	1b.	Elect Henry Klehm III	For	For	
RenaissanceRe Holdings Ltd	Bermuda	Annual	5/6/2025	Management	1c.	Elect Val Rahmani	For	For	
RenaissanceRe Holdings Ltd	Bermuda	Annual	5/6/2025	Management	1d.	Elect Carol P. Sanders	For	For	
RenaissanceRe Holdings Ltd	Bermuda	Annual	5/6/2025	Management	1e.	Elect Cynthia Mary Trudell	For	For	
RenaissanceRe Holdings Ltd	Bermuda	Annual	5/6/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
RenaissanceRe Holdings Ltd	Bermuda	Annual	5/6/2025	Management	3.	Ratification of Auditor	For	For	
Repligen Corp.	United States	Annual	5/15/2025	Management	1a.	Elect Olivier Loeillot	For	For	
Repligen Corp.	United States	Annual	5/15/2025	Management	1b.	Elect Tony J. Hunt	For	For	
Repligen Corp.	United States	Annual	5/15/2025	Management	1c.	Elect Karen Dawes	For	For	
Repligen Corp.	United States	Annual	5/15/2025	Management	1d.	Elect Nicolas M. Barthelemy	For	For	
Repligen Corp.	United States	Annual	5/15/2025	Management	1e.	Elect Carrie Eglinton Manner	For	For	
Repligen Corp.	United States	Annual	5/15/2025	Management	1f.	Elect Konstantin Konstantinov	For	For	

Repligen Corp.	United States	Annual	5/15/2025	Management	1g.	Elect Martin D. Madaus	For	Against	Board level racial/ethnic demographic disclosure removed from this year's proxy statement, insufficient information to inform voting decision, therefore voting against Chair of the Nomination Committee. We note board level gender representation has also dropped in 2025.
Repligen Corp.	United States	Annual	5/15/2025	Management	1h.	Elect Rohin Mhatre	For	For	
Repligen Corp.	United States	Annual	5/15/2025	Management	1i.	Elect Glenn P. Muir	For	Against	Accounting irregularities, such as a material weakness in internal controls or a restatement, have been identified in the last year.
Repligen Corp.	United States	Annual	5/15/2025	Management	1j.	Elect Margaret A. Pax	For	For	
Repligen Corp.	United States	Annual	5/15/2025	Management	2.	Ratification of Auditor	For	For	
Repligen Corp.	United States	Annual	5/15/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Repligen Corp.	United States	Annual	5/15/2025	Management	4.	Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers	For	Against	Amendment is not in best interests of shareholders
Republic Services, Inc.	United States	Annual	5/19/2025	Management	1a.	Elect Manuel Kadre	For	For	
Republic Services, Inc.	United States	Annual	5/19/2025	Management	1b.	Elect Michael A. Duffy	For	For	
Republic Services, Inc.	United States	Annual	5/19/2025	Management	1c.	Elect Thomas W. Handley	For	Against	Non-independent Chair of Compensation Committee; insufficient committee independence (60%).
Republic Services, Inc.	United States	Annual	5/19/2025	Management	1d.	Elect Jennifer M. Kirk	For	For	
Republic Services, Inc.	United States	Annual	5/19/2025	Management	1e.	Elect Michael Larson	For	Against	Non-independent Chair of the Nominations Committee.
Republic Services, Inc.	United States	Annual	5/19/2025	Management	1f.	Elect N. Thomas Linebarger	For	For	
Republic Services, Inc.	United States	Annual	5/19/2025	Management	1g.	Elect Meg Reynolds	For	For	
Republic Services, Inc.	United States	Annual	5/19/2025	Management	1h.	Elect James P. Snee	For	For	
Republic Services, Inc.	United States	Annual	5/19/2025	Management	1i.	Elect Brian S. Tyler	For	For	
Republic Services, Inc.	United States	Annual	5/19/2025	Management	1j.	Elect Jon Vander Ark	For	For	

Republic Services, Inc.	United States	Annual	5/19/2025	Management	1k.	Elect Sandra M. Volpe	For	For	
Republic Services, Inc.	United States	Annual	5/19/2025	Management	1l.	Elect Katharine B. Weymouth	For	For	
Republic Services, Inc.	United States	Annual	5/19/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Republic Services, Inc.	United States	Annual	5/19/2025	Management	3.	Ratification of Auditor	For	For	
Revvity Inc.	United States	Annual	4/22/2025	Management	1a.	Elect Peter Barrett	For	For	
Revvity Inc.	United States	Annual	4/22/2025	Management	1b.	Elect Samuel R. Chapin	For	For	
Revvity Inc.	United States	Annual	4/22/2025	Management	1c.	Elect Michael A. Klobuchar	For	For	
Revvity Inc.	United States	Annual	4/22/2025	Management	1d.	Elect Michelle McMurry-Heath	For	For	
Revvity Inc.	United States	Annual	4/22/2025	Management	1e.	Elect Alexis P. Michas	For	For	
Revvity Inc.	United States	Annual	4/22/2025	Management	1f.	Elect Prahlad R. Singh	For	For	
Revvity Inc.	United States	Annual	4/22/2025	Management	1g.	Elect Sophie V. Vandebroek	For	For	
Revvity Inc.	United States	Annual	4/22/2025	Management	1h.	Elect Michel Vounatsos	For	For	Board gender diversity has been consistently above 30% for past few years. Racial/ethnic representation on the board.
Revvity Inc.	United States	Annual	4/22/2025	Management	1i.	Elect Franklin R. Witney	For	For	
Revvity Inc.	United States	Annual	4/22/2025	Management	1j.	Elect Pascale Witz	For	For	
Revvity Inc.	United States	Annual	4/22/2025	Management	2.	Ratification of Auditor	For	For	
Revvity Inc.	United States	Annual	4/22/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Revvity Inc.	United States	Annual	4/22/2025	Management	4.	Elimination of Supermajority Requirement	For	For	
Revvity Inc.	United States	Annual	4/22/2025	ShareHolder	5.	Shareholder Proposal Regarding Right to Call Special Meeting	Against	For	A 10% threshold for calling a special meeting is appropriate.
Rockwell Automation Inc	United States	Annual	2/4/2025	Management		Elect James P. Keane	For	For	
Rockwell Automation Inc	United States	Annual	2/4/2025	Management		Elect Blake D. Moret	For	For	
Rockwell Automation Inc	United States	Annual	2/4/2025	Management		Elect Thomas W. Rosamilia	For	For	
Rockwell Automation Inc	United States	Annual	2/4/2025	Management		Elect Patricia A. Watson	For	For	
Rockwell Automation Inc	United States	Annual	2/4/2025	Management	B.	Advisory Vote on Executive Compensation	For	For	

Rockwell Automation Inc	United States	Annual	2/4/2025	Management	C.	Ratification of Auditor	For	For	
S.F. Holding Co. Ltd	China	Special	9/15/2025	Management	1	STOCK OWNERSHIP PLAN (A-SHARE) (DRAFT) AND ITS SUMMARY	For	Against	Shareholder interests are not being carefully considered in the Company's ESOP, so the proposal is not in the best interest of shareholders.
S.F. Holding Co. Ltd	China	Annual	6/13/2025	Management	1.	2024 ANNUAL REPORT	For	For	
S.F. Holding Co. Ltd	China	Annual	6/13/2025	Management	10.	Estimated Cap for Provision of Guarantees in 2025	For	Against	The aggregate amount of guarantees provided by the Company exceeds its audited equity attributed to equity holders of the Company.
S.F. Holding Co. Ltd	China	Annual	6/13/2025	Management	11.	Re-appointment of Auditor for 2025	For	Against	No disclosure on the fees paid for non-audit-related services.
S.F. Holding Co. Ltd	China	Annual	6/13/2025	Management	2.	2024 WORK REPORT OF THE BOARD OF DIRECTORS	For	For	
S.F. Holding Co. Ltd	China	Annual	6/13/2025	Management	3.	2024 Work Report of the Board of Supervisors	For	For	
S.F. Holding Co. Ltd	China	Special	9/15/2025	Management	4	Change of the Company's Registered Capital and Amendments to the Company's Articles of Association	For	For	
S.F. Holding Co. Ltd	China	Annual	6/13/2025	Management	4.	2024 Final Financial Report	For	For	
S.F. Holding Co. Ltd	China	Annual	6/13/2025	Management	7.	General Mandate to the Board of Directors for Issuing H Shares	For	Against	Maximum discount rate not disclosed.
S.F. Holding Co. Ltd	China	Annual	6/13/2025	Management	8.	General Mandate to the Board of Directors for Repurchased of H Shares	For	For	
S.F. Holding Co. Ltd	China	Annual	6/13/2025	Management	9.	Change of Use and Cancellation of Repurchased A Shares	For	For	
Sakata Seed Corporation	Japan	Annual	8/26/2025	Management	2	Amendment to Articles	For	For	

Sakata Seed Corporation	Japan	Annual	8/26/2025	Management	3.1	Elect Hiroshi Sakata	For	Against	We vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed. No Chair of the NomCom, note board gender diversity at 14% (below EM guideline).
Sakata Seed Corporation	Japan	Annual	8/26/2025	Management	3.2	Elect Tsutomu Kagami	For	For	
Sakata Seed Corporation	Japan	Annual	8/26/2025	Management	3.3	Elect Toshihiko Furuki	For	For	
Sakata Seed Corporation	Japan	Annual	8/26/2025	Management	3.4	Elect Zen Takamiya	For	For	
Sakata Seed Corporation	Japan	Annual	8/26/2025	Management	3.5	Elect Kunihiko Sugahara	For	For	
Sakata Seed Corporation	Japan	Annual	8/26/2025	Management	3.6	Elect Yukimasa Ozaki	For	For	
Sakata Seed Corporation	Japan	Annual	8/26/2025	Management	3.7	Elect Masako Watanabe	For	For	
Sakata Seed Corporation	Japan	Annual	8/26/2025	Management	4	Elect Keiko Hatano as Alternate Statutory Auditor	For	For	
Samsung Biologics Co Ltd	Korea, Republic of	Annual	3/14/2025	Management	1	Financial Statements and Allocation of Profits/Dividends	For	For	
Samsung Biologics Co Ltd	Korea, Republic of	Special	10/17/2025	Management	1	Spin-off	For	For	Investment team supportive of the spin-off.
Samsung Biologics Co Ltd	Korea, Republic of	Annual	3/14/2025	Management	2	Amendments to Articles	For	For	
Samsung Biologics Co Ltd	Korea, Republic of	Annual	3/14/2025	Management	3.1	Elect RYU Seung Ho	For	Against	CFO on board.
Samsung Biologics Co Ltd	Korea, Republic of	Annual	3/14/2025	Management	3.2	Elect LEE Ho Seung	For	For	
Samsung Biologics Co Ltd	Korea, Republic of	Annual	3/14/2025	Management	4	Election of Independent Director to Be Appointed as Audit Committee Member: LEE Chang Woo	For	For	
Samsung Biologics Co Ltd	Korea, Republic of	Annual	3/14/2025	Management	5	Election of Audit Committee Member: LEE Ho Seung	For	For	

Samsung Biologics Co Ltd	Korea, Republic of	Annual	3/14/2025	Management	6	Directors' Fees	For	Against	Company has not provided sufficient rationale for the KRW 5 billion increase in severance allowances and retirement benefits.
Samsung Electro Mechanics	Korea, Republic of	Annual	3/19/2025	Management	1	Financial Statements and Allocation of Profits/Dividends	For	For	
Samsung Electro Mechanics	Korea, Republic of	Annual	3/19/2025	Management	2.1	Elect CHANG Duck Hyun	For	For	
Samsung Electro Mechanics	Korea, Republic of	Annual	3/19/2025	Management	2.2	Elect KIM Sung Jin	For	For	
Samsung Electro Mechanics	Korea, Republic of	Annual	3/19/2025	Management	2.3	Elect LEE Yoon Jeong	For	Against	Affiliated director on the comp. committee; does not hit independence standards.
Samsung Electro Mechanics	Korea, Republic of	Annual	3/19/2025	Management	3	Directors' Fees	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	1	Accounts and Reports; Non Tax-Deductible Expenses	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	1	Accounts and Reports; Non Tax-Deductible Expenses	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	10	2025 Remuneration Policy (Chair)	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	10	2025 Remuneration Policy (Chair)	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	11	2025 Remuneration Policy (Board of Directors)	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	11	2025 Remuneration Policy (Board of Directors)	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	12	Elect Jean-Pascal Tricoire	For	Against	The nom/gov committee chair is not independent (former CEO).
Schneider Electric SE	France	Mix	5/7/2025	Management	12	Elect Jean-Pascal Tricoire	For	Against	The nom/gov committee chair is not independent (former CEO).
Schneider Electric SE	France	Mix	5/7/2025	Management	13	Elect Anna Ohlsson-Leijon	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	13	Elect Anna Ohlsson-Leijon	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	14	Ratification of the Co-option of Clotilde Delbos	For	For	

Schneider Electric SE	France	Mix	5/7/2025	Management	14	Ratification of the Co-optation of Clotilde Delbos	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	15	Elect Xiaohong (Laura) Ding as Employee Shareholder Representative	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	15	Elect Xiaohong (Laura) Ding as Employee Shareholder Representative	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	16	Elect Alban de Beaulaincourt as Employee Shareholder Representative	Against	Against	Alternate nominee preferred.
Schneider Electric SE	France	Mix	5/7/2025	Management	16	Authority to Repurchase and Reissue Shares	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	17	Elect François Durif as Employee Shareholder Representative	Against	Against	Alternate nominee preferred.
Schneider Electric SE	France	Mix	5/7/2025	Management	17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	18	Elect Venkat Garimella as Employee Shareholder Representative	Against	Against	Alternate nominee preferred.
Schneider Electric SE	France	Mix	5/7/2025	Management	18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	19	Elect Gérard Le Gouefflec as Employee Shareholder Representative	Against	Against	Alternate nominee preferred.
Schneider Electric SE	France	Mix	5/7/2025	Management	19	Authority to Issue Shares Through Private Placement	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	2	Consolidated Accounts and Reports	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	2	Consolidated Accounts and Reports	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	20	Elect Amandine Petitdemange as Employee Shareholder Representative	Against	Against	Alternate nominee preferred.
Schneider Electric SE	France	Mix	5/7/2025	Management	20	Greenshoe	For	For	

Schneider Electric SE	France	Mix	5/7/2025	Management	21	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	21	Authority to Repurchase and Reissue Shares	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	22	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights (Qualified Investors)	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	23	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Named Persons)	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	23	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	24	Authority to Increase Capital Through Capitalisations	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	24	Authority to Issue Shares Through Private Placement	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	25	Greenshoe	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	25	Authority to Issue Performance Shares	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	26	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	26	Employee Stock Purchase Plan	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	27	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights (Qualified Investors)	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	27	Stock Purchase Plan for Overseas Employees	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	28	Authority to Cancel Shares and Reduce Capital	For	For	

Schneider Electric SE	France	Mix	5/7/2025	Management	28	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Named Persons)	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	29	Authority to Increase Capital Through Capitalisations	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	30	Authority to Issue Performance Shares	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	31	Employee Stock Purchase Plan	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	32	Stock Purchase Plan for Overseas Employees	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	33	Authority to Cancel Shares and Reduce Capital	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	4	Special Auditors Report on Regulated Agreements	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	4	Special Auditors Report on Regulated Agreements	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	5	2024 Remuneration Report	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	5	2024 Remuneration Report	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	6	2024 Remuneration of Olivier Blum, CEO (From November 1 to December 31, 2024)	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	6	2024 Remuneration of Olivier Blum, CEO (From November 1 to December 31, 2024)	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	7	2024 Remuneration of Peter Herweck, Former CEO (until November 1, 2024)	For	For	Upon engaging with the company on this issue and expressing that while we are not fully supportive of the severance package granted to the former CEO, noting the implications, and efforts to positively pro-rate the CEO's LTIP awards (given previous issues - see item 8), we are supporting this proposal.

Schneider Electric SE	France	Mix	5/7/2025	Management	7	2024 Remuneration of Peter Herweck, Former CEO (until November 1, 2024)	For	For	Upon engaging with the company on this issue and expressing that while we are not fully supportive of the severance package granted to the former CEO, noting the implications, and efforts to positively pro-rate the CEO's LTIP awards (given previous issues - see item 8), we are supporting this proposal.
Schneider Electric SE	France	Mix	5/7/2025	Management	8	2024 Remuneration of Jean-Pascal Tricoire, Chair	For	Abstain	Despite engaging with the company on this issue, and in line with our position last year, we are still not supportive of the company's decision not to prorate the 2022 LTI plan. The outgoing CEO (now Chair) was granted performance shares for a three-year period, while he had an executive role within the Company for less than one year and a half out of the three-year performance period. Noting this is the last year of the payout and this should not be an ongoing issue.
Schneider Electric SE	France	Mix	5/7/2025	Management	8	2024 Remuneration of Jean-Pascal Tricoire, Chair	For	Abstain	Despite engaging with the company on this issue, and in line with our position last year, we are still not supportive of the company's decision not to prorate the 2022 LTI plan. The outgoing CEO (now Chair) was granted performance shares for a three-year period, while he had an executive role within the Company for less than one year and a half out of the three-year performance period. Noting this is the last year of the payout and this should not be an ongoing issue.
Schneider Electric SE	France	Mix	5/7/2025	Management	9	2025 Remuneration Policy (CEO)	For	For	
Schneider Electric SE	France	Mix	5/7/2025	Management	9	2025 Remuneration Policy (CEO)	For	For	

Schneider Electric SE	France	Mix	5/7/2025	Management	A	Elect Alban de Beaulaincourt as Employee Shareholder Representative	Against	Against	Alternate nominee preferred.
Schneider Electric SE	France	Mix	5/7/2025	Management	B	Elect François Durif as Employee Shareholder Representative	Against	Against	Alternate nominee preferred.
Schneider Electric SE	France	Mix	5/7/2025	Management	C	Elect Venkat Garimella as Employee Shareholder Representative	Against	Against	Alternate nominee preferred.
Schneider Electric SE	France	Mix	5/7/2025	Management	D	Elect Gérard Le Gouefflec as Employee Shareholder Representative	Against	Against	Alternate nominee preferred.
Schneider Electric SE	France	Mix	5/7/2025	Management	E	Elect Amandine Petitdemange as Employee Shareholder Representative	Against	Against	Alternate nominee preferred.
Sealed Air Corp.	United States	Annual	5/29/2025	Management	1a.	Elect Zubaid Ahmad	For	For	
Sealed Air Corp.	United States	Annual	5/29/2025	Management	1b.	Elect Anthony J. Allott	For	For	
Sealed Air Corp.	United States	Annual	5/29/2025	Management	1c.	Elect Kevin C. Berryman	For	For	
Sealed Air Corp.	United States	Annual	5/29/2025	Management	1d.	Elect Françoise Colpron	For	For	
Sealed Air Corp.	United States	Annual	5/29/2025	Management	1e.	Elect Henry R. Keizer	For	For	Recognise that board gender diversity has reduced this year however, a diverse director has been appointed to the board in the last year. Company has maintained board composition disclosure, inclusive of gender and race/ethnicity in the proxy. Company identified for further engagement.
Sealed Air Corp.	United States	Annual	5/29/2025	Management	1f.	Elect Harry A. Lawton III	For	For	
Sealed Air Corp.	United States	Annual	5/29/2025	Management	1g.	Elect Suzanne B. Rowland	For	For	
Sealed Air Corp.	United States	Annual	5/29/2025	Management	1h.	Elect Dustin J. Semach	For	For	
Sealed Air Corp.	United States	Annual	5/29/2025	Management	2.	Ratification of Auditor	For	For	

Sealed Air Corp.	United States	Annual	5/29/2025	Management	3.	Advisory Vote on Executive Compensation	For	Against	Significant disconnect between pay and performance, costly CEO succession costs (due to lack of succession planning), similar metrics used under STIP and LTIP, LTIP awards vesting below median, one-off awards outside CEO succession process.
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2025	Management	2.1	Elect Teiji Koge	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2025	Management	2.10	Elect Miharu Koezuka	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2025	Management	2.11	Elect Machiko Miyai	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2025	Management	2.12	Elect Yoshihiko Hatanaka	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2025	Management	2.2	Elect Keita Kato	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2025	Management	2.3	Elect Ikusuke Shimizu	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2025	Management	2.4	Elect Yoshiyuki Hirai	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2025	Management	2.5	Elect Masahide Yoshida	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2025	Management	2.6	Elect Akira Asano	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2025	Management	2.7	Elect Kazuya Murakami	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2025	Management	2.8	Elect Hiroshi Oeda	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2025	Management	2.9	Elect Haruko Nozaki	For	For	

Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2025	Management	3	Elect Michio Sakai as Statutory Auditor	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2025	Management	4	Amendment to the Equity Compensation Plan	For	For	
ServiceNow Inc	United States	Special	12/5/2025	Management	1.	Forward Stock Split	For	For	
ServiceNow Inc	United States	Annual	5/22/2025	Management	1a.	Elect Susan L. Bostrom	For	For	
ServiceNow Inc	United States	Annual	5/22/2025	Management	1b.	Elect Teresa Briggs	For	For	
ServiceNow Inc	United States	Annual	5/22/2025	Management	1c.	Elect Jonathan C. Chadwick	For	For	
ServiceNow Inc	United States	Annual	5/22/2025	Management	1d.	Elect Paul E. Chamberlain	For	For	
ServiceNow Inc	United States	Annual	5/22/2025	Management	1e.	Elect Lawrence J. Jackson, Jr.	For	For	
ServiceNow Inc	United States	Annual	5/22/2025	Management	1f.	Elect Frederic B. Luddy	For	For	
ServiceNow Inc	United States	Annual	5/22/2025	Management	1g.	Elect William R. McDermott	For	For	
ServiceNow Inc	United States	Annual	5/22/2025	Management	1h.	Elect Joseph Quinlan	For	For	
ServiceNow Inc	United States	Annual	5/22/2025	Management	1i.	Elect Anita M. Sands	For	Against	Vote against Chair of Nominating & Governance Committee for the lack of disclosure of board racial/ethnic minority demographic information. In addition, exclusive forum provision was adopted without shareholder approval.
ServiceNow Inc	United States	Annual	5/22/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
ServiceNow Inc	United States	Annual	5/22/2025	Management	3.	Ratification of Auditor	For	For	
ServiceNow Inc	United States	Annual	5/22/2025	Management	4.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	For	Against	The proposed amendment removes liability for an officer's breach of his or her duty of care.
ServiceNow Inc	United States	Annual	5/22/2025	Management	5.	Elimination of Supermajority Requirement	For	For	
ServiceNow Inc	United States	Annual	5/22/2025	ShareHolder	6.	Shareholder Proposal Regarding Right to Cure Nomination Defects	Against	Against	Not in best interests of shareholders.
ServiceNow Inc	United States	Annual	5/22/2025	ShareHolder	7.	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings	Against	For	Improves shareholders' rights.

Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	1	Accounts and Reports	For	For	
Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	10	Elect Helen Miles	For	For	
Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	11	Elect Sharmila Nebhrajani	For	For	
Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	12	Elect Richard Mark Taylor	For	For	
Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	13	Appointment of Auditor	For	For	
Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	14	Authority to Set Auditor's Fees	For	For	
Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	15	Authorisation of Political Donations	For	For	
Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	16	Authority to Issue Shares w/ Preemptive Rights	For	For	
Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	17	Authority to Issue Shares w/o Preemptive Rights	For	For	
Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	19	Authority to Repurchase Shares	For	For	
Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	2	Remuneration Report	For	For	
Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	20	Adoption of New Articles	For	For	
Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	3	Approval of Net Zero Transition Plan	For	For	
Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	5	Elect Tom Delay	For	For	
Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	6	Elect Olivia (Liv) Garfield	For	For	
Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	7	Elect Nick Hampton	For	For	
Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	8	Elect Christine Hodgson	For	For	
Severn Trent plc	United Kingdom	Annual	7/10/2025	Management	9	Elect Sarah C. Legg	For	For	
SGS AG	Switzerland	Annual	3/26/2025	Management	1.1	Accounts and Reports	For	For	
SGS AG	Switzerland	Annual	3/26/2025	Management	1.2	Report on Non-Financial Matters	For	For	

SGS AG	Switzerland	Annual	3/26/2025	Management	1.3	Compensation Report	For	Abstain	Concerns over the maximum LTI payout for the health and safety metric despite two fatalities in 2024 and 2023. Also, concerns on the limited disclosure around the leadership multiplier in the STI that was set at 125% despite the range from the company being set between -35% and +25%
SGS AG	Switzerland	Annual	3/26/2025	Management	2	Ratification of Board and Management Acts	For	For	
SGS AG	Switzerland	Annual	3/26/2025	Management	3.2	Issuance of Shares without Preemptive Rights	For	For	
SGS AG	Switzerland	Annual	3/26/2025	Management	4.1.1	Elect Calvin Grieder	For	For	
SGS AG	Switzerland	Annual	3/26/2025	Management	4.1.2	Elect Sami Atiya	For	For	
SGS AG	Switzerland	Annual	3/26/2025	Management	4.1.3	Elect Phyllis Cheung	For	For	
SGS AG	Switzerland	Annual	3/26/2025	Management	4.1.4	Elect Ian Gallienne	For	Against	Director is a public company executive and serves on more than 2 public boards.
SGS AG	Switzerland	Annual	3/26/2025	Management	4.1.5	Elect Tobias Hartmann	For	For	
SGS AG	Switzerland	Annual	3/26/2025	Management	4.1.6	Elect Kory Sorenson	For	For	
SGS AG	Switzerland	Annual	3/26/2025	Management	4.1.7	Elect Janet S. Vergis	For	For	
SGS AG	Switzerland	Annual	3/26/2025	Management	4.1.8	Elect Patrick Kron	For	Against	Affiliated director on the compensation committee, does not hit independence standards.
SGS AG	Switzerland	Annual	3/26/2025	Management	4.1.9	Elect Géraldine Picaud	For	For	
SGS AG	Switzerland	Annual	3/26/2025	Management	4.2.1	Elect Calvin Grieder as Board Chair	For	For	
SGS AG	Switzerland	Annual	3/26/2025	Management	4.3.1	Elect Sami Atiya as Compensation Committee Member	For	For	
SGS AG	Switzerland	Annual	3/26/2025	Management	4.3.2	Elect Kory Sorenson as Compensation Committee Member	For	For	
SGS AG	Switzerland	Annual	3/26/2025	Management	4.3.3	Elect Patrick Kron as Compensation Committee Member	For	For	Affiliated director on the compensation committee, does not hit independence standards.
SGS AG	Switzerland	Annual	3/26/2025	Management	4.4	Appointment of Auditor	For	For	
SGS AG	Switzerland	Annual	3/26/2025	Management	5.1	Board Compensation	For	For	
SGS AG	Switzerland	Annual	3/26/2025	Management	5.2	Executive Compensation (Fixed)	For	For	
SGS AG	Switzerland	Annual	3/26/2025	Management	5.3	Executive Compensation (Short-Term)	For	For	

SGS AG	Switzerland	Annual	3/26/2025	Management	5.4	Executive Compensation (Long-Term)	For	For	
SGS AG	Switzerland	Annual	3/26/2025	Management	6	Change of Company Headquarters	For	For	
Shenzhen Envicool Technology Co Ltd	China	Special	9/11/2025	Management	1	REAPPOINTMENT OF AUDIT FIRM	For	For	
Shenzhen Envicool Technology Co Ltd	China	Special	6/6/2025	Management	1	Purchase of Land Use Rights and Investment in Construction of Headquarters Base	For	For	
Shenzhen Envicool Technology Co Ltd	China	Annual	5/16/2025	Management	1.	2024 Directors' Report	For	For	
Shenzhen Envicool Technology Co Ltd	China	Annual	5/16/2025	Management	10.	Provision of Guarantee for the Comprehensive Credit Line Applied for by Wholly-Owned Subsidiaries to Financial Institutions	For	For	
Shenzhen Envicool Technology Co Ltd	China	Annual	5/16/2025	Management	12.	Amendments to Articles	For	For	
Shenzhen Envicool Technology Co Ltd	China	Special	9/11/2025	Management	2	Amendments To The Company's Articles of Association and Handling the Industrial and Commercial Registration Amendment	For	For	
Shenzhen Envicool Technology Co Ltd	China	Annual	5/16/2025	Management	2.	2024 Supervisors' Report	For	For	
Shenzhen Envicool Technology Co Ltd	China	Annual	5/16/2025	Management	3.	2024 ANNUAL REPORT AND ITS SUMMARY	For	For	
Shenzhen Envicool Technology Co Ltd	China	Annual	5/16/2025	Management	4.	2024 ANNUAL ACCOUNTS REPORT	For	For	

Shenzhen Envicool Technology Co Ltd	China	Special	9/11/2025	Management	5.1	Elect QI Yong	For	Against	Affiliated director on the nominations committee.
Shenzhen Envicool Technology Co Ltd	China	Special	9/11/2025	Management	5.2	Elect OU Xianhua	For	Against	Non-independent and only member on audit committee. Company also identified as net zero "non-aligned" with insufficient climate risk management processes.
Shenzhen Envicool Technology Co Ltd	China	Special	9/11/2025	Management	5.3	Elect YE Guiliang	For	Against	Executive/CFO on compensation committee, not independent of management.
Shenzhen Envicool Technology Co Ltd	China	Special	9/11/2025	Management	5.4	Elect XING Jie	For	For	
Shenzhen Envicool Technology Co Ltd	China	Special	9/11/2025	Management	5.5	Elect ZHU Xiaoou	For	For	
Shenzhen Envicool Technology Co Ltd	China	Annual	5/16/2025	Management	6.	SPECIAL REPORT ON THE DEPOSIT AND USE OF RAISED FUNDS	For	For	
Shenzhen Envicool Technology Co Ltd	China	Special	9/11/2025	Management	6.1	Elect TIAN Zhiwei	For	For	
Shenzhen Envicool Technology Co Ltd	China	Special	9/11/2025	Management	6.2	Elect YAN Qing	For	For	
Shenzhen Envicool Technology Co Ltd	China	Special	9/11/2025	Management	6.3	Elect CHEN Qibai	For	For	
Shenzhen Envicool Technology Co Ltd	China	Annual	5/16/2025	Management	7.1.	2025 Remuneration Plan for Non-Independent Director QI Yong	For	For	
Shenzhen Envicool Technology Co Ltd	China	Annual	5/16/2025	Management	7.2.	2025 Remuneration Plan for Non-Independent Director WEI Lichuan	For	For	

Shenzhen Envicool Technology Co Ltd	China	Annual	5/16/2025	Management	7.3.	2025 Remuneration Plan for Non-Independent Director YE Guiliang	For	For	
Shenzhen Envicool Technology Co Ltd	China	Annual	5/16/2025	Management	7.4.	2025 Remuneration Plan for Non-Independent Director OU Xianhua	For	For	
Shenzhen Envicool Technology Co Ltd	China	Annual	5/16/2025	Management	7.5.	2025 Remuneration Plan for Non-Independent Director XING Jie	For	For	
Shenzhen Envicool Technology Co Ltd	China	Annual	5/16/2025	Management	7.6.	2025 Remuneration Plan for Non-Independent Director ZHU Xiao Ou	For	For	
Shenzhen Envicool Technology Co Ltd	China	Annual	5/16/2025	Management	7.7.	2025 Remuneration Plan for Independent Director QU Ruizheng	For	For	
Shenzhen Envicool Technology Co Ltd	China	Annual	5/16/2025	Management	7.8.	2025 Remuneration Plan for Independent Director WEN Fang	For	For	
Shenzhen Envicool Technology Co Ltd	China	Annual	5/16/2025	Management	7.9.	2025 Remuneration Plan for Independent Director TIAN Zhiwei	For	For	
Shenzhen Envicool Technology Co Ltd	China	Annual	5/16/2025	Management	8.	2025 REMUNERATION PLAN FOR SUPERVISORS	For	For	
Shenzhen Envicool Technology Co Ltd	China	Annual	5/16/2025	Management	9.	Application for Credit Line to Financial Institutions by the Company and Its Wholly-Owned and Controlled Subsidiaries	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/23/2025	Management	1.	2024 Directors' Report	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/23/2025	Management	2.	2024 ANNUAL REPORT AND ITS SUMMARY	For	For	

Shenzhen Inovance Technology Co. Ltd	China	Annual	5/23/2025	Management	3.	2024 Supervisors' Report	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/23/2025	Management	5.	Reappointment of Audit Firm	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/23/2025	Management	6.	Deliberation on the Remuneration of the Sixth Board of Directors Members	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/23/2025	Management	7.	Amendments to the Articles of Association	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/20/2025	Management	1	2024 Directors' Report	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	10/30/2025	Management	10.	APPOINTMENT OF AUDIT FIRM FOR THE H-SHARE OFFERING AND LISTING	For	For	

Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/20/2025	Management	10.1	Amendments to Articles	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/20/2025	Management	2	2024 Supervisors' Report	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	10/30/2025	Management	2.1.	Stock Type and Par Value	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	10/30/2025	Management	2.10.	Appointment of Intermediary Institutions for the Share Offering	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	10/30/2025	Management	2.2.	Issuing Date	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	10/30/2025	Management	2.3.	Issuing Method	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	10/30/2025	Management	2.4.	Issuing Size	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	10/30/2025	Management	2.5.	Pricing	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	10/30/2025	Management	2.6.	Issuing Targets	For	For	

Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	10/30/2025	Management	2.7.	Issuing Principles	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	10/30/2025	Management	2.8.	Underwriting Method	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	10/30/2025	Management	2.9.	Fund Raising Costs Analysis	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/20/2025	Management	3	2024 Annual Accounts	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	10/30/2025	Management	3.	CONVERSION INTO A COMPANY LIMITED BY SHARES WHICH RAISES FUNDS OVERSEAS	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	10/30/2025	Management	4.	PLAN FOR THE USE OF FUNDS TO BE RAISED FROM H-SHARE OFFERING	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	10/30/2025	Management	5.	VALID PERIOD OF THE RESOLUTION ON THE H-SHARE OFFERING AND LISTING	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/20/2025	Management	6	2024 ANNUAL REPORT AND ITS SUMMARY	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/20/2025	Management	7	2024 Sustainability Report	For	For	

Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	10/30/2025	Management	7.	PLAN FOR THE ACCUMULATED RETAINED PROFITS BEFORE THE H-SHARE OFFERING	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/20/2025	Management	8	Replenish Working Capital Permanently with Idle Funds	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	10/30/2025	Management	8.1.	Amendments to Articles (Draft)	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/20/2025	Management	9	Appointment of 2025 Auditor	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	10/30/2025	Management	9.1.	BY-ELECTION OF INDEPENDENT DIRECTORS	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	10/30/2025	Management	9.2.	DETERMINATION OF THE ROLE OF DIRECTORS	For	For	
Shimano Inc.	Japan	Annual	3/27/2025	Management	2.1	Elect CHIA Chin Seng	For	For	
Shimano Inc.	Japan	Annual	3/27/2025	Management	2.2	Elect Kazuo Ichijo	For	For	
Shimano Inc.	Japan	Annual	3/27/2025	Management	2.3	Elect Mitsuhiro Katsumaru	For	For	
Shimano Inc.	Japan	Annual	3/27/2025	Management	2.4	Elect Sadayuki Sakakibara	For	For	
Shimano Inc.	Japan	Annual	3/27/2025	Management	2.5	Elect Hiromi Wada	For	For	
Shimano Inc.	Japan	Annual	3/27/2025	Management	2.6	Elect Atsumi Eguchi	For	For	
Shimano Inc.	Japan	Annual	3/27/2025	Management	3	Directors' Fees	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	10	Authority to Repurchase and Reissue Shares	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	11	Authority to Repurchase Shares Using Equity Derivatives	For	For	

Siemens AG	Germany	Annual	2/13/2025	Management	12	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	3.1	Ratify Roland Busch	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	3.2	Ratify Cedrik Neike	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	3.3	Ratify Matthias Rebellius	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	3.4	Ratify Ralf P. Thomas	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	3.5	Ratify Judith Wiese	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.1	Ratify Jim Hagemann Snabe	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.10	Ratify Harald Kern	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.11	Ratify Jürgen Kerner	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.12	Ratify Martina Merz	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.13	Ratify Christian Pfeiffer	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.14	Ratify Benoît Potier	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.15	Ratify Hagen Reimer	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.16	Ratify Kasper Rørsted	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.17	Ratify Nathalie von Siemens	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.18	Ratify Dorothea Simon	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.19	Ratify Mimon Uhamou	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.2	Ratify Birgit Steinborn	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.20	Ratify Grazia Vittadini	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.21	Ratify Matthias Zachert	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.3	Ratify Werner Brandt	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.4	Ratify Tobias Bäuml	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.5	Ratify Regina E. Dugan	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.6	Ratify Andrea Fehrmann	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.7	Ratify Bettina Haller	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.8	Ratify Oliver Hartmann	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	4.9	Ratify Keryn Lee James	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	5.1	Appointment of Auditor	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	5.2	Appointment of Auditor for Sustainability Reporting	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	6	Remuneration Report	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	7.1	Elect Jim Hagemann Snabe	For	For	

Siemens AG	Germany	Annual	2/13/2025	Management	7.2	Elect Kasper Rørsted	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	7.3	Elect Ulf Mark Schneider	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	7.4	Elect Grazia Vittadini	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	7.5	Elect Werner Brandt	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	8	Supervisory Board Remuneration Policy	For	For	
Siemens AG	Germany	Annual	2/13/2025	Management	9	Amendments to Articles (Virtual AGM)	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	1	Accounts and Reports	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	2	Approval of Non Financial Statement Reports	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	3	Ratification of Board and Management Acts	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	6.1	Compensation Report	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	6.2	Board Compensation (Forward-Looking)	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	6.3	Executive Compensation (Total)	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	7.1.1	Elect Werner J. Bauer	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	7.1.2	Elect Thomas Dittrich	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	7.1.3	Elect Mariel Hoch	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	7.1.4	Elect Florence Jeantet	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	7.1.5	Elect Abdallah al Obeikan	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	7.1.6	Elect Martine Snels	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	7.2.1	Elect Ola Rollén	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	7.2.2	Elect Niren Chaudhary	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	7.2.3	Elect Urs Riedener	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	7.3	Elect Ola Rollén as Board Chair	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	7.4.1	Elect Werner J. Bauer as Compensation Committee Member	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	7.4.2	Elect Niren Chaudhary as Compensation Committee Member	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	7.4.3	Elect Urs Riedener as Compensation Committee Member	For	For	
SIG Group AG	Switzerland	Annual	4/8/2025	Management	9	Appointment of Auditor	For	For	
Sika AG	Switzerland	Annual	3/25/2025	Management	1	Accounts and Reports	For	For	

Sika AG	Switzerland	Annual	3/25/2025	Management	3	Ratification of Board Acts	For	For	
Sika AG	Switzerland	Annual	3/25/2025	Management	4.1.1	Elect Thierry Vanlancker	For	For	
Sika AG	Switzerland	Annual	3/25/2025	Management	4.1.2	Elect Victor Balli	For	For	
Sika AG	Switzerland	Annual	3/25/2025	Management	4.1.3	Elect Lucrèce J.I. Foufopoulos-De Ridder	For	For	
Sika AG	Switzerland	Annual	3/25/2025	Management	4.1.4	Elect Justin M. Howell	For	For	Board gender diversity has fallen from 38% to 25.0%, following the retirement of a female director at the 2025 AGM. The company notes this is temporary, and it is committed to restoring its gender balance by 2026. Moreover, the current nominating committee chair is new to the role.
Sika AG	Switzerland	Annual	3/25/2025	Management	4.1.5	Elect Gordana Landen	For	For	
Sika AG	Switzerland	Annual	3/25/2025	Management	4.1.6	Elect Paul Schuler	For	For	The compensation committee is sufficiently independent. Not a vote against policy.
Sika AG	Switzerland	Annual	3/25/2025	Management	4.1.7	Elect Thomas Aebischer	For	For	
Sika AG	Switzerland	Annual	3/25/2025	Management	4.2	Elect Kwok Wang Ng	For	For	
Sika AG	Switzerland	Annual	3/25/2025	Management	4.3	Appoint Thierry Vanlancker as Board Chair	For	For	
Sika AG	Switzerland	Annual	3/25/2025	Management	4.4.1	Elect Justin M. Howell as Nominating and Compensation Committee Member	For	For	
Sika AG	Switzerland	Annual	3/25/2025	Management	4.4.2	Elect Gordana Landen as Nominating and Compensation Committee Member	For	For	
Sika AG	Switzerland	Annual	3/25/2025	Management	4.4.3	Elect Paul Schuler as Nominating and Compensation Committee Member	For	For	
Sika AG	Switzerland	Annual	3/25/2025	Management	4.5	Appointment of Auditor	For	For	
Sika AG	Switzerland	Annual	3/25/2025	Management	5	Report on Non-Financial Matters	For	For	
Sika AG	Switzerland	Annual	3/25/2025	Management	6.1	Compensation Report	For	For	
Sika AG	Switzerland	Annual	3/25/2025	Management	6.2	Board Compensation	For	For	
Sika AG	Switzerland	Annual	3/25/2025	Management	6.3	Executive Compensation (Total)	For	For	

Sika AG	Switzerland	Annual	3/25/2025	Management	7	Amendments to Articles (Variable Compensation Limits)	For	For	
Sinbon Electronics Co Ltd	Taiwan	Annual	5/27/2025	Management	1	2024 Business Report and Financial Statements	For	For	
Sinbon Electronics Co Ltd	Taiwan	Annual	5/27/2025	Management	3	Amendments to Articles	For	For	
Sinbon Electronics Co Ltd	Taiwan	Annual	5/27/2025	Management	4	The Company Diluting Shares in Its 100% subsidiary Radbon Electronics Co., Ltd and Waiving its Participation in Radbon's Cash Capital Increase Plan	For	For	
SiteOne Landscape Supply Inc	United States	Annual	5/14/2025	Management		Elect Fred M. Diaz	For	For	
SiteOne Landscape Supply Inc	United States	Annual	5/14/2025	Management		Elect W. Roy Dunbar	For	For	
SiteOne Landscape Supply Inc	United States	Annual	5/14/2025	Management		Elect Larisa J. Drake	For	Withhold	Given the Chair of Nominating and Corporate Governance Committee is not up for election this year, vote withhold this member as best equivalent director for the lack of disclosure of board racial/ethnic minority demographic information. This disclosure was provided in 2024 proxy statement, but was omitted this year. We note racial/ethnic representation on the board.
SiteOne Landscape Supply Inc	United States	Annual	5/14/2025	Management	2.	Repeal of Classified Board	For	For	
SiteOne Landscape Supply Inc	United States	Annual	5/14/2025	Management	3.	Ratification of Auditor	For	For	
SiteOne Landscape Supply Inc	United States	Annual	5/14/2025	Management	4.	Advisory Vote on Executive Compensation	For	For	
SK Hynix Inc	Korea, Republic of	Annual	3/27/2025	Management	1	Financial Statements and Allocation of Profits/Dividends	For	For	

SK Hynix Inc	Korea, Republic of	Annual	3/27/2025	Management	2	Election of Inside Director: KWAK Noh Jung	For	For	
SK Hynix Inc	Korea, Republic of	Annual	3/27/2025	Management	3	Election of Non-Executive Director: HAN Myung Jin	For	For	
SK Hynix Inc	Korea, Republic of	Annual	3/27/2025	Management	4	Directors' Fees	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	01	Accounts and Reports	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	01	Accounts and Reports	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	02	Remuneration Report	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	02	Remuneration Report	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	03	Increase in NED Fee Cap	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	03	Increase in NED Fee Cap	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	05	Appointment of Auditor	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	05	Appointment of Auditor	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	06	Authority to Set Auditor's Fees	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	06	Authority to Set Auditor's Fees	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	07	Elect Timothy R. Cobbold	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	07	Elect Timothy R. Cobbold	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	08	Elect Louisa Burdett	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	08	Elect Louisa Burdett	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	09	Elect Nimesh Patel	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	09	Elect Nimesh Patel	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	10	Elect Angela Archon	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	10	Elect Angela Archon	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	11	Elect Constance BaroudeI	For	For	

Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	11	Elect Constance Baroude	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	12	Elect Peter I. France	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	12	Elect Peter I. France	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	13	Elect Richard Gillingwater	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	13	Elect Richard Gillingwater	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	14	Elect Caroline A. Johnstone	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	14	Elect Caroline A. Johnstone	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	15	Elect Jane Kingston	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	15	Elect Jane Kingston	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	16	Elect Kevin Thompson	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	16	Elect Kevin Thompson	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	17	Authorisation of Political Donations	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	17	Authorisation of Political Donations	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	18	Scrip Dividend	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	18	Scrip Dividend	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	19	Authority to Issue Shares w/ Preemptive Rights	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	19	Authority to Issue Shares w/ Preemptive Rights	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	20	Authority to Issue Shares w/o Preemptive Rights	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	20	Authority to Issue Shares w/o Preemptive Rights	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	

Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	22	Authority to Repurchase Shares	For	For	
Spirax Group Plc	United Kingdom	Annual	5/14/2025	Management	22	Authority to Repurchase Shares	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	1	Accounts and Reports	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	10	Elect Sir John A. Manzoni	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	11	ELECT HIXONIA NYASULU	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	12	Elect Barry O'Regan	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	13	Elect Martin Pibworth	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	14	Elect Melanie Smith	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	15	Elect Dame Angela Strank	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	16	Elect Maarten Wetselaar	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	17	Appointment of Auditor	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	18	Authority to Set Auditor's Fees	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	19	Approval of Net Zero Transition Report and Adoption of Triennial Vote on Net Zero Transition Report	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	2	Remuneration Report	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	20	Authority to Issue Shares w/ Preemptive Rights	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	21	Authority to Issue Shares w/o Preemptive Rights	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	23	Authority to Repurchase Shares	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	3	Remuneration Policy	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	4	Amendment to Performance Share Plan	For	For	

SSE Plc	United Kingdom	Annual	7/17/2025	Management	6	Elect Lady Elish Frances Angiolini	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	7	Elect John G. Bason	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	8	Elect Tony Cocker	For	For	
SSE Plc	United Kingdom	Annual	7/17/2025	Management	9	Elect Debbie Crosbie	For	For	
Stantec Inc	Canada	Annual	5/15/2025	Management	1A	Elect Douglas K. Ammerman	For	For	
Stantec Inc	Canada	Annual	5/15/2025	Management	1B	Elect Martin à Porta	For	For	
Stantec Inc	Canada	Annual	5/15/2025	Management	1C	Elect Shelley A.M. Brown	For	For	
Stantec Inc	Canada	Annual	5/15/2025	Management	1D	Elect Angeline G. Chen	For	For	
Stantec Inc	Canada	Annual	5/15/2025	Management	1E	Elect Richard A. Eng	For	For	
Stantec Inc	Canada	Annual	5/15/2025	Management	1F	Elect Gordon A. Johnston	For	For	
Stantec Inc	Canada	Annual	5/15/2025	Management	1G	Elect Christopher F. Lopez	For	For	
Stantec Inc	Canada	Annual	5/15/2025	Management	1H	Elect Marie-Lucie Morin	For	For	
Stantec Inc	Canada	Annual	5/15/2025	Management	1I	Elect Celina J. Wang Doka	For	For	
Stantec Inc	Canada	Annual	5/15/2025	Management	2	Appointment of Auditor and Authority to Set Fees	For	For	
Stantec Inc	Canada	Annual	5/15/2025	Management	3	Advisory Vote on Executive Compensation	For	For	
Symrise AG	Germany	Annual	5/20/2025	Management	3	Ratification of Management Board Acts	For	For	
Symrise AG	Germany	Annual	5/20/2025	Management	4	Ratification of Supervisory Board Acts	For	For	
Symrise AG	Germany	Annual	5/20/2025	Management	5	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	For	For	
Symrise AG	Germany	Annual	5/20/2025	Management	6	Remuneration Report	For	For	
Symrise AG	Germany	Annual	5/20/2025	Management	7.1	Elect Michael König	For	For	
Symrise AG	Germany	Annual	5/20/2025	Management	7.2	Elect Ursula Buck	For	For	
Symrise AG	Germany	Annual	5/20/2025	Management	7.3	Elect Bernd Hirsch	For	For	
Symrise AG	Germany	Annual	5/20/2025	Management	7.4	Elect Andrea Pfeifer	For	For	Comp. committee is sufficiently independent.
Symrise AG	Germany	Annual	5/20/2025	Management	7.5	Elect Peter Vanacker	For	For	
Symrise AG	Germany	Annual	5/20/2025	Management	7.6	Elect Jan Zijderveld	For	For	
Symrise AG	Germany	Annual	5/20/2025	Management	8	Authority to Repurchase and Reissue Shares	For	For	

Symrise AG	Germany	Annual	5/20/2025	Management	9	Supervisory Board Remuneration Policy	For	For	
Synopsys, Inc.	United States	Annual	4/10/2025	Management	1a.	Elect Aart J. de Geus	For	For	
Synopsys, Inc.	United States	Annual	4/10/2025	Management	1b.	Elect John G. Schwarz	For	For	
Synopsys, Inc.	United States	Annual	4/10/2025	Management	1c.	Elect Sassine Ghazi	For	For	
Synopsys, Inc.	United States	Annual	4/10/2025	Management	1d.	Elect Luis A. Borgen	For	For	
Synopsys, Inc.	United States	Annual	4/10/2025	Management	1e.	Elect Janice D. Chaffin	For	Against	We are concerned that company disclosure around board diversity has declined. Previously, the company included a board matrix detailing the gender, racial and ethnic composition of the board, and noted diversity was a desired characteristic, among others, in the director search process. Both are now absent in the proxy statement, and only gender diversity on the board is noted.
Synopsys, Inc.	United States	Annual	4/10/2025	Management	1f.	Elect Bruce R. Chizen	For	For	
Synopsys, Inc.	United States	Annual	4/10/2025	Management	1g.	Elect Mercedes Johnson	For	For	
Synopsys, Inc.	United States	Annual	4/10/2025	Management	1h.	Elect Robert G. Painter	For	For	
Synopsys, Inc.	United States	Annual	4/10/2025	Management	1i.	Elect Jeannine P. Sargent	For	For	
Synopsys, Inc.	United States	Annual	4/10/2025	Management	2.	Amendment to the 2006 Employee Equity Incentive Plan	For	For	
Synopsys, Inc.	United States	Annual	4/10/2025	Management	3.	Amendment to the Employee Stock Purchase Plan	For	For	
Synopsys, Inc.	United States	Annual	4/10/2025	Management	4.	Advisory Vote on Executive Compensation	For	For	
Synopsys, Inc.	United States	Annual	4/10/2025	Management	5.	Ratification of Auditor	For	For	
Synopsys, Inc.	United States	Annual	4/10/2025	ShareHolder	6.	Shareholder Proposal Regarding Severance Approval Policy	Against	For	Shareholders should be consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/3/2025	Management	1	2024 Business Report and Financial Statements	for	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/3/2025	Management	1.	2024 Business Report and Financial Statements	for	For	

Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/3/2025	Management	2	Amendments to Articles	for	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/3/2025	Management	2.	Amendments to Articles	for	For	
TE Connectivity plc	Ireland	Annual	3/12/2025	Management	1a.	Elect Jean-Pierre Clamadieu	For	For	
TE Connectivity plc	Ireland	Annual	3/12/2025	Management	1b.	Elect Terrence R. Curtin	For	For	
TE Connectivity plc	Ireland	Annual	3/12/2025	Management	1c.	Elect Carol Anthony Davidson	For	For	
TE Connectivity plc	Ireland	Annual	3/12/2025	Management	1d.	Elect Lynn A. Dugle	For	For	
TE Connectivity plc	Ireland	Annual	3/12/2025	Management	1e.	Elect Sam Eldessouky	For	For	
TE Connectivity plc	Ireland	Annual	3/12/2025	Management	1f.	Elect William A. Jeffrey	For	For	
TE Connectivity plc	Ireland	Annual	3/12/2025	Management	1g.	Elect Shirley LIN Syaru	For	For	
TE Connectivity plc	Ireland	Annual	3/12/2025	Management	1h.	Elect Heath A. Mitts	For	Against	We believe the role of the CFO is to report to the board, rather than serve as a member.
TE Connectivity plc	Ireland	Annual	3/12/2025	Management	1i.	Elect Abhijit Y. Talwalkar	For	For	
TE Connectivity plc	Ireland	Annual	3/12/2025	Management	1j.	Elect Mark C. Trudeau	For	For	
TE Connectivity plc	Ireland	Annual	3/12/2025	Management	1k.	Elect Dawn C. Willoughby	For	For	
TE Connectivity plc	Ireland	Annual	3/12/2025	Management	1l.	Elect Laura H. Wright	For	For	
TE Connectivity plc	Ireland	Annual	3/12/2025	Management	2.	Appointment of Auditor and Authority to Set Fees	For	For	
TE Connectivity plc	Ireland	Annual	3/12/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
TE Connectivity plc	Ireland	Annual	3/12/2025	Management	4.	Authority to Repurchase Shares	For	For	
TE Connectivity plc	Ireland	Annual	3/12/2025	Management	5.	Authorize Price Range at which the Company Can Re-Allot Treasury Shares	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	10	Accounts and Reports	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	12a	Ratify Thomas Reynaud	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	12b	Ratify Stina Bergfors	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	12c	Ratify Aude Durand	For	For	

Tele2 AB	Sweden	Annual	5/13/2025	Management	12d	Ratify Jean Marc Harion (CEO)	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	12e	Ratify Nicholas Hogberg	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	12f	Ratify Sam Kini	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	12g	Ratify Eva Lindqvist	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	12h	Ratify Lars-Ake Norling	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	12i	Ratify Kjell Johnsen (Former CEO)	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	12j	Ratify Andrew Barron	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	12k	Ratify Georgi Ganev	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	13	Board Size	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	14a	Directors' Fees	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	14b	Authority to Set Auditor's Fees	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	15a	Elect Thomas Reynaud	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	15b	Elect Stina Bergfors	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	15c	Elect Aude Durant	For	Against	Vote against the non-independent director of the Audit Committee for insufficient committee independence (50%). We also note the absence of a chair and an audit financial expert on the Audit Committee.
Tele2 AB	Sweden	Annual	5/13/2025	Management	15d	Elect Jean-Marc Harion	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	15e	Elect Nicholas Högberg	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	15f	Elect Sam Kini	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	15g	Elect Mathias Hermansson	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	15h	Elect Maxime Lombardini	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	16	Elect Thomas Reynaud as Chair of the Board	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	17	Appointment of Auditor	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	18	Remuneration Policy	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	19	Remuneration Report	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	20a	Adoption of Share-Based Incentives (LTI 2025)	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	20b	Authority to Issue Shares (LTI 2025)	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	20c	Authority to Repurchase Shares (LTI 2025)	For	For	

Tele2 AB	Sweden	Annual	5/13/2025	Management	20d	Authority to Transfer Treasury Shares (LTI 2025)	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	20e	Authority to Issue Treasury Shares (LTI 2025)	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	20f	Approve Equity Swap Agreement	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	Management	21	Authority to Repurchase Shares	For	For	
Tele2 AB	Sweden	Annual	5/13/2025	ShareHolder	22a	Shareholder Proposal Regarding Board and Management Qualifications	Undetermined	Against	Proponent has failed to provide a sufficient rationale of how shareholders would benefit from this proposal.
Tele2 AB	Sweden	Annual	5/13/2025	ShareHolder	22b	Shareholder Proposal Regarding Board and Management Qualifications	Undetermined	Against	Proponent has failed to provide a sufficient rationale of how shareholders would benefit from this proposal.
Tele2 AB	Sweden	Annual	5/13/2025	ShareHolder	22c	Shareholder Proposal Regarding Board and Management Qualifications	Undetermined	Against	Proponent has failed to provide a sufficient rationale of how shareholders would benefit from this proposal.
Telkom Indonesia (Persero) Tbk PT	Indonesia	Special	9/3/2025	Management	1	Election of Directors and/or Commissioners (Slate)	For	Against	Lack of independence in the board of commissioners.
Telkom Indonesia (Persero) Tbk PT	Indonesia	Annual	5/27/2025	Management	1	Accounts and Reports	For	For	
Telkom Indonesia (Persero) Tbk PT	Indonesia	Special	9/16/2025	Management	1	Election of Directors and/or Commissioners (Slate)	For	Against	The board of commissioners which is board of directors per se for the market lack enough independence. Poor disclosure on the election.
Telkom Indonesia (Persero) Tbk PT	Indonesia	Annual	5/27/2025	Management	3	Directors' and Commissioners' Fees	For	Against	Excessive bonus.
Telkom Indonesia (Persero) Tbk PT	Indonesia	Annual	5/27/2025	Management	4	Appointment of Auditor and Authority to Set Fees	For	Against	Insufficient information provided.

Telkom Indonesia (Persero) Tbk PT	Indonesia	Annual	5/27/2025	Management	5	Authority to Repurchase Shares	For	For	
Telkom Indonesia (Persero) Tbk PT	Indonesia	Annual	5/27/2025	Management	6	Election of Directors and/or Commissioners (Slate)	For	Against	Insufficient information provided.
Texas Instruments Inc.	United States	Annual	4/17/2025	Management	1a.	Elect Mark A. Blinn	For	For	
Texas Instruments Inc.	United States	Annual	4/17/2025	Management	1b.	Elect Todd M. Bluedorn	For	For	Board gender diversity consistently above 30% over last few years, and over 20% racial/ethnic diversity. Board diversity policy in place.
Texas Instruments Inc.	United States	Annual	4/17/2025	Management	1c.	Elect Janet F. Clark	For	Against	Vote against Chair of Audit Committee for insufficient rotation of the auditor (auditor tenure 73 years).
Texas Instruments Inc.	United States	Annual	4/17/2025	Management	1d.	Elect Carrie S. Cox	For	For	
Texas Instruments Inc.	United States	Annual	4/17/2025	Management	1e.	Elect Martin S. Craighead	For	For	
Texas Instruments Inc.	United States	Annual	4/17/2025	Management	1f.	Elect Reginald DesRoches	For	For	Sufficient rationale provided for director attendance.
Texas Instruments Inc.	United States	Annual	4/17/2025	Management	1g.	Elect Curtis C. Farmer	For	For	
Texas Instruments Inc.	United States	Annual	4/17/2025	Management	1h.	Elect Jean M. Hobby	For	For	
Texas Instruments Inc.	United States	Annual	4/17/2025	Management	1i.	Elect Haviv Ilan	For	For	
Texas Instruments Inc.	United States	Annual	4/17/2025	Management	1j.	Elect Ronald Kirk	For	For	
Texas Instruments Inc.	United States	Annual	4/17/2025	Management	1k.	Elect Pamela H. Patsley	For	For	
Texas Instruments Inc.	United States	Annual	4/17/2025	Management	1l.	Elect Robert E. Sanchez	For	For	
Texas Instruments Inc.	United States	Annual	4/17/2025	Management	1m.	Elect Richard K. Templeton	For	For	
Texas Instruments Inc.	United States	Annual	4/17/2025	Management	2.	Advisory Vote on Executive Compensation	For	Against	LTI awards are not performance-based; STIP performance formula based on simple hurdle; Lack of disclosed caps on STIP payouts.
Texas Instruments Inc.	United States	Annual	4/17/2025	Management	3.	Ratification of Auditor	For	For	

Texas Instruments Inc.	United States	Annual	4/17/2025	ShareHolder	4.	Shareholder Proposal Regarding Right to Call Special Meeting	Against	For	A 10% threshold for calling a special meeting is appropriate.
Thermo Fisher Scientific Inc.	United States	Annual	5/21/2025	Management	1a.	Elect Marc N. Casper	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/21/2025	Management	1b.	Elect Nelson J. Chai	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/21/2025	Management	1c.	Elect Ruby R. Chandy	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/21/2025	Management	1d.	Elect C. Martin Harris	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/21/2025	Management	1e.	Elect Tyler Jacks	For	Against	Nominee has a business relationship, or has a family member who has a business relationship, with the Company.
Thermo Fisher Scientific Inc.	United States	Annual	5/21/2025	Management	1f.	Elect Jennifer M. Johnson	For	Against	Director is a public company executive and serves on more than 2 public boards.
Thermo Fisher Scientific Inc.	United States	Annual	5/21/2025	Management	1g.	Elect R. Alexandra Keith	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/21/2025	Management	1h.	Elect Karen S. Lynch	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/21/2025	Management	1i.	Elect James C. Mullen	For	Against	Nominee has a business relationship, or has a family member who has a business relationship, with the Company.
Thermo Fisher Scientific Inc.	United States	Annual	5/21/2025	Management	1j.	Elect Debora L. Spar	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/21/2025	Management	1k.	Elect Scott M. Sperling	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/21/2025	Management	1l.	Elect Dion J. Weisler	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/21/2025	Management	2.	Advisory Vote on Executive Compensation	For	Against	Pay for performance disconnect. Driven by sizeable one-off TSR awards that are a concern and previously awarded in 2020. Short performance period under the LTIP, and similar metrics used under the LTIP and STIP. Also, overreliance on time-vesting LTIP awards for non-CEO NEOs.
Thermo Fisher Scientific Inc.	United States	Annual	5/21/2025	Management	3.	Ratification of Auditor	For	Against	Non-audit fees were greater than 50% this year or non-audit fees were greater than 30% for 3 consecutive years.

Thermo Fisher Scientific Inc.	United States	Annual	5/21/2025	ShareHolder	4.	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings	Against	For	Improves shareholders' rights.
Tokyo Electron Ltd	Japan	Annual	6/17/2025	Management	1.1	Elect Toshiki Kawai	For	For	
Tokyo Electron Ltd	Japan	Annual	6/17/2025	Management	1.2	Elect Sadao Sasaki	For	For	
Tokyo Electron Ltd	Japan	Annual	6/17/2025	Management	1.3	Elect Kazushi Tahara	For	For	
Tokyo Electron Ltd	Japan	Annual	6/17/2025	Management	1.4	Elect Michio Sasaki	For	For	
Tokyo Electron Ltd	Japan	Annual	6/17/2025	Management	1.5	Elect Sachiko Ichikawa	For	For	
Tokyo Electron Ltd	Japan	Annual	6/17/2025	Management	1.6	Elect Joseph A. Kraft Jr.	For	For	
Tokyo Electron Ltd	Japan	Annual	6/17/2025	Management	1.7	Elect Yukari Suzuki	For	For	
Tokyo Electron Ltd	Japan	Annual	6/17/2025	Management	1.8	Elect Yukihiro Shinohara	For	For	
Tokyo Electron Ltd	Japan	Annual	6/17/2025	Management	2.1	Elect Tsuguhiko Matsuura	For	For	
Tokyo Electron Ltd	Japan	Annual	6/17/2025	Management	2.2	Elect Ayako Makino	For	For	
Tokyo Electron Ltd	Japan	Annual	6/17/2025	Management	3	Short-term Performance-linked Compensation to Inside Directors	For	For	
Tokyo Electron Ltd	Japan	Annual	6/17/2025	Management	4	Approval of Medium- to Long-term Performance-linked Compensation to Inside Directors	For	For	
Tokyo Electron Ltd	Japan	Annual	6/17/2025	Management	5	Approval of Non-performance-linked Compensation to Inside Directors	For	For	
Tokyo Electron Ltd	Japan	Annual	6/17/2025	Management	6	Amendment to Stock-based Compensation to Outside Directors	For	For	
Totvs SA	Brazil	Annual	4/23/2025	Management	1	Accounts and Reports	For	For	
Totvs SA	Brazil	Special	10/30/2025	Management	1	Acquisition	For	For	

Totvs SA	Brazil	Special	4/23/2025	Management	1.	Approval of the Long Term Incentive Plan	For	Against	Poor overall design: Company grants equity awards to founder/board chair despite substantial existing ownership. This concern is further compounded by the potential of accelerated vesting of awards in a change in control and the lack of disclosed performance targets.
Totvs SA	Brazil	Annual	4/23/2025	Management	2	Capital Expenditure Budget	For	For	
Totvs SA	Brazil	Special	10/30/2025	Management	2	Request Establishment of Supervisory Council	Against	Abstain	Insufficient information provided.
Totvs SA	Brazil	Special	4/23/2025	Management	2.	Cancellation of Shares	For	For	
Totvs SA	Brazil	Annual	4/23/2025	Management	4	Remuneration Policy	For	Against	Poor overall design: Company grants equity awards to founder/board chair despite substantial existing ownership; Company has considerably increased its executives' base salary, which may not be directly linked to performance, without a thorough and convincing explanation; No recovery provisions for STIP or LTIP; Similar performance metrics of short- and long-term incentives.
Totvs SA	Brazil	Annual	4/23/2025	Management	5	Request Establishment of Supervisory Council	Undetermined	Abstain	Company has not disclosed which candidates would be up for election to serve on the Supervisory Council; insufficient information to make informed decision.
Totvs SA	Brazil	Special	4/23/2025	Management	6.	Request Establishment of Supervisory Council	Undetermined	Abstain	Company has not disclosed which candidates would be up for election to serve on the Supervisory Council; insufficient information to make informed decision.
Trane Technologies plc	Ireland	Annual	6/5/2025	Management	1a.	Elect Kirk E. Arnold	For	For	
Trane Technologies plc	Ireland	Annual	6/5/2025	Management	1b.	Elect Ana P. Assis	For	For	

Trane Technologies plc	Ireland	Annual	6/5/2025	Management	1c.	Elect Ann C. Berzin	For	For	
Trane Technologies plc	Ireland	Annual	6/5/2025	Management	1d.	Elect April Miller Boise	For	For	
Trane Technologies plc	Ireland	Annual	6/5/2025	Management	1e.	Elect Mark R. George	For	For	
Trane Technologies plc	Ireland	Annual	6/5/2025	Management	1f.	Elect John A. Hayes	For	For	
Trane Technologies plc	Ireland	Annual	6/5/2025	Management	1g.	Elect Linda P. Hudson	For	For	
Trane Technologies plc	Ireland	Annual	6/5/2025	Management	1h.	Elect Myles P. Lee	For	For	
Trane Technologies plc	Ireland	Annual	6/5/2025	Management	1i.	Elect Matthew F. Pine	For	For	
Trane Technologies plc	Ireland	Annual	6/5/2025	Management	1j.	Elect David S. Regnery	For	For	
Trane Technologies plc	Ireland	Annual	6/5/2025	Management	1k.	Elect Melissa N. Schaeffer	For	For	
Trane Technologies plc	Ireland	Annual	6/5/2025	Management	1l.	Elect John P. Surma	For	Against	Insufficient rotation of the auditor (auditor tenure exceeds 50 years). Voting against chair of audit committee
Trane Technologies plc	Ireland	Annual	6/5/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	Monitor use of one-time awards.
Trane Technologies plc	Ireland	Annual	6/5/2025	Management	3.	Ratification of Auditor	For	For	
Trane Technologies plc	Ireland	Annual	6/5/2025	Management	4.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Trane Technologies plc	Ireland	Annual	6/5/2025	Management	5.	Authority to Issue Shares w/o Preemptive Rights	For	Against	Proposed board authority to issue shares without preemptive rights up to 20% of the Company's issued ordinary share capital. This limit exceeds the standard 10% cap. Not supportive.

Trane Technologies plc	Ireland	Annual	6/5/2025	Management	6.	Set the Price Range at which the Company can Re-Allot Treasury Shares	For	For	
TREX Co., Inc.	United States	Annual	5/6/2025	Management	1.1	Elect Bryan Fairbanks	For	For	
TREX Co., Inc.	United States	Annual	5/6/2025	Management	1.2	Elect Kristine L. Juster	For	For	
TREX Co., Inc.	United States	Annual	5/6/2025	Management	1.3	Elect D. Christian Keffer	For	For	
TREX Co., Inc.	United States	Annual	5/6/2025	Management	2.	Advisory Vote on Executive Compensation	For	Abstain	Some disconnect between pay and performance, short performance period under LTIP. Single, absolute metric under STIP
TREX Co., Inc.	United States	Annual	5/6/2025	Management	3.	Ratification of Auditor	For	For	
Trimble Inc	United States	Annual	6/17/2025	Management		Elect James C. Dalton	For	For	
Trimble Inc	United States	Annual	6/17/2025	Management		Elect Börje Ekholm	For	For	
Trimble Inc	United States	Annual	6/17/2025	Management		Elect Kaigham Gabriel	For	For	
Trimble Inc	United States	Annual	6/17/2025	Management		Elect Meaghan Lloyd	For	Withhold	Company has omitted race/ethnicity demographic information in the proxy this year. Board gender diversity remains at 20%. Poor disclosure of board level diversity policies and considerations. Vote against Chair of the NomCom.
Trimble Inc	United States	Annual	6/17/2025	Management		Elect Ronald S. Nersesian	For	For	
Trimble Inc	United States	Annual	6/17/2025	Management		Elect Robert G. Painter	For	For	
Trimble Inc	United States	Annual	6/17/2025	Management		Elect Mark S. Peek	For	Withhold	Auditor tenure exceeds 25 years and material weakness or restatement identified during the past year.
Trimble Inc	United States	Annual	6/17/2025	Management		Elect Kara Sprague	For	For	
Trimble Inc	United States	Annual	6/17/2025	Management		Elect Thomas W. Sweet	For	For	
Trimble Inc	United States	Annual	6/17/2025	Management		Elect Johan Wibergh	For	For	
Trimble Inc	United States	Annual	6/17/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Trimble Inc	United States	Annual	6/17/2025	Management	3.	Ratification of Auditor	For	For	
Trip.com Group Ltd	Cayman Islands	Annual	6/30/2025	Management	1	Elect Rong Luo	For	For	This new director is not directly responsible for the gender diversity and other governance concerns.
Trip.com Group Ltd	Cayman Islands	Annual	6/30/2025	Management	2	Authority to Repurchase Shares	For	For	

Unifin Financiera SAB DE CV	Mexico	Annual	4/28/2025	Management	1	CEO's Report	For	Abstain	Insufficient information provided.
Unifin Financiera SAB DE CV	Mexico	Annual	4/28/2025	Management	2	Board's Report; Board's Opinion on CEO's Report	For	Abstain	Insufficient information provided.
Unifin Financiera SAB DE CV	Mexico	Annual	4/28/2025	Management	3	Report on Audit and Governance Committee's Activities	For	Abstain	Insufficient information provided.
Unifin Financiera SAB DE CV	Mexico	Annual	4/28/2025	Management	4	Financial Statements	For	Abstain	Insufficient information provided.
Unifin Financiera SAB DE CV	Mexico	Annual	4/28/2025	Management	5	Report on Tax Compliance	For	Abstain	Insufficient information provided.
Unifin Financiera SAB DE CV	Mexico	Annual	4/28/2025	Management	7	Report on Share Repurchase Program; Authority to Repurchase Shares	For	Abstain	Insufficient information provided.
Unifin Financiera SAB DE CV	Mexico	Annual	4/28/2025	Management	8	Election of Directors; Verification of Independence Status; Election of Board Secretary and Deputy Secretary; Election of Committee Chair and Members; Fees	For	Abstain	Insufficient information provided.
Union Pacific Corp.	United States	Special	11/14/2025	Management	1.	Issuance of Shares in connection with Norfolk Southern Acquisition	For	For	
Union Pacific Corp.	United States	Annual	5/8/2025	Management	1a.	Elect David B. Dillon	For	Against	Insufficient rotation of the auditor (auditor tenure exceeds 50 years).
Union Pacific Corp.	United States	Annual	5/8/2025	Management	1b.	Elect Sheri H. Edison	For	For	
Union Pacific Corp.	United States	Annual	5/8/2025	Management	1c.	Elect Teresa M. Finley	For	For	
Union Pacific Corp.	United States	Annual	5/8/2025	Management	1d.	Elect Deborah C. Hopkins	For	For	
Union Pacific Corp.	United States	Annual	5/8/2025	Management	1e.	Elect Jane Holl Lute	For	For	
Union Pacific Corp.	United States	Annual	5/8/2025	Management	1f.	Elect Michael R. McCarthy	For	For	
Union Pacific Corp.	United States	Annual	5/8/2025	Management	1g.	Elect Doyle R. Simons	For	For	
Union Pacific Corp.	United States	Annual	5/8/2025	Management	1h.	Elect John K. Tien Jr.	For	For	

Union Pacific Corp.	United States	Annual	5/8/2025	Management	1i.	Elect V. James Vena	For	For	
Union Pacific Corp.	United States	Annual	5/8/2025	Management	1j.	Elect John P. Wiehoff	For	For	
Union Pacific Corp.	United States	Annual	5/8/2025	Management	1k.	Elect Christopher J. Williams	For	For	
Union Pacific Corp.	United States	Annual	5/8/2025	Management	2.	Ratification of Auditor	For	For	
Union Pacific Corp.	United States	Annual	5/8/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Union Pacific Corp.	United States	Annual	5/8/2025	ShareHolder	4.	Shareholder Proposal Regarding Amendment to Clawback Policy	Against	Abstain	The company's current clawback policy deemed sufficient.
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	1	Accounts and Reports	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	10	Elect Shirley Pearce	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	11	Elect Thomas Jackson	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	12	Elect Steve M Smith	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	13	Elect Nicky Dulieu	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	14	Elect Angela Jain	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	15	Appointment of Auditor	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	16	Authority to Set Auditor's Fees	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	17	Performance Share Plan	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	18	Employee Share Option Scheme	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	19	Authority to Issue Shares w/ Preemptive Rights	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	2	Remuneration Policy	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	20	Authority to Issue Shares w/o Preemptive Rights	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	22	Authority to Repurchase Shares	For	For	

Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	3	Remuneration Report	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	5	Elect Richard Huntingford	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	6	Elect Joe Lister	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	7	Elect Michael James Burt	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	8	Elect Ross Paterson	For	For	
Unite Group plc.	United Kingdom	Annual	5/15/2025	Management	9	Elect Ilaria del Beato	For	For	
United Rentals, Inc.	United States	Annual	5/8/2025	Management	1a.	Elect Julie M. Heuer Brandt	For	For	
United Rentals, Inc.	United States	Annual	5/8/2025	Management	1b.	Elect Marc A. Bruno	For	For	
United Rentals, Inc.	United States	Annual	5/8/2025	Management	1c.	Elect Larry D. De Shon	For	For	
United Rentals, Inc.	United States	Annual	5/8/2025	Management	1d.	Elect Matthew J. Flannery	For	For	
United Rentals, Inc.	United States	Annual	5/8/2025	Management	1e.	Elect Kim Harris Jones	For	For	
United Rentals, Inc.	United States	Annual	5/8/2025	Management	1f.	Elect Terri L. Kelly	For	For	
United Rentals, Inc.	United States	Annual	5/8/2025	Management	1g.	Elect Michael J. Kneeland	For	For	
United Rentals, Inc.	United States	Annual	5/8/2025	Management	1h.	Elect Francisco J. Lopez Balboa	For	For	
United Rentals, Inc.	United States	Annual	5/8/2025	Management	1i.	Elect Gracia C. Martore	For	For	
United Rentals, Inc.	United States	Annual	5/8/2025	Management	1j.	Elect Shiv Singh	For	For	
United Rentals, Inc.	United States	Annual	5/8/2025	Management	2.	Ratification of Auditor	For	For	
United Rentals, Inc.	United States	Annual	5/8/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
United Rentals, Inc.	United States	Annual	5/8/2025	ShareHolder	4.	Shareholder Proposal Regarding Lowering the Threshold for Action by Written Consent	Against	For	15% is an appropriate threshold for action by written consent.
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	1	Accounts and Reports	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	10	Elect Kathleen Cates	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	11	Elect Clare Hayward	For	For	

United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	12	Elect Michael Lewis	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	13	Elect Doug Webb	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	14	Elect Ian El-Mokadem	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	15	Appointment of Auditor	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	16	Authority to Set Auditor's Fees	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	17	Authority to Issue Shares w/ Preemptive Rights	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	18	Authority to Issue Shares w/o Preemptive Rights	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	20	Authority to Repurchase Shares	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	22	Adoption of New Articles	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	23	Authorisation of Political Donations	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	3	Remuneration Report	For	For	Noting, that the CEO and CFO did not receive their provisional bonuses due to a ruling by DEFRA in 2025. Due to this, proposing a FOR vote but one to monitor how the company responds next year.
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	4	Remuneration Policy	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	5	Elect Sir David Higgins	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	6	Elect Louise Beardmore	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	7	Elect Phil Aspin	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	8	Elect Alison Goligher	For	For	

United Utilities Group PLC	United Kingdom	Annual	7/18/2025	Management	9	Elect Liam Butterworth	For	Abstain	Ongoing investigation into the pollution incident in February last year. The company received an upgraded 2024 EPA rating that increased from 3* to 4* in 2024. However, a recent Category 1 non-pollution incident in Bolton (relating to environmental impact) led to a ruling by DEFRA. As last year, given environmental risk management and oversight resides primarily with the ESG board committee, we are abstaining from the Chair of the ESG Committee.
Valmont Industries, Inc.	United States	Annual	4/28/2025	Management		Elect James B. Milliken	For	For	
Valmont Industries, Inc.	United States	Annual	4/28/2025	Management		Elect Catherine James Paglia	For	For	
Valmont Industries, Inc.	United States	Annual	4/28/2025	Management		Elect Deborah H. Caplan	For	For	
Valmont Industries, Inc.	United States	Annual	4/28/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Valmont Industries, Inc.	United States	Annual	4/28/2025	Management	3.	Ratification of Auditor	For	For	
Ventas Inc	United States	Annual	5/13/2025	Management	1a.	Elect Melody C. Barnes	For	For	
Ventas Inc	United States	Annual	5/13/2025	Management	1b.	Elect Theodore R. Bigman	For	For	
Ventas Inc	United States	Annual	5/13/2025	Management	1c.	Elect Debra A. Cafaro	For	For	
Ventas Inc	United States	Annual	5/13/2025	Management	1d.	Elect Michael J. Embler	For	For	
Ventas Inc	United States	Annual	5/13/2025	Management	1e.	Elect Matthew J. Lustig	For	For	
Ventas Inc	United States	Annual	5/13/2025	Management	1f.	Elect Roxanne M. Martino	For	For	
Ventas Inc	United States	Annual	5/13/2025	Management	1g.	Elect Marguerite M. Nader	For	For	
Ventas Inc	United States	Annual	5/13/2025	Management	1h.	Elect Sean Nolan	For	For	
Ventas Inc	United States	Annual	5/13/2025	Management	1i.	Elect Walter C. Rakowich	For	For	
Ventas Inc	United States	Annual	5/13/2025	Management	1j.	Elect Joe V. Rodriguez	For	For	
Ventas Inc	United States	Annual	5/13/2025	Management	1k.	Elect Sumit Roy	For	For	
Ventas Inc	United States	Annual	5/13/2025	Management	1l.	Elect Maurice Smith	For	For	
Ventas Inc	United States	Annual	5/13/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Ventas Inc	United States	Annual	5/13/2025	Management	3.	Ratification of Auditor	For	For	

Ventas Inc	United States	Annual	5/13/2025	Management	4.	Increase in Authorized Common Stock	For	For	
Ventas Inc	United States	Annual	5/13/2025	Management	5.	Amendment to Articles to Limit the Liability of Certain Officers	For	Against	Amendment is not in best interests of shareholders
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	1	Accounts and Reports; Non Tax-Deductible Expenses	For	For	
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	10	Appointment of Auditor for Sustainability Reporting (Deloitte)	For	For	
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	11	2024 Remuneration of Antoine Frérot, Chair	For	Abstain	As last year, Antoine Frérot stepped down as the Company's CEO on June 30, 2022, but continues to serve as non-executive chair of the board. The company chose not to pro rate his 2021 LTI award and it vested in 2024. Mr. Frérot will be awarded performance shares for a three-year period, while he had an executive role within the Company for only one and a half of the three-year performance period.
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	12	2024 Remuneration of Estelle Brachlianoff, CEO	For	Abstain	As last year, concerns over the high STI payout for the health and safety metric, despite an increased fatality rate in 2024 (vs. 2023). H&S metric considered to have reached its maximum opportunity. Despite engagement with the company on this issue ahead of the AGM, we are concerned by the lack of consideration by the Remuneration Committee of fatalities in determining payouts. We shared with the company that it is common among peers to downwardly adjust the payout under the H&S metric in the case of fatalities. Noting Chair of the RemComm not up for election this year. As there are no other concerns with the Remuneration Report, Impax will abstain from this proposal.

Veolia Environnement S.A.	France	Mix	4/24/2025	Management	13	2024 Remuneration Report	For	For	
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	14	2025 Remuneration Policy (Chair)	For	For	
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	15	2025 Remuneration Policy (CEO)	For	For	
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	16	2025 Directors' Fees	For	For	
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	17	2025 Remuneration Policy (Board of Directors)	For	For	
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	18	Authority to Repurchase and Reissue Shares	For	For	
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	19	Employee Stock Purchase Plan	For	For	
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	2	Consolidated Accounts and Reports	For	For	
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	20	Stock Purchase Plan for Overseas Employees	For	For	
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	21	Authority to Issue Performance Shares	For	For	
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	22	Amendments to Articles Regarding Company Purpose	For	For	
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	4	Special Auditors Report on Regulated Agreements	For	For	
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	5	Elect Pierre-André de Chalendar	For	For	
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	6	Elect Philippe Brassac	For	For	
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	7	Elect Elena Salgado Méndez	For	For	

Veolia Environnement S.A.	France	Mix	4/24/2025	Management	8	Elect Arnaud Caudoux	For	For	
Veolia Environnement S.A.	France	Mix	4/24/2025	Management	9	Appointment of Auditor (Deloitte)	For	For	
Veralto Corp	United States	Annual	5/14/2025	Management	1a.	Elect Daniel L. Comas	For	For	
Veralto Corp	United States	Annual	5/14/2025	Management	1b.	Elect Walter G. Lohr, Jr.	For	For	
Veralto Corp	United States	Annual	5/14/2025	Management	1c.	Elect John T. Schwieters	For	For	
Veralto Corp	United States	Annual	5/14/2025	Management	1d.	Elect Cindy L. Wallis-Lage	For	For	
Veralto Corp	United States	Annual	5/14/2025	Management	2.	Ratification of Auditor	For	For	
Veralto Corp	United States	Annual	5/14/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Veralto Corp	United States	Annual	5/14/2025	Management	4a.	Repeal of Classified Board	For	For	
Veralto Corp	United States	Annual	5/14/2025	Management	4b.	Elimination of Supermajority Requirement	For	For	
Vertiv Holdings Co	United States	Annual	6/18/2025	Management	1a.	Elect David M. Cote	For	For	
Vertiv Holdings Co	United States	Annual	6/18/2025	Management	1b.	Elect Giordano Albertazzi	For	For	
Vertiv Holdings Co	United States	Annual	6/18/2025	Management	1c.	Elect Joseph J. DeAngelo	For	For	
Vertiv Holdings Co	United States	Annual	6/18/2025	Management	1d.	Elect Joseph van Dokkum	For	Withhold	Vote withhold Chair of Nominating and Corporate Governance Committee for insufficient board gender diversity (10%, dropped from 18% in 2024) and the lack of disclosure of board racial/ethnic minority demographic information.
Vertiv Holdings Co	United States	Annual	6/18/2025	Management	1e.	Elect Roger B. Fradin	For	For	
Vertiv Holdings Co	United States	Annual	6/18/2025	Management	1f.	Elect Jakki L. Haussler	For	For	

Vertiv Holdings Co	United States	Annual	6/18/2025	Management	1g.	Elect Jacob Kotzubei	For	Withhold	Nominee has a business relationship, or has a family member who has a business relationship, with the Company. Nominee has served on the board for at least one year and has attended less than 75% of the meetings but that was due to last minute emergencies and other extenuating circumstances.
Vertiv Holdings Co	United States	Annual	6/18/2025	Management	1h.	Elect Matthew Louie	For	Withhold	Nominee has a business relationship, or has a family member who has a business relationship, with the Company.
Vertiv Holdings Co	United States	Annual	6/18/2025	Management	1i.	Elect Edward L. Monser	For	For	
Vertiv Holdings Co	United States	Annual	6/18/2025	Management	1j.	Elect Steven S Reinemund	For	Withhold	Company identified as climate “non-aligned”. Vote withhold Chair of Audit Committee for insufficient progress in climate risk management.
Vertiv Holdings Co	United States	Annual	6/18/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	From engagement in Oct 2024: Stock options as well as the strategic performance awards (RSUs) are ultimately performance-based. RSUs are not awarded unless they hit certain key financial metrics (Ag. Operating Profit and FCF).
Vertiv Holdings Co	United States	Annual	6/18/2025	Management	3.	Ratification of Auditor	For	For	
Visa Inc	United States	Annual	1/28/2025	Management	1a.	Elect Lloyd A. Carney	For	For	
Visa Inc	United States	Annual	1/28/2025	Management	1b.	Elect Kermit R. Crawford	For	For	
Visa Inc	United States	Annual	1/28/2025	Management	1c.	Elect Francisco Javier Fernández Carbajal	For	For	
Visa Inc	United States	Annual	1/28/2025	Management	1d.	Elect Ramon L. Laguarta	For	For	
Visa Inc	United States	Annual	1/28/2025	Management	1e.	Elect Teri L. List	For	For	
Visa Inc	United States	Annual	1/28/2025	Management	1f.	Elect John F. Lundgren	For	For	
Visa Inc	United States	Annual	1/28/2025	Management	1g.	Elect Ryan McInerney	For	For	
Visa Inc	United States	Annual	1/28/2025	Management	1h.	Elect Denise M. Morrison	For	For	
Visa Inc	United States	Annual	1/28/2025	Management	1i.	Elect Pamela Murphy	For	For	
Visa Inc	United States	Annual	1/28/2025	Management	1j	Elect Linda J. Rendle	For	For	
Visa Inc	United States	Annual	1/28/2025	Management	1k.	Elect Maynard G. Webb, Jr.	For	For	

Visa Inc	United States	Annual	1/28/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Visa Inc	United States	Annual	1/28/2025	Management	3.	Ratification of Auditor	For	For	
Visa Inc	United States	Annual	1/28/2025	ShareHolder	4.	Shareholder Proposal Regarding Report on Benefits and Health Program Gaps	Against	Against	The proposal is seeking to undermine, rather than strengthen, the company's wellness offerings for employees. The proponent is the National Legal and Policy Center.
Visa Inc	United States	Annual	1/28/2025	ShareHolder	5.	Shareholder Proposal Regarding Report on Oversight of Merchant Category Codes	Against	Against	The Company appears to provide sufficient rationale regarding its position on MCCs for gun and ammunition stores. Given the complex and conflicting developments in state-level regulation of this specific use of MCCs, we did not believe the requested report would yield additional insights at this time. We also note the proponent in the National Center for Public Policy Research.
Visa Inc	United States	Annual	1/28/2025	ShareHolder	6.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Against	For	Improves accountability to shareholders.
Visa Inc	United States	Annual	1/28/2025	ShareHolder	7.	Shareholder Proposal Regarding Lobbying Report	Against	For	Supportive of increased disclosure on political contributions. lobbying policies and expenditures.
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	O.1	Accounts and Reports	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	O.10	Election of Audit, Risk and Compliance Committee Member (Khumo L. Shuenyane)	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	O.11	Election of Audit, Risk and Compliance Committee Member (Nomkhita Nqweni)	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	O.12	Election of Social and Ethics Committee Member (Khumo L. Shuenyane)	For	For	

Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	O.13	Election of Social and Ethics Committee Member (Nomkhita Nqweni)	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	O.14	Election of Social and Ethics Committee Member (Sakumzi (Saki) J. Macozoma)	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	O.15	Election of Social and Ethics Committee Member (Mohamed S.A. Joosub)	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	O.16	Election of Social and Ethics Committee Member (Joakim Reiter)	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	O.17	Election of Social and Ethics Committee Member (Leanne Wood)	For	Against	Director has attended less than 75% of board meetings in 2024.
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	O.2	Re-elect John W.L. Otty	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	O.3	Re-elect Mohamed S.A. Joosub	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	O.4	Re-elect Phuti Mahanyele-Dabengwa	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	O.5	Re-elect Nomkhita Nqweni	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	O.6	Appointment of Auditor	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	O.7	Approve Remuneration Policy	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	O.8	Approve Remuneration Implementation Report	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	O.9	Election of Audit, Risk and Compliance Committee Member (Clive B. Thomson)	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	S.1	Authority to Repurchase Shares	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	S.2	Approve NEDs' Fees	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	S.4	Specific Authority to Repurchase	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	S.5	Approve Financial Assistance (Section 44)	For	For	
Vodacom Group Ltd	South Africa	Annual	7/22/2025	Management	S.6	Approve Financial Assistance (Section 45)	For	For	

Voltronic Power Technology Corp	Taiwan	Annual	5/28/2025	Management	1	2024 Business Report and Financial Statements	For	For	
Voltronic Power Technology Corp	Taiwan	Annual	5/28/2025	Management	3	Amendments to Articles	For	For	
Voltronic Power Technology Corp	Taiwan	Annual	5/28/2025	Management	5	Issuance of Restricted Stock Awards	For	For	
Voya Financial Inc	United States	Annual	5/22/2025	Management	1a.	Elect Lynne Biggar	For	For	
Voya Financial Inc	United States	Annual	5/22/2025	Management	1b.	Elect Stephen B. Bowman	For	For	
Voya Financial Inc	United States	Annual	5/22/2025	Management	1c.	Elect Yvette S. Butler	For	For	
Voya Financial Inc	United States	Annual	5/22/2025	Management	1d.	Elect Jane P. Chwick	For	For	
Voya Financial Inc	United States	Annual	5/22/2025	Management	1e.	Elect Kathleen DeRose	For	For	
Voya Financial Inc	United States	Annual	5/22/2025	Management	1f.	Elect Hikmet Ersek	For	For	
Voya Financial Inc	United States	Annual	5/22/2025	Management	1g.	Elect Ruth Ann M. Gillis	For	For	
Voya Financial Inc	United States	Annual	5/22/2025	Management	1h.	Elect Heather Lavallee	For	For	
Voya Financial Inc	United States	Annual	5/22/2025	Management	1i.	Elect Robert G. Leary	For	For	
Voya Financial Inc	United States	Annual	5/22/2025	Management	1j.	Elect Aylwin B. Lewis	For	For	
Voya Financial Inc	United States	Annual	5/22/2025	Management	1k.	Elect William J. Mullaney	For	For	
Voya Financial Inc	United States	Annual	5/22/2025	Management	1l.	Elect Joseph V. Tripodi	For	Against	Nominating Committee Chair; No disclosure of board composition across gender, race, ethnicity; disclosure previously provided in 2024 proxy.
Voya Financial Inc	United States	Annual	5/22/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Voya Financial Inc	United States	Annual	5/22/2025	Management	3.	Ratification of Auditor	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	1	Report of the Audit and Corporate Governance Committees	For	For	

Wal-mart de Mexico S A B de C V	Mexico	Ordinary	7/8/2025	Management	1	Resignation of Ernesto Cervera Gómez	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Ordinary	7/8/2025	Management	10	Elect María Teresa Altagarcía Arnal Machado	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	10	Report on Share Purchase Program; Authority to Repurchase Shares	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	11	Approve Resignation of Leigh Hopkins	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Ordinary	7/8/2025	Management	11	Elect Elizabeth Kwo	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	12	Approve Resignation of Kathryn McLay	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Ordinary	7/8/2025	Management	12	Elect Viridiana Ríos	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	13	Approve Resignation of Tom Ward	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Ordinary	7/8/2025	Management	13	Elect Jorge Mora as Chair of the Audit and Corporate Governance Committees	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Ordinary	7/8/2025	Management	14	Report on Tax Compliance	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	14	Elect Venessa Yates	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	15	Elect Rachel Brand	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	16	Elect Guilherme Loureiro	For	Against	Director is Nom/Comp committee Chair and is not independent.
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	17	Elect Karthik Raghupathy	For	For	

Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	18	Elect Ignacio Caride	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	19	Elect Eric Pérez-Grovas Aréchiga	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	2	CEO's Report; Board's Opinion on CEO's Report	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Ordinary	7/8/2025	Management	2	Elect Gillian Larkins	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	20	Elect Maria Teresa Altagarcia Arnal Machado	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	21	Elect Elizabeth Kwo, M.D.	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	22	Elect Ernesto Cervera Gómez	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	23	Elect Viridiana Ríos	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	24	Elect Ernesto Cervera as Chair of the Audit and Corporate Governance Committees	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	25	Ratification of Board and Officers Acts	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	26	Discharge from Liability for Board Directors and Officers	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	27	Directors' Fees (Board Chair)	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	28	Directors' Fees (Board Members)	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	29	Audit and Corporate Governance Committees Chair's Fees	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	3	Report of the Board of Directors	For	For	

Wal-mart de Mexico S A B de C V	Mexico	Ordinary	7/8/2025	Management	3	Elect Jorge Mora	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	30	Audit and Corporate Governance Committee Members' Fees	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	4	Report on Tax Compliance	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Ordinary	7/8/2025	Management	4	Elect Guilherme Loureiro	For	Against	The nom/gov and compensation committee chair is not independent (former CEO until 2024).
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	5	Report on Employees' Share Plan	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Ordinary	7/8/2025	Management	5	Elect Karthik Raghupathy	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/10/2025	Management	6	Accounts and Reports	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Ordinary	7/8/2025	Management	6	Elect Ignacio Caride	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Ordinary	7/8/2025	Management	7	Elect Venessa Yates	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Ordinary	7/8/2025	Management	8	Elect Rachel Brand	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Ordinary	7/8/2025	Management	9	Elect Eric Pérez-Grovas Aréchiga	For	For	
Waste Connections, Inc.	United States	Annual	5/16/2025	Management	1a.	Elect Andrea E. Bertone	For	For	
Waste Connections, Inc.	United States	Annual	5/16/2025	Management	1b.	Elect Edward E. Guillet	For	For	
Waste Connections, Inc.	United States	Annual	5/16/2025	Management	1c.	Elect Michael W. Harlan	For	For	
Waste Connections, Inc.	United States	Annual	5/16/2025	Management	1d.	Elect Elise L. Jordan	For	For	

Waste Connections, Inc.	United States	Annual	5/16/2025	Management	1e.	Elect Cherylyn Harley LeBon	For	For	
Waste Connections, Inc.	United States	Annual	5/16/2025	Management	1f.	Elect Susan Lee	For	For	
Waste Connections, Inc.	United States	Annual	5/16/2025	Management	1g.	Elect Ronald J. Mittelstaedt	For	For	
Waste Connections, Inc.	United States	Annual	5/16/2025	Management	1h.	Elect Carl D. Sparks	For	For	
Waste Connections, Inc.	United States	Annual	5/16/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Waste Connections, Inc.	United States	Annual	5/16/2025	Management	3.	Appointment of Auditor and Authority to Set Fees	For	For	
Waste Management, Inc.	United States	Annual	5/13/2025	Management	1a.	Elect Thomas L. Bené	For	For	
Waste Management, Inc.	United States	Annual	5/13/2025	Management	1b.	Elect Bruce E. Chinn	For	For	
Waste Management, Inc.	United States	Annual	5/13/2025	Management	1c.	Elect James C. Fish, Jr.	For	For	
Waste Management, Inc.	United States	Annual	5/13/2025	Management	1d.	Elect Andrés R. Gluski	For	For	
Waste Management, Inc.	United States	Annual	5/13/2025	Management	1e.	Elect Victoria M. Holt	For	For	
Waste Management, Inc.	United States	Annual	5/13/2025	Management	1f.	Elect Kathleen M. Mazzarella	For	For	
Waste Management, Inc.	United States	Annual	5/13/2025	Management	1g.	Elect Sean E. Menke	For	For	
Waste Management, Inc.	United States	Annual	5/13/2025	Management	1h.	Elect William B. Plummer	For	For	
Waste Management, Inc.	United States	Annual	5/13/2025	Management	1i.	Elect Maryrose T. Sylvester	For	For	

Waste Management, Inc.	United States	Annual	5/13/2025	Management	2.	Ratification of Auditor	For	For	
Waste Management, Inc.	United States	Annual	5/13/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Waters Corp.	United States	Annual	5/22/2025	Management	1a.	Elect Flemming Ørnskov	For	For	Board gender diversity has improved from 22% in 2023 and 2024 to 30% in 2025. Board racial/ethnic diversity also 30%. Board diversity policy in place.
Waters Corp.	United States	Annual	5/22/2025	Management	1b.	Elect Linda Baddour	For	For	
Waters Corp.	United States	Annual	5/22/2025	Management	1c.	Elect Udit Batra	For	For	
Waters Corp.	United States	Annual	5/22/2025	Management	1d.	Elect Daniel Brennan	For	For	
Waters Corp.	United States	Annual	5/22/2025	Management	1e.	Elect Richard H. Fearon	For	For	
Waters Corp.	United States	Annual	5/22/2025	Management	1f.	Elect Pearl S. Huang	For	For	
Waters Corp.	United States	Annual	5/22/2025	Management	1g.	Elect Wei Jiang	For	For	
Waters Corp.	United States	Annual	5/22/2025	Management	1h.	Elect Heather L. Knight	For	For	
Waters Corp.	United States	Annual	5/22/2025	Management	1i.	Elect Christopher A. Kuebler	For	For	
Waters Corp.	United States	Annual	5/22/2025	Management	1j.	Elect Mark P. Vergnano	For	For	
Waters Corp.	United States	Annual	5/22/2025	Management	2.	Ratification of Auditor	For	For	
Waters Corp.	United States	Annual	5/22/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Waters Corp.	United States	Annual	5/22/2025	Management	4.	Amendment to the 2009 Employee Stock Purchase Plan	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/21/2025	Management		Elect Rebecca Boll	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/21/2025	Management		Elect Michael J. Dubose	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/21/2025	Management		Elect David A. Dunbar	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/21/2025	Management		Elect Louise K. Goeser	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/21/2025	Management		Elect Kenneth Napolitano	For	For	

Watts Water Technologies, Inc.	United States	Annual	5/21/2025	Management		Elect Joseph T. Noonan	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/21/2025	Management		Elect Robert J. Pagano, Jr.	For	Withhold	Company maintains a multi-class share structure with unequal voting rights and has not yet provided a time-based sunset of the multi-class share structure.
Watts Water Technologies, Inc.	United States	Annual	5/21/2025	Management		Elect Merilee Raines	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/21/2025	Management		Elect Joseph W. Reitmeier	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/21/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/21/2025	Management	3.	Ratification of Auditor	For	For	
Weg S.A.	Brazil	Annual	4/29/2025	Management	1	Accounts and Reports	For	For	
Weg S.A.	Brazil	Special	4/29/2025	Management	1	Amendments to the Long-Term Incentive Plan	For	For	
Weg S.A.	Brazil	Special	4/29/2025	Management	2	Capitalization of Reserves w/o Share Issuance	For	For	
Weg S.A.	Brazil	Annual	4/29/2025	Management	3	Remuneration Policy	For	Against	Poor overall design with multiple issues: Significant increase in fixed pay with no compelling rationale. LTIP vesting and performance periods less than three years and based on a single, absolute metric. No recovery provisions for STIP and LTIP. Performance-based awards to NEDs.
Weg S.A.	Brazil	Special	4/29/2025	Management	3	Amendments to Articles (Audit Committee)	For	For	
Weg S.A.	Brazil	Annual	4/29/2025	Management	4	Election of Supervisory Council	For	Abstain	Minority candidate is supported, therefore abstain
Weg S.A.	Brazil	Annual	4/29/2025	Management	5	Approve Recasting of Votes for Amended Supervisory Council Slate	Undetermined	Against	There could potentially be new candidates included in the slate that shareholders would not have the opportunity to assess.

Weg S.A.	Brazil	Annual	4/29/2025	Management	6.1	Elect Lúcia Maria Martins Casasanta to the Supervisory Council Presented by Minority Shareholders	For	For	
Weg S.A.	Brazil	Annual	4/29/2025	Management	7	Supervisory Council Fees	For	For	
Welltower OP LLC	United States	Annual	5/22/2025	Management	1a.	Elect Kenneth J. Bacon	For	For	
Welltower OP LLC	United States	Annual	5/22/2025	Management	1b.	Elect Karen B. DeSalvo	For	For	
Welltower OP LLC	United States	Annual	5/22/2025	Management	1c.	Elect Andrew Gundlach	For	For	
Welltower OP LLC	United States	Annual	5/22/2025	Management	1d.	Elect Dennis G. Lopez	For	For	
Welltower OP LLC	United States	Annual	5/22/2025	Management	1e.	Elect Shankh Mitra	For	For	
Welltower OP LLC	United States	Annual	5/22/2025	Management	1f.	Elect Ade J. Patton	For	For	
Welltower OP LLC	United States	Annual	5/22/2025	Management	1g.	Elect Sergio D. Rivera	For	For	
Welltower OP LLC	United States	Annual	5/22/2025	Management	1h.	Elect Johnese M. Spisso	For	For	
Welltower OP LLC	United States	Annual	5/22/2025	Management	1i.	Elect Kathryn M. Sullivan	For	Against	Vote against Chair of Audit Committee for insufficient rotation of the auditor (auditor tenure 55 years).
Welltower OP LLC	United States	Annual	5/22/2025	Management	2.	Ratification of Auditor	For	For	
Welltower OP LLC	United States	Annual	5/22/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Welltower OP LLC	United States	Annual	5/22/2025	Management	4.	Amendment to the 2022 Long-Term Incentive Plan	For	For	
Wienerberger AG	Austria	Annual	5/16/2025	Management	3	Ratification of Management Board Acts	For	For	
Wienerberger AG	Austria	Annual	5/16/2025	Management	4	Ratification of Supervisory Board Acts	For	For	
Wienerberger AG	Austria	Annual	5/16/2025	Management	5	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	For	For	
Wienerberger AG	Austria	Annual	5/16/2025	Management	6	Elect David Davies	For	For	
Wienerberger AG	Austria	Annual	5/16/2025	Management	7	Remuneration Report	For	For	

WiseTech Global Limited	Australia	Annual	11/21/2025	Management	2	Remuneration Report	For	Against	The company operates a combined incentive scheme which purports to combine the short-term incentive and long-term incentive into a single scheme. As such, performance is measured over one year. In his new role as Executive Chair and Chief Innovation Officer, he receives A\$1 million fixed remuneration in that role with no incentive eligibility (he owns 34% of outstanding shares). We note Mr. White is under ASIC investigation.
WiseTech Global Limited	Australia	Annual	11/21/2025	Management	3	Elect Roberto Castaneda	For	For	New independent director nominee.
WiseTech Global Limited	Australia	Annual	11/21/2025	Management	4	Elect Christopher Charlton	For	For	New independent director nominee.
WiseTech Global Limited	Australia	Annual	11/21/2025	Management	5	Elect Andrew Harrison	For	Against	The nominee previously served as a director from 2015 to March 2024 during which time he served as Chair for 6 years. Given his prior tenure during which time Mr. White was CEO and engaged in various inappropriate behaviors, we question whether Mr. Harrison truly represents the independence needed to effectively counterbalance Mr. White as Executive Chairman.
WiseTech Global Limited	Australia	Annual	11/21/2025	Management	6	Elect Sandra Hook	For	For	New independent director nominee.
WiseTech Global Limited	Australia	Annual	11/21/2025	Management	7	Re-elect Maree Isaacs	For	Against	Nominee is an executive with a 29 year tenure on the board and as a co-founder, is closely linked to Mr. White.
WiseTech Global Limited	Australia	Annual	11/21/2025	Management	8	Equity Grant (Executive Director Maree Isaacs)	For	Against	We oppose the remuneration report and Director Isaacs roles on the board.
WiseTech Global Limited	Australia	Annual	11/21/2025	Management	9	Equity Grant (NEDs)	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/15/2025	Management	10.	Cancellation of Shares	For	For	

Wolters Kluwers NV	Netherlands	Annual	5/15/2025	Management	11.	Appointment of Auditor for Sustainability Reporting	For	For	
Wolters Kluwers NV	Netherlands	Special	11/3/2025	Management	2.a.	Elect Rose Lee to the Supervisory Board	For	For	
Wolters Kluwers NV	Netherlands	Special	11/3/2025	Management	2.b.	Elect Hikmet Ersek to the Supervisory Board	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/15/2025	Management	2.c.	Remuneration Report	For	For	
Wolters Kluwers NV	Netherlands	Special	11/3/2025	Management	2A	Elect Rose Lee to the Supervisory Board	For	For	
Wolters Kluwers NV	Netherlands	Special	11/3/2025	Management	2B	Elect Hikmet Ersek to the Supervisory Board	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/15/2025	Management	3.a.	Accounts and Reports	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/15/2025	Management	4.a.	Ratification of Management Board Acts	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/15/2025	Management	4.b.	Ratification of Supervisory Board Acts	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/15/2025	Management	5.a.	Elect Kevin Entricken	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/15/2025	Management	5.b.	Elect Stacey Caywood	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/15/2025	Management	6.	Elect Ann E. Ziegler to the Supervisory Board	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/15/2025	Management	7.	Remuneration Policy	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/15/2025	Management	8.a.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/15/2025	Management	8.b.	Authority to Suppress Preemptive Rights	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/15/2025	Management	9.	Authority to Repurchase Shares	For	For	
Xiaomi Corporation	Cayman Islands	Annual	6/5/2025	Management	1	Accounts and Reports	For	For	
Xiaomi Corporation	Cayman Islands	Annual	6/5/2025	Management	2	Elect LEI Jun	For	Against	We vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed. CEO sits on the compensation committee.
Xiaomi Corporation	Cayman Islands	Annual	6/5/2025	Management	3	Elect LIU Qin	For	Against	Affiliated director on the audit committee; does not hit independence standards.

Xiaomi Corporation	Cayman Islands	Annual	6/5/2025	Management	4	Elect CHEN Dongsheng	For	For	Chair of the Remuneration Committee; hits independence thresholds. Voted against executive director on the Remuneration Committee.
Xiaomi Corporation	Cayman Islands	Annual	6/5/2025	Management	5	Directors' Fees	For	For	
Xiaomi Corporation	Cayman Islands	Annual	6/5/2025	Management	6	Appointment of Auditor and Authority to Set Fees	For	For	
Xiaomi Corporation	Cayman Islands	Annual	6/5/2025	Management	7	Authority to Repurchase Shares	For	For	
Xiaomi Corporation	Cayman Islands	Annual	6/5/2025	Management	8	Authority to Issue Class B Shares w/o Preemptive Rights	For	Against	Issuance authority exceeds 10% of outstanding share capital.
Xiaomi Corporation	Cayman Islands	Annual	6/5/2025	Management	9	Authority to Issue Repurchased Shares	For	Against	The discount rate is not disclosed.
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/30/2025	Management	1	Accounts and Reports	For	For	
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/30/2025	Management	3Ai	Elect TUNG Ching Sai	For	Against	An executive sits on the compensation and nomination committees; does not hit independence standards.
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/30/2025	Management	3Aii	Elect LI Ching Wai	For	For	
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/30/2025	Management	3Aiii	Elect LI Ching Leung	For	For	
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/30/2025	Management	3Aiv	Elect LAM Kwong Siu	For	Against	Nominee is member of the Nomination committee (Chair not up for election); insufficient board independence (<33%) and board composition with respect to gender diversity (<15%). Long-tenured chair of the RemCom and member of the Audit Committee, does not meet independence standards.
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/30/2025	Management	3B	Directors' Fees	For	For	
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/30/2025	Management	4	Appointment of Auditor and Authority to Set Fees	For	For	
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/30/2025	Management	5	Authority to Repurchase Shares	For	For	
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/30/2025	Management	6	Authority to Issue Shares w/o Preemptive Rights	For	Against	Issuance authority exceeds 10% of outstanding share capital.
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/30/2025	Management	7	Authority to Issue Repurchase Shares	For	Against	The discount rate is not disclosed.

Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/30/2025	Management	8	Approval of the 2025 Share Option Scheme	For	Against	Change of control provision.
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/30/2025	Management	9	Amendments to Articles	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/30/2025	Management	1	Accounts and Reports	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/30/2025	Management	2Ai	Elect LEE Yau Ching	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/30/2025	Management	2Aii	Elect CHU Charn Fai	For	Against	CFO on board.
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/30/2025	Management	2Aiii	Elect LEONG Chong Peng	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/30/2025	Management	2B	Directors' Fees	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/30/2025	Management	3	Appointment of Auditor and Authority to Set Fees	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/30/2025	Management	4	Authority to Repurchase Shares	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/30/2025	Management	5	Authority to Issue Shares w/o Preemptive Rights	For	Against	Issuance authority exceeds 10% of outstanding share capital.
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/30/2025	Management	6	Authority to Issue Repurchased Shares	For	Against	The discount rate is not disclosed.
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/30/2025	Management	7	Amendments to Articles	For	For	
Xylem Inc	United States	Annual	5/13/2025	Management	1a.	Elect Earl R. Ellis	For	For	
Xylem Inc	United States	Annual	5/13/2025	Management	1b.	Elect Robert F. Friel	For	For	
Xylem Inc	United States	Annual	5/13/2025	Management	1c.	Elect Lisa Glatch	For	For	
Xylem Inc	United States	Annual	5/13/2025	Management	1d.	Elect Victoria D. Harker	For	For	
Xylem Inc	United States	Annual	5/13/2025	Management	1e.	Elect Mark D. Morelli	For	For	
Xylem Inc	United States	Annual	5/13/2025	Management	1f.	Elect Jerome A. Peribere	For	Against	Board level racial/ethnic demographic disclosure removed from this year's proxy statement, insufficient information to inform vote decision, therefore voting against Chair of the NomCom

Xylem Inc	United States	Annual	5/13/2025	Management	1g.	Elect Matthew F. Pine	For	For	
Xylem Inc	United States	Annual	5/13/2025	Management	1h.	Elect Lila Tretikov	For	For	
Xylem Inc	United States	Annual	5/13/2025	Management	1i.	Elect Uday Yadav	For	For	
Xylem Inc	United States	Annual	5/13/2025	Management	2.	Ratification of Auditor	For	For	
Xylem Inc	United States	Annual	5/13/2025	Management	3.	Advisory Vote on Executive Compensation	For	For	
Xylem Inc	United States	Annual	5/13/2025	ShareHolder	4.	Shareholder Proposal Regarding Right to Call Special Meetings	Against	Against	We note the company currently has a 25% threshold to call a special meeting. While it may be appropriate to lower the threshold, 10% is relatively uncommon, and we do not have compounding governance concerns at the company.
Yadea Group Holdings Ltd.	Cayman Islands	Annual	6/17/2025	Management	1	Accounts and Reports	For	For	
Yadea Group Holdings Ltd.	Cayman Islands	Annual	6/17/2025	Management	3.A1	Elect DONG Jinggui	For	For	Non-independent Chair of the Nominating Committee.
Yadea Group Holdings Ltd.	Cayman Islands	Annual	6/17/2025	Management	3.A2	Elect QIAN Jinghong	For	For	
Yadea Group Holdings Ltd.	Cayman Islands	Annual	6/17/2025	Management	3.A3	Elect SHEN Yu	For	For	
Yadea Group Holdings Ltd.	Cayman Islands	Annual	6/17/2025	Management	3.B	Directors' Fees	For	For	
Yadea Group Holdings Ltd.	Cayman Islands	Annual	6/17/2025	Management	4	Appointment of Auditor and Authority to Set Fees	For	For	
Yadea Group Holdings Ltd.	Cayman Islands	Annual	6/17/2025	Management	5.A	Authority to Issue Shares w/o Preemptive Rights	For	Against	Issuance authority exceeds 10% of outstanding share capital.
Yadea Group Holdings Ltd.	Cayman Islands	Annual	6/17/2025	Management	5.B	Authority to Repurchase Shares	For	For	
Yadea Group Holdings Ltd.	Cayman Islands	Annual	6/17/2025	Management	5.C	Authority to Issue Repurchased Shares	For	Against	The discount rate is not disclosed.
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	8/21/2025	Management	1	Investment in New Projects and Replenish Working Capital Using Idle Funds	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	1.	2024 WORK REPORT OF THE BOARD OF DIRECTORS	For	For	

Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	8/21/2025	Management	1.	Investment in New Projects and Replenish Working Capital Using Idle Funds	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	12/17/2025	Management	1.01	Amendments to Articles	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	12/17/2025	Management	1.1	Amendments to Articles	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	10.	LAUNCHING FUTURES HEDGING BUSINESS	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	11.	LAUNCHING FOREIGN EXCHANGE HEDGING BUSINESS	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	12.	Purchase of Liability Insurance for Directors, Supervisors and Senior Management	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	13.	REMUNERATION AND ALLOWANCE FOR DIRECTORS	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	14.	REMUNERATION AND ALLOWANCE FOR SUPERVISORS	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	15.	DETERMINATION OF THE ROLE AND FUNCTIONS OF DIRECTORS	For	For	

Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	16.	Amendments to the Company's Articles of Association (Draft)	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	17.1.	Elect ZHANG Yabo	For	Against	We vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed.
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	17.2.	Elect WANG Dayong	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	17.3.	Elect REN Jintu	For	Against	The audit committee does not hit independence standards.
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	17.4.	Elect NI Xiaoming	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	17.5.	Elect CHEN Yuzhong	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	17.6.	Elect ZHANG Shaobo	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	18.1.	Elect SHI Jianhui	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	18.2.	Elect BAO Ensi	For	Against	Board gender diversity (10%) falls below the average in emerging markets (15%). Chair of the Nominating Committee.

Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	18.3.	Elect PAN Yalan	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	18.4.	Elect GE Jun	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	19.1.	Elect ZHAO Yajun	For	Against	Supervisors are not sufficiently independent.
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	19.2.	Elect MO Yang	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	8/21/2025	Management	2	Appointment of Overseas Auditor	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	8/21/2025	Management	2.	Appointment of Overseas Auditor	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	2.	2024 WORK REPORT OF THE SUPERVISORY COMMITTEE	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	8/21/2025	Management	3	Adjustment of the Quota for Foreign Exchange Hedging Business	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	3.	2024 ANNUAL ACCOUNTS REPORT	For	For	

Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	8/21/2025	Management	3.	Adjustment of the Quota for Foreign Exchange Hedging Business	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	8/21/2025	Management	4	Authority to Repurchase and Cancellation of Some Restricted Shares	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	4.	2024 ANNUAL REPORT AND ITS SUMMARY	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	8/21/2025	Management	4.	Authority to Repurchase and Cancellation of Some Restricted Shares	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	8/21/2025	Management	5	Amendments to Articles	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	8/21/2025	Management	5.	Amendments to Articles	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	6.	2025 APPLICATION FOR COMPREHENSIVE CREDIT LINE TO BANKS	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	7.	LAUNCHING THE ASSETS POOL BUSINESS	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	8.	2025 ESTIMATED EXTERNAL GUARANTEE QUOTA OF THE COMPANY AND SUBSIDIARIES	For	For	

Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	4/16/2025	Management	9.	REAPPOINTMENT OF 2025 AUDIT FIRM	For	For	
Zoetis Inc	United States	Annual	5/21/2025	Management	1a.	Elect Paul M. Bisaro	For	For	
Zoetis Inc	United States	Annual	5/21/2025	Management	1b.	Elect Vanessa Broadhurst	For	For	
Zoetis Inc	United States	Annual	5/21/2025	Management	1c.	Elect Frank A. D'Amelio	For	For	
Zoetis Inc	United States	Annual	5/21/2025	Management	1d.	Elect Gavin D. K. Hattersley	For	For	
Zoetis Inc	United States	Annual	5/21/2025	Management	1e.	Elect Sanjay Khosla	For	For	
Zoetis Inc	United States	Annual	5/21/2025	Management	1f.	Elect Antoinette R. Leatherberry	For	For	
Zoetis Inc	United States	Annual	5/21/2025	Management	1g.	Elect Michael B. McCallister	For	For	
Zoetis Inc	United States	Annual	5/21/2025	Management	1h.	Elect Gregory Norden	For	For	
Zoetis Inc	United States	Annual	5/21/2025	Management	1i.	Elect Louise M. Parent	For	For	
Zoetis Inc	United States	Annual	5/21/2025	Management	1j.	Elect Kristin C. Peck	For	For	
Zoetis Inc	United States	Annual	5/21/2025	Management	1k.	Elect Willie M. Reed	For	For	
Zoetis Inc	United States	Annual	5/21/2025	Management	1l.	Elect Mark Stetter	For	For	
Zoetis Inc	United States	Annual	5/21/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	
Zoetis Inc	United States	Annual	5/21/2025	Management	3.	Ratification of Auditor	For	For	
Zoetis Inc	United States	Annual	5/21/2025	ShareHolder	4.	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings	Against	For	Supportive of proposal that improves shareholders' rights. The Company's 25% special meeting threshold may be overly onerous and that the addition of a one-year holding requirement may render the right essentially unusable.
Zurn Elkay Water Solutions Corp	United States	Annual	5/1/2025	Management		Elect Mark S. Bartlett	For	For	
Zurn Elkay Water Solutions Corp	United States	Annual	5/1/2025	Management		Elect Jacques "Don" Donovan Butler	For	For	
Zurn Elkay Water Solutions Corp	United States	Annual	5/1/2025	Management		Elect Timothy J. Jahnke	For	For	
Zurn Elkay Water Solutions Corp	United States	Annual	5/1/2025	Management		Elect David C. Longren	For	For	

Zurn Elkay Water Solutions Corp	United States	Annual	5/1/2025	Management	2.	Advisory Vote on Executive Compensation	For	For	Having discussed with the company, we are comfortable with the pay for performance alignment for the year in review. However, we reiterated our preference that STI goals be proactively disclosed, rather than requiring investors to reverse engineer the targets based on other data points in the proxy.
Zurn Elkay Water Solutions Corp	United States	Annual	5/1/2025	Management	3.	Amendment to the Performance Incentive Plan	For	For	
Zurn Elkay Water Solutions Corp	United States	Annual	5/1/2025	Management	4.	Ratification of Auditor	For	For	