

Meeting Overview

Category	Number	Percentage
Number of votable meetings	110	
Number of meetings voted	106	96.36%
Number of meetings with at least 1 vote Against, Withhold or Abstain	48	43.64%

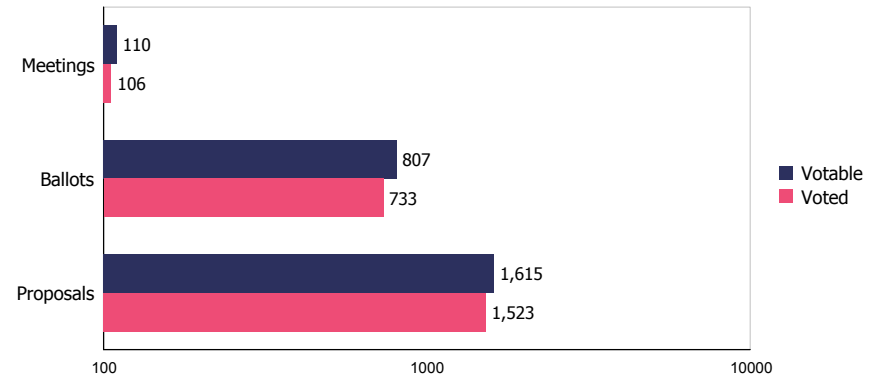
Ballot Overview

Category	Number	Percentage
Number of votable ballots	807	
Number of ballots voted	733	90.83%

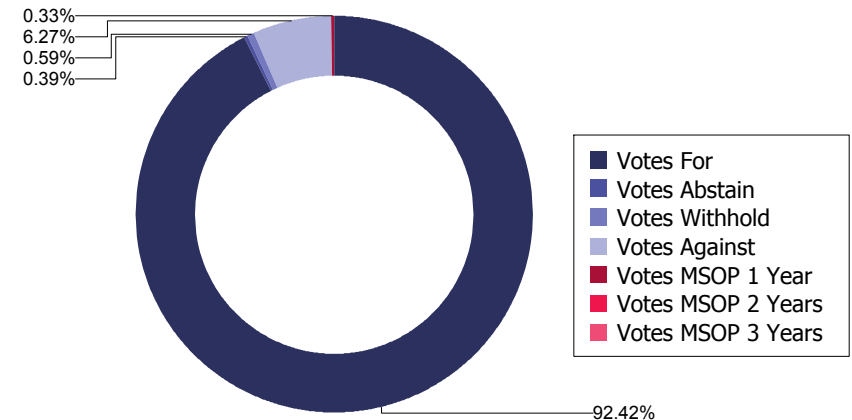
Proposal Overview

Category	Number	Percentage
Number of votable items	1,615	
Number of items voted	1,523	94.30%
Number of votes FOR	1,415	92.91%
Number of votes AGAINST	96	6.30%
Number of votes ABSTAIN	6	0.39%
Number of votes WITHHOLD	9	0.59%
Number of votes on MSOP Frequency 1 Year	5	0.33%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	1,508	99.02%
Number of votes Against Policy	16	1.05%
Number of votes With Mgmt	1,424	93.50%
Number of votes Against Mgmt	107	7.03%
Number of votes on MSOP (exclude frequency)	92	6.04%
Number of votes on Shareholder Proposals	23	1.51%

Voting Statistics



Vote Cast Statistics



Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years.

For all calculations in this report, only ballots in status Confirmed or Sent are considered voted. All other ballot statuses are considered unvoted. Do Not Vote instructions are not considered voted and re-registration events are not included.

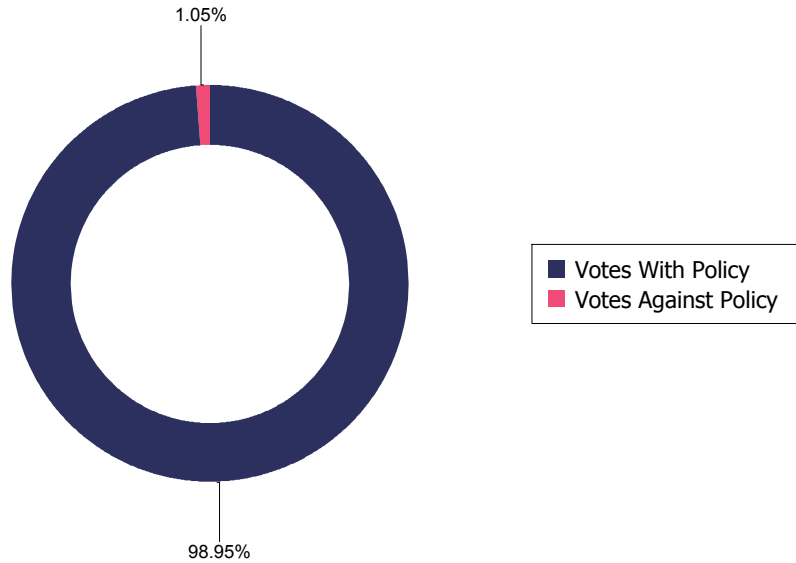
Notwithstanding the above, each unique vote cast is counted within all calculations. In cases of different votes submitted for an individual agenda item, votes cast are discretely counted by vote cast (For, Against, etc.) per proposal.

This may result in voting totals exceeding the number of votable items.

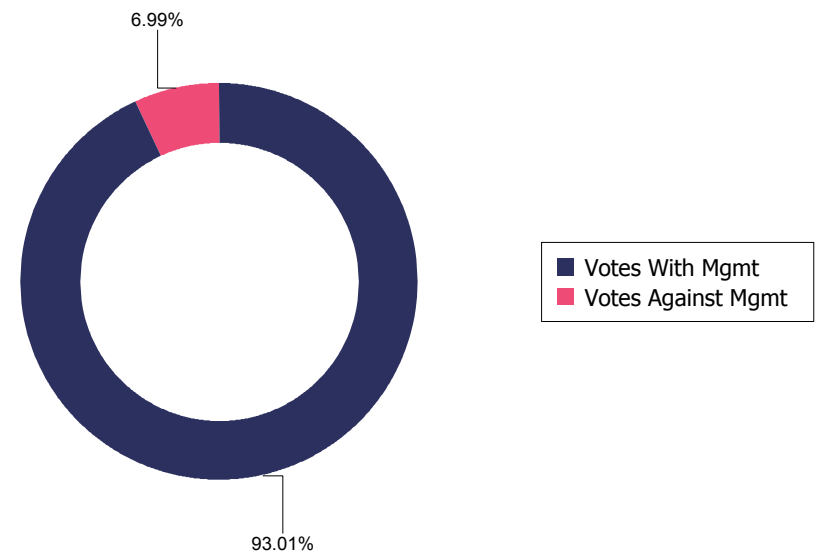
Withhold vote instructions, predominantly seen in the US market for companies using a plurality vote standard, denote a contrary vote opinion on director elections; for further information, please review ISS' policy guidelines :

<https://www.issgovernance.com/policy-gateway/voting-policies>

Vote Alignment with Policy



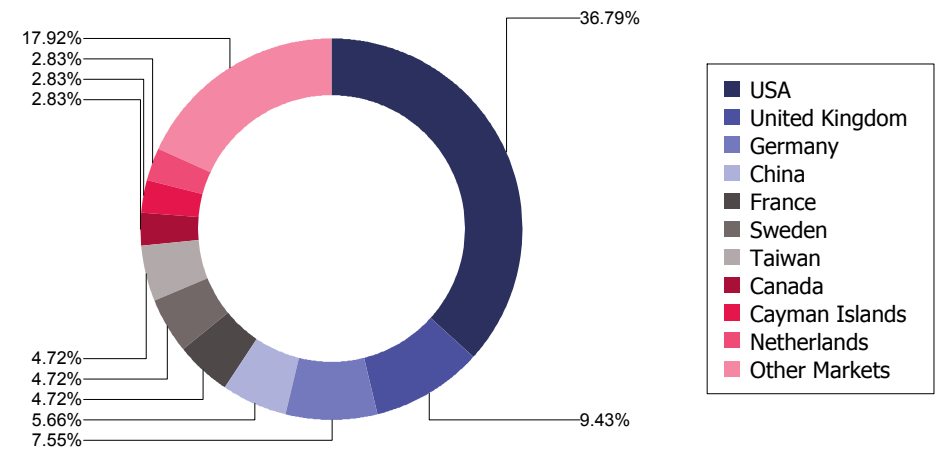
Vote Alignment with Management



Market Breakdown

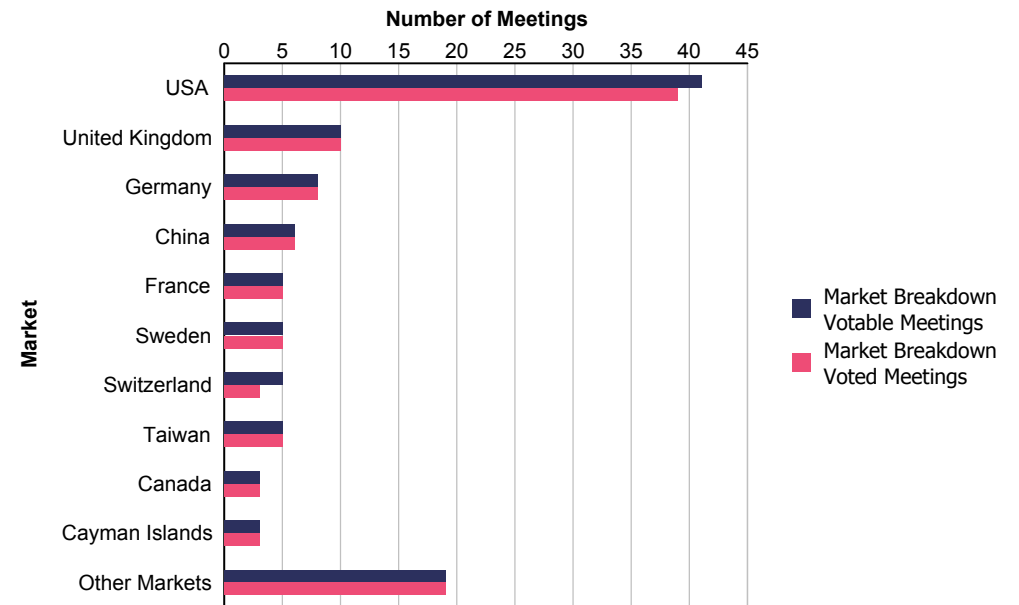
Market	Votable Meetings	Voted Meetings	Percentage
USA	41	39	95.12%
United Kingdom	10	10	100.00%
Germany	8	8	100.00%
China	6	6	100.00%
France	5	5	100.00%
Sweden	5	5	100.00%
Switzerland	5	3	60.00%
Taiwan	5	5	100.00%
Canada	3	3	100.00%
Cayman Islands	3	3	100.00%
Netherlands	3	3	100.00%
Saudi Arabia	3	3	100.00%
India	2	2	100.00%
Japan	2	2	100.00%
Malaysia	2	2	100.00%
Australia	1	1	100.00%
Austria	1	1	100.00%
Greece	1	1	100.00%
Hong Kong	1	1	100.00%
Norway	1	1	100.00%

Meetings Voted by Market



Market Voting Statistics

Market	Votable Meetings	Voted Meetings	Percentage
South Africa	1	1	100.00%
Turkey	1	1	100.00%



Company Name _____

Company Name	Meeting Type	Meeting Date	Proposal Text	Vote Instruction	Voting Policy Rationale
Boston Scientific Corporation	Annual	01-May-25	Elect Director Yoshiaki Fujiwori	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Elect Director David G. Habber	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Elect Director Edward J. Ludwig	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Elect Director Michael F. Mahoney	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Elect Director Jessica L. Mesa	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Elect Director Susan E. Morano	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Elect Director Cheryl Peagas	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Elect Director John E. Sununu	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Elect Director David S. Wichmann	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Elect Director Ellen M. Zane	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted. Pay and performance are reasonably aligned at this time. Furthermore, annual incentives are largely based on financial
Boston Scientific Corporation	Annual	01-May-25	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Boston Scientific Corporation	Annual	01-May-25	Adopt Simple Majority Vote	For	A vote FOR this proposal is warranted. The elimination of the supermajority vote requirements would enhance shareholder rights.
Boston Scientific Corporation	Annual	01-May-25	Elect Director Yoshiaki Fujiwori	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Elect Director David G. Habber	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Elect Director Edward J. Ludwig	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Elect Director Michael F. Mahoney	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Elect Director Jessica L. Mesa	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Elect Director Susan E. Morano	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Elect Director Cheryl Peagas	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Elect Director John E. Sununu	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Elect Director David S. Wichmann	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Elect Director Ellen M. Zane	For	A vote FOR the director nominees is warranted.
Boston Scientific Corporation	Annual	01-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted. Pay and performance are reasonably aligned at this time. Furthermore, annual incentives are largely based on financial
Boston Scientific Corporation	Annual	01-May-25	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Boston Scientific Corporation	Annual	01-May-25	Adopt Simple Majority Vote	For	A vote FOR this proposal is warranted. The elimination of the supermajority vote requirements would enhance shareholder rights.
Intuitive Surgical, Inc.	Annual	01-May-25	Elect Director Craig H. Barratt	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	Annual	01-May-25	Elect Director Joseph C. Beery	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	Annual	01-May-25	Elect Director Lewis Chew	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	Annual	01-May-25	Elect Director Gary S. Guthart	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	Annual	01-May-25	Elect Director Arsal M. Johnson	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	Annual	01-May-25	Elect Director Sreelakshmi Koli	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	Annual	01-May-25	Elect Director Amy L. Ladd	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	Annual	01-May-25	Elect Director Keith R. Leonard, Jr.	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	Annual	01-May-25	Elect Director Jami Dover Nachtsheim	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	Annual	01-May-25	Elect Director Monica P. Reed	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	Annual	01-May-25	Elect Director David J. Rose	For	A vote FOR the director nominees is warranted.
Intuitive Surgical, Inc.	Annual	01-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted. There are concerns surrounding the LTIP targets and absence of forward-looking procedure growth goals; however, half of
Intuitive Surgical, Inc.	Annual	01-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Intuitive Surgical, Inc.	Annual	01-May-25	Amend Omnibus Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSO), a vote FOR this proposal is warranted.
Intuitive Surgical, Inc.	Annual	01-May-25	Improve Executive Compensation Program	Against	A vote AGAINST this proposal is warranted. Given the company's current policies and programs, it is not clear that the request to include CEO pay ratio factor
Lantheus Holdings, Inc.	Annual	01-May-25	Rebuttal Severance Agreement to Shareholder Vote	For	A vote FOR this proposal is warranted. Although current severance arrangements are reasonable, the company does not disclose a policy prohibiting additional
Lantheus Holdings, Inc.	Annual	01-May-25	Elect Director Mary Anne Heino	For	As the Governance Committee chair is not on the ballot, a vote AGAINST Governance Committee member Samuel Leno is warranted given the board's failure to
Lantheus Holdings, Inc.	Annual	01-May-25	Elect Director Gérard Ber	For	As the Governance Committee chair is not on the ballot, a vote AGAINST Governance Committee member Samuel Leno is warranted given the board's failure to
Lantheus Holdings, Inc.	Annual	01-May-25	Elect Director Julie Eastland	For	As the Governance Committee chair is not on the ballot, a vote AGAINST Governance Committee member Samuel Leno is warranted given the board's failure to
Lantheus Holdings, Inc.	Annual	01-May-25	Elect Director Samuel Leno	Against	As the Governance Committee chair is not on the ballot, a vote AGAINST Governance Committee member Samuel Leno is warranted given the board's failure to
Lantheus Holdings, Inc.	Annual	01-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Lantheus Holdings, Inc.	Annual	01-May-25	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Lantheus Holdings, Inc.	Annual	01-May-25	Declassify the Board of Directors	For	A vote FOR this proposal is warranted because the declassification would enhance board accountability.
Lantheus Holdings, Inc.	Annual	01-May-25	Elect Director Mary Anne Heino	For	As the Governance Committee chair is not on the ballot, a vote AGAINST Governance Committee member Samuel Leno is warranted given the board's failure to
Lantheus Holdings, Inc.	Annual	01-May-25	Elect Director Gérard Ber	For	As the Governance Committee chair is not on the ballot, a vote AGAINST Governance Committee member Samuel Leno is warranted given the board's failure to
Lantheus Holdings, Inc.	Annual	01-May-25	Elect Director Julie Eastland	For	As the Governance Committee chair is not on the ballot, a vote AGAINST Governance Committee member Samuel Leno is warranted given the board's failure to
Lantheus Holdings, Inc.	Annual	01-May-25	Elect Director Samuel Leno	Against	As the Governance Committee chair is not on the ballot, a vote AGAINST Governance Committee member Samuel Leno is warranted given the board's failure to
Lantheus Holdings, Inc.	Annual	01-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Lantheus Holdings, Inc.	Annual	01-May-25	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Lantheus Holdings, Inc.	Annual	01-May-25	Declassify the Board of Directors	For	A vote FOR this proposal is warranted because the declassification would enhance board accountability.
London Stock Exchange Group plc	Annual	01-May-25	Accept Financial Statements and Statutory Reports	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
London Stock Exchange Group plc	Annual	01-May-25	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
London Stock Exchange Group plc	Annual	01-May-25	Approve Remuneration Report	Against	A vote AGAINST this item is considered warranted. * For FY2025, the Company is proposing to increase the threshold vesting level applicable to the LTIP
London Stock Exchange Group plc	Annual	01-May-25	Re-elect Dominic Blakemore as Director	For	A vote AGAINST incumbent nomination committee chair Donald (Don) Robert is warranted for lack of diversity on the board. A vote FOR the remaining director
London Stock Exchange Group plc	Annual	01-May-25	Re-elect Martin Brand as Director	For	A vote AGAINST incumbent nomination committee chair Donald (Don) Robert is warranted for lack of diversity on the board. A vote FOR the remaining director
London Stock Exchange Group plc	Annual	01-May-25	Re-elect Kathleen DeRose as Director	For	A vote AGAINST incumbent nomination committee chair Donald (Don) Robert is warranted for lack of diversity on the board. A vote FOR the remaining director
London Stock Exchange Group plc	Annual	01-May-25	Re-elect Tseza Gebreyes as Director	For	A vote AGAINST incumbent nomination committee chair Donald (Don) Robert is warranted for lack of diversity on the board. A vote FOR the remaining director
London Stock Exchange Group plc	Annual	01-May-25	Re-elect Scott Guthrie as Director	For	A vote AGAINST incumbent nomination committee chair Donald (Don) Robert is warranted for lack of diversity on the board. A vote FOR the remaining director
London Stock Exchange Group plc	Annual	01-May-25	Re-elect Cressida Hagan as Director	For	A vote AGAINST incumbent nomination committee chair Donald (Don) Robert is warranted for lack of diversity on the board. A vote FOR the remaining director
London Stock Exchange Group plc	Annual	01-May-25	Re-elect Michel-Alain Proch as Director	For	A vote AGAINST incumbent nomination committee chair Donald (Don) Robert is warranted for lack of diversity on the board. A vote FOR the remaining director
London Stock Exchange Group plc	Annual	01-May-25	Re-elect Val Rahmani as Director	For	A vote AGAINST incumbent nomination committee chair Donald (Don) Robert is warranted for lack of diversity on the board. A vote FOR the remaining director
London Stock Exchange Group plc	Annual	01-May-25	Re-elect Don Robert as Director	Against	A vote AGAINST incumbent nomination committee chair Donald (Don) Robert is warranted for lack of diversity on the board. A vote FOR the remaining director
London Stock Exchange Group plc	Annual	01-May-25	Re-elect David Schwimmer as Director	For	A vote AGAINST incumbent nomination committee chair Donald (Don) Robert is warranted for lack of diversity on the board. A vote FOR the remaining director
London Stock Exchange Group plc	Annual	01-May-25	Re-elect William Venekia as Director	For	A vote AGAINST incumbent nomination committee chair Donald (Don) Robert is warranted for lack of diversity on the board. A vote FOR the remaining director
London Stock Exchange Group plc	Annual	01-May-25	Re-elect Lloyd Pitchford as Director	For	A vote AGAINST incumbent nomination committee chair Donald (Don) Robert is warranted for lack of diversity on the board. A vote FOR the remaining director
London Stock Exchange Group plc	Annual	01-May-25	Reappoint Deloitte LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
London Stock Exchange Group plc	Annual	01-May-25	Authorise the Audit Committee to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
London Stock Exchange Group plc	Annual	01-May-25	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
London Stock Exchange Group plc	Annual	01-May-25	Authorise UK Political Donations and Expenditure	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical
London Stock Exchange Group plc	Annual	01-May-25	Authorise Issue of Equity without Pre-emptive Rights	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
London Stock Exchange Group plc	Annual	01-May-25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
London Stock Exchange Group plc	Annual	01-May-25	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
London Stock Exchange Group plc	Annual	01-May-25	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Pason Systems Inc.	Annual	01-May-25	Fix Number of Directors at Six	For	A vote FOR this routine resolution.
Pason Systems Inc.	Annual	01-May-25	Elect Director Marcel Kessler	For	WITH-HOLD votes for incumbent nominating committee chair Sophia Landois are warranted for lack of diversity on the board. Votes FOR the remaining
Pason Systems Inc.	Annual	01-May-25	Elect Director James Bowzer	For	WITH-HOLD votes for incumbent nominating committee chair Sophia Landois are warranted for lack of diversity on the board. Votes FOR the remaining
Pason Systems Inc.	Annual	01-May-25	Elect Director Jon Faber	For	WITH-HOLD votes for incumbent nominating committee chair Sophia Landois are warranted for lack of diversity on the board. Votes FOR the remaining
Pason Systems Inc.	Annual	01-May-25	Elect Director Sophia Landois	Withhold	WITH-HOLD votes for incumbent nominating committee chair Sophia Landois are warranted for lack of diversity on the board. Votes FOR the remaining
Pason Systems Inc.	Annual	01-May-25	Elect Director Ken Mullen	For	WITH-HOLD votes for incumbent nominating committee chair Sophia Landois are warranted for lack of diversity on the board. Votes FOR the remaining
Pason Systems Inc.	Annual	01-May-25	Elect Director Laura L. Schwin	For	WITH-HOLD votes for incumbent nominating committee chair Sophia Landois are warranted for lack of diversity on the board. Votes FOR the remaining
Pason Systems Inc.	Annual	01-May-25	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	WITH-HOLD votes for incumbent nominating committee chair Sophia Landois are warranted for lack of diversity on the board. Votes FOR the remaining
Pason Systems Inc.	Annual	01-May-25	Advisory Vote on Executive Compensation Approach	For	Votes FOR this non-binding advisory resolution as there are no significant issues at this time.
Pason Systems Inc.	Annual	01-May-25	Fix Number of Directors at Six	For	A vote FOR this routine resolution.
Pason Systems Inc.	Annual	01-May-25	Elect Director Marcel Kessler	For	WITH-HOLD votes for incumbent nominating committee chair Sophia Landois are warranted for lack of diversity on the board. Votes FOR the remaining
Pason Systems Inc.	Annual	01-May-25	Elect Director James Bowzer	For	WITH-HOLD votes for incumbent nominating committee chair Sophia Landois are warranted for lack of diversity on the board. Votes FOR the remaining
Pason Systems Inc.	Annual	01-May-25	Elect Director Jon Faber	For	WITH-HOLD votes for incumbent nominating committee chair Sophia Landois are warranted for lack of diversity on the board. Votes FOR the remaining
Pason Systems Inc.	Annual	01-May-25	Elect Director Sophia Landois	Withhold	WITH-HOLD votes for incumbent nominating committee chair Sophia Landois are warranted for lack of diversity on the board. Votes FOR the remaining
Pason Systems Inc.	Annual	01-May-25	Elect Director Ken Mullen	For	WITH-HOLD votes for incumbent nominating committee chair Sophia Landois are warranted for lack of diversity on the board. Votes FOR the remaining
Pason Systems Inc.	Annual	01-May-25	Elect Director Laura L. Schwin	For	WITH-HOLD votes for incumbent nominating committee chair Sophia Landois are warranted for lack of diversity on the board. Votes FOR the remaining
Pason Systems Inc.	Annual	01-May-25	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	Votes FOR the ratification of Deloitte LLP as auditor as non-audit fees (18 percent) were reasonable relative to total fees paid to the auditor.

Pason Systems Inc.	Annual	01-May-25	Advisory Vote on Executive Compensation Approach	For	Vote FOR this non-binding advisory resolution as there are no significant issues at this time.
Rolls-Royce Holdings Plc	Annual	01-May-25	Accept Financial Statements and Statutory Reports	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Rolls-Royce Holdings Plc	Annual	01-May-25	Approve Remuneration Policy	For	A vote FOR the remuneration policy is considered warranted, as no material concerns have been identified.
Rolls-Royce Holdings Plc	Annual	01-May-25	Approve Remuneration Report	For	A vote FOR the remuneration report is considered warranted, as no material concerns have been identified.
Rolls-Royce Holdings Plc	Annual	01-May-25	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine item, and no significant concerns have been identified.
Rolls-Royce Holdings Plc	Annual	01-May-25	Re-elect Dame Anita Frew as Director	For	A vote AGAINST the incumbent chair of the audit committee, Nicholas (Nick) Luff, is warranted because the company is not aligned with investor expectations on
Rolls-Royce Holdings Plc	Annual	01-May-25	Re-elect Tufan Erşinbioğlu as Director	For	A vote AGAINST the incumbent chair of the audit committee, Nicholas (Nick) Luff, is warranted because the company is not aligned with investor expectations on
Rolls-Royce Holdings Plc	Annual	01-May-25	Re-elect Helen McCabe as Director	For	A vote AGAINST the incumbent chair of the audit committee, Nicholas (Nick) Luff, is warranted because the company is not aligned with investor expectations on
Rolls-Royce Holdings Plc	Annual	01-May-25	Re-elect George Culmer as Director	For	A vote AGAINST the incumbent chair of the audit committee, Nicholas (Nick) Luff, is warranted because the company is not aligned with investor expectations on
Rolls-Royce Holdings Plc	Annual	01-May-25	Re-elect Birgit Behrendt as Director	For	A vote AGAINST the incumbent chair of the audit committee, Nicholas (Nick) Luff, is warranted because the company is not aligned with investor expectations on
Rolls-Royce Holdings Plc	Annual	01-May-25	Re-elect Stuart Bradin as Director	For	A vote AGAINST the incumbent chair of the audit committee, Nicholas (Nick) Luff, is warranted because the company is not aligned with investor expectations on
Rolls-Royce Holdings Plc	Annual	01-May-25	Re-elect Paulo Silva as Director	For	A vote AGAINST the incumbent chair of the audit committee, Nicholas (Nick) Luff, is warranted because the company is not aligned with investor expectations on
Rolls-Royce Holdings Plc	Annual	01-May-25	Re-elect Lord Jeshi Gadha as Director	For	A vote AGAINST the incumbent chair of the audit committee, Nicholas (Nick) Luff, is warranted because the company is not aligned with investor expectations on
Rolls-Royce Holdings Plc	Annual	01-May-25	Re-elect Beverly Goulet as Director	For	A vote AGAINST the incumbent chair of the audit committee, Nicholas (Nick) Luff, is warranted because the company is not aligned with investor expectations on
Rolls-Royce Holdings Plc	Annual	01-May-25	Re-elect Nick Luff as Director	Against	A vote AGAINST the incumbent chair of the audit committee, Nicholas (Nick) Luff, is warranted because the company is not aligned with investor expectations on
Rolls-Royce Holdings Plc	Annual	01-May-25	Re-elect Wendy Mars as Director	For	A vote AGAINST the incumbent chair of the audit committee, Nicholas (Nick) Luff, is warranted because the company is not aligned with investor expectations on
Rolls-Royce Holdings Plc	Annual	01-May-25	Re-elect Dame Angela Strank as Director	For	A vote AGAINST the incumbent chair of the audit committee, Nicholas (Nick) Luff, is warranted because the company is not aligned with investor expectations on
Rolls-Royce Holdings Plc	Annual	01-May-25	Reappoint PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
Rolls-Royce Holdings Plc	Annual	01-May-25	Authorise the Audit Committee to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Rolls-Royce Holdings Plc	Annual	01-May-25	Authorise UK Political Donations and Expenditure	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overly political payments but is making this technical
Rolls-Royce Holdings Plc	Annual	01-May-25	Authorise Issue of Equity	For	A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.
Rolls-Royce Holdings Plc	Annual	01-May-25	Approve Capitalisation of Merzer Reserve	For	A vote FOR the resolution is considered warranted, as no material concerns have been identified.
Rolls-Royce Holdings Plc	Annual	01-May-25	Authorise Issue of Equity without Pre-emptive Rights	For	A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.
Rolls-Royce Holdings Plc	Annual	01-May-25	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Rolls-Royce Holdings Plc	Annual	01-May-25	Authorise Cancellation of Capital Reduction Share and the Reduction of Capital	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Review and Discuss Board Report on Company Operations for FY 2024	For	A vote FOR the board report is warranted given the timely disclosure of the report and the absence of any significant concerns.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Review and Discuss Financial Statements and Statutory Reports for FY 2024	For	A vote FOR the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Approve Auditors' Report on Company Financial Statements for FY 2024	For	A vote FOR the approval of the auditor's report is warranted because this is a routine meeting/formality.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Authorise Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	For	A vote FOR is warranted because there are no known concerns regarding this proposal or the company's past income allocation practices.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Approve Discharge of Directors for FY 2024	For	In the absence of concerns that the board is not fulfilling its fiduciary duties, a vote FOR is warranted.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	For	A vote FOR is warranted given the level of disclosure provided by the company on its related party transactions and the absence of known concerns.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Approve Authorization of the Board According to Paragraph 2 of Article 27 of Companies Law Regarding the Competing Activities Stipulated in Competing Busine	For	A vote FOR this item is warranted as this is a routine request in Saudi Arabia given local market practices and existing legal provisions.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Approve Related Party Transactions Between Dr. Sulaiman Al-Habib Hospital FZ LLC and Sulayman Al-Habeeb Re. Warehouse Rental Contract Amounting SAR 9	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Approve Related Party Transactions Between Dr. Sulaiman Al-Habib Hospital FZ LLC and Sulayman Al-Habeeb Re. Warehouse Rental Contract Amounting SAR 9	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Approve Related Party Transactions Between PharmaChoice Pharmacy Company and Sulayman Al-Habeeb Re. Warehouse Rental Contract	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Approve Related Party Transactions With Rawafed Al Seha International Company Re. Supply Contract Based on Purchase Orders for Medical Tools, Supplies and	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Approve Related Party Transactions With Namara Specialized for Trading Est Re. Purchase of Electrical Tools and Supplies for Multiple Projects	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Approve Related Party Transactions With Alandalus Property Company Re. Partnership, Design, Development, Management, and Operation Agreement for Gharb	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Approve Related Party Transactions Between Shamal Al Riyadh for Healthcare Company a Subsidiary and Masah Construction Company Re. Additional Purchase	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Approve Related Party Transactions Between Shamal Al Riyadh for Healthcare Company a Subsidiary and Masah Construction Company Re. Additional Purchase	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Approve Related Party Transactions Between Shamal Al Riyadh for Healthcare Company a Subsidiary and Masah Construction Company Re. Additional Purchase	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Approve Related Party Transactions With Rawafed Al Seha International Company Re. Supply Contract Based on Purchase Orders for Medical Tools, Supplies and	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Approve Related Party Transactions With Enaf Medical Company Re. Manpower Services for the Company and its Subsidiaries	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Approve Related Party Transactions With Enaf Specialized Contracting Company Re. Provide Manpower Services for the Company and its Subsidiaries	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Approve Related Party Transactions With Tamkeen Human Resources Company Re. Manpower Services for the Company and its Subsidiaries	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	04-May-25	Approve Related Party Transactions With Alandalus Property Company Re. Capital Increase for Gharb Jeddah Company	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.
Uber Technologies, Inc.	Annual	05-May-25	Elect Director Ronald Sugar	Abstain	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Uber Technologies, Inc.	Annual	05-May-25	Elect Director Ravishi Advaiti	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Uber Technologies, Inc.	Annual	05-May-25	Elect Director Turali Alnowaiser	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Uber Technologies, Inc.	Annual	05-May-25	Elect Director Ursula Burns	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Uber Technologies, Inc.	Annual	05-May-25	Elect Director Robert Eckert	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Uber Technologies, Inc.	Annual	05-May-25	Elect Director Amanda Ginsberg	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Uber Technologies, Inc.	Annual	05-May-25	Elect Director Dara Khosrowshahi	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Uber Technologies, Inc.	Annual	05-May-25	Elect Director John Tsien	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Uber Technologies, Inc.	Annual	05-May-25	Elect Director David Truitt	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Uber Technologies, Inc.	Annual	05-May-25	Elect Director Alexander Wynaendts	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Uber Technologies, Inc.	Annual	05-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Uber Technologies, Inc.	Annual	05-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Accellor Industries AG	Annual	06-May-25	Accept Financial Statements and Statutory Reports	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Accellor Industries AG	Annual	06-May-25	Approve Remuneration Report (Non-Binding)	Against	A vote AGAINST the remuneration report is warranted because: * The report continues to lack a detailed ex-post performance assessment to explain
Accellor Industries AG	Annual	06-May-25	Approve Non-Financial Report	For	A vote FOR the approval of the company's non-financial report is warranted due to a lack of significant concerns.
Accellor Industries AG	Annual	06-May-25	Approve Allocation of Income and Dividends of CHF 125 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Accellor Industries AG	Annual	06-May-25	Approve Discharge of Board and Senior Management	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management
Accellor Industries AG	Annual	06-May-25	Reelect Oliver Riemenschneider as Director and Board Chair	For	A vote AGAINST incumbent nominating committee chair Gabriele Sons is warranted for lack of diversity on the board. A vote FOR the remaining director
Accellor Industries AG	Annual	06-May-25	Reelect Bo Cerup-Simonsen as Director	For	A vote AGAINST incumbent nominating committee chair Gabriele Sons is warranted for lack of diversity on the board. A vote FOR the remaining director
Accellor Industries AG	Annual	06-May-25	Reelect Monika Kruesi as Director	For	A vote AGAINST incumbent nominating committee chair Gabriele Sons is warranted for lack of diversity on the board. A vote FOR the remaining director
Accellor Industries AG	Annual	06-May-25	Reelect Stefano Pampaloni as Director	For	A vote AGAINST incumbent nominating committee chair Gabriele Sons is warranted for lack of diversity on the board. A vote FOR the remaining director
Accellor Industries AG	Annual	06-May-25	Reelect Gabriele Sons as Director	For	A vote AGAINST incumbent nominating committee chair Gabriele Sons is warranted for lack of diversity on the board. A vote FOR the remaining director
Accellor Industries AG	Annual	06-May-25	Reelect Detlef Trefzger as Director	For	A vote AGAINST incumbent nominating committee chair Gabriele Sons is warranted for lack of diversity on the board. A vote FOR the remaining director
Accellor Industries AG	Annual	06-May-25	Reappoint Bo Cerup-Simonsen as Member of the Nomination and Compensation Committee	For	A vote AGAINST incumbent nominating committee chair Gabriele Sons is warranted for lack of diversity on the board. A vote FOR the remaining director
Accellor Industries AG	Annual	06-May-25	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	For	A vote AGAINST incumbent nominating committee chair Gabriele Sons is warranted for lack of diversity on the board. A vote FOR the remaining director
Accellor Industries AG	Annual	06-May-25	Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	For	A vote AGAINST incumbent nominating committee chair Gabriele Sons is warranted for lack of diversity on the board. A vote FOR the remaining director
Accellor Industries AG	Annual	06-May-25	Designate Zahndier Bolliger & Partner as Independent Proxy	For	A vote FOR this proposal is warranted due to a lack of concerns.
Accellor Industries AG	Annual	06-May-25	Ratify KPMG AG as Auditors	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
Accellor Industries AG	Annual	06-May-25	Approve Remuneration of Directors in the Amount of CHF 11 Million	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Accellor Industries AG	Annual	06-May-25	Approve Remuneration of Executive Committee in the Amount of CHF 7.7 Million	For	A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.
Accellor Industries AG	Annual	06-May-25	Approve Creation of Capital Band within the Upper Limit of CHF 1 Million and the Lower Limit of CHF 897,750 with or without Exclusion of Preemptive Rights	For	A vote FOR the proposed capital band authorization and cancellation of the existing conditional capitals are warranted due to a lack of concerns.
Accellor Industries AG	Annual	06-May-25	Approve Cancellation of Conditional Capital	Against	A vote AGAINST the proposed capital band authorization and cancellation of the existing conditional capitals are warranted due to a lack of concerns.
Accellor Industries AG	Annual	06-May-25	Approve Other Business (Voting)	For	Votes FOR the proposed capital band authorization and cancellation of the existing conditional capitals are warranted due to a lack of concerns.
Accellor Industries AG	Annual	06-May-25	Accept Financial Statements and Statutory Reports	Against	A vote FOR the proposed capital band authorization and cancellation of the existing conditional capitals are warranted due to a lack of concerns.
Accellor Industries AG	Annual	06-May-25	Approve Remuneration Report (Non-Binding)	For	A vote AGAINST the remuneration report is warranted because: * The report continues to lack a detailed ex-post performance assessment to explain
Accellor Industries AG	Annual	06-May-25	Approve Non-Financial Report	For	A vote FOR the approval of the company's non-financial report is warranted due to a lack of significant concerns.
Accellor Industries AG	Annual	06-May-25	Approve Allocation of Income and Dividends of CHF 125 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Accellor Industries AG	Annual	06-May-25	Approve Discharge of Board and Senior Management	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management
Accellor Industries AG	Annual	06-May-25	Reelect Oliver Riemenschneider as Director and Board Chair	For	A vote AGAINST incumbent nominating committee chair Gabriele Sons is warranted for lack of diversity on the board. A vote FOR the remaining director
Accellor Industries AG	Annual	06-May-25	Reelect Bo Cerup-Simonsen as Director	For	A vote AGAINST incumbent nominating committee chair Gabriele Sons is warranted for lack of diversity on the board. A vote FOR the remaining director
Accellor Industries AG	Annual	06-May-25	Reelect Monika Kruesi as Director	For	A vote AGAINST incumbent nominating committee chair Gabriele Sons is warranted for lack of diversity on the board. A vote FOR the remaining director
Accellor Industries AG	Annual	06-May-25	Reelect Stefano Pampaloni as Director	For	A vote AGAINST incumbent nominating committee chair Gabriele Sons is warranted for lack of diversity on the board. A vote FOR the remaining director
Accellor Industries AG	Annual	06-May-25	Reelect Gabriele Sons as Director	For	A vote AGAINST incumbent nominating committee chair Gabriele Sons is warranted for lack of diversity on the board. A vote FOR the remaining director
Accellor Industries AG	Annual	06-May-25	Reelect Detlef Trefzger as Director	For	A vote AGAINST incumbent nominating committee chair Gabriele Sons is warranted for lack of diversity on the board. A vote FOR the remaining director
Accellor Industries AG	Annual	06-May-25	Reappoint Bo Cerup-Simonsen as Member of the Nomination and Compensation Committee	For	A vote AGAINST incumbent nominating committee chair Gabriele Sons is warranted for lack of diversity on the board. A vote FOR the remaining director
Accellor Industries AG	Annual	06-May-25	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	For	A vote AGAINST incumbent nominating committee chair Gabriele Sons is warranted for lack of diversity on the board. A vote FOR the remaining director
Accellor Industries AG	Annual	06-May-25	Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	For	A vote AGAINST incumbent nominating committee chair Gabriele Sons is warranted for lack of diversity on the board. A vote FOR the remaining director
Accellor Industries AG	Annual	06-May-25	Designate Zahndier Bolliger & Partner as Independent Proxy	For	A vote FOR this proposal is warranted due to a lack of concerns.
Accellor Industries AG	Annual	06-May-25	Ratify KPMG AG as Auditors	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
Accellor Industries AG	Annual	06-May-25	Approve Remuneration of Directors in the Amount of CHF 11 Million	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Accellor Industries AG	Annual	06-May-25	Approve Remuneration of Executive Committee in the Amount of CHF 7.7 Million	For	A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.
Accellor Industries AG	Annual	06-May-25	Approve Creation of Capital Band within the Upper Limit of CHF 1 Million and the Lower Limit of CHF 897,750 with or without Exclusion of Preemptive Rights	For	A vote FOR the proposed capital band authorization and cancellation of the existing conditional capitals are warranted due to a lack of concerns.
Accellor Industries AG	Annual	06-May-25	Approve Cancellation of Conditional Capital	For	Votes FOR the proposed capital band authorization and cancellation of the existing conditional capitals are warranted due to a lack of concerns.

Accelleron Industries AG	Annual	06-May-25	Transact Other Business (Voting)	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or
Air Liquide SA	Annual/Special	06-May-25	Approve Financial Statements and Statutory Reports	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Air Liquide SA	Annual/Special	06-May-25	Approve Consolidated Financial Statements and Statutory Reports	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Air Liquide SA	Annual/Special	06-May-25	Approve Allocation of Income and Dividends of EUR 3.30 per Share	For	A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.
Air Liquide SA	Annual/Special	06-May-25	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Such share buyback programs merit a vote FOR.
Air Liquide SA	Annual/Special	06-May-25	Reelect Xavier Huillard as Director	For	A vote AGAINST the incumbent members of the audit committee, Bertrand Dumazy and Aiman Ezzat, is warranted because the company is not aligned with
Air Liquide SA	Annual/Special	06-May-25	Reelect Aiman Ezzat as Director	Abstain	A vote AGAINST the incumbent members of the audit committee, Bertrand Dumazy and Aiman Ezzat, is warranted because the company is not aligned with
Air Liquide SA	Annual/Special	06-May-25	Reelect Bertrand Dumazy as Director	Abstain	A vote AGAINST the incumbent members of the audit committee, Bertrand Dumazy and Aiman Ezzat, is warranted because the company is not aligned with
Air Liquide SA	Annual/Special	06-May-25	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	A vote FOR is warranted in the absence of any specific concerns.
Air Liquide SA	Annual/Special	06-May-25	Approve Compensation of Francois Jackow, CEO	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Air Liquide SA	Annual/Special	06-May-25	Approve Compensation of Benoit Potier, Chairman of the Board	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Air Liquide SA	Annual/Special	06-May-25	Approve Compensation Report of Corporate Officers	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Air Liquide SA	Annual/Special	06-May-25	Approve Remuneration Policy of CEO	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Air Liquide SA	Annual/Special	06-May-25	Approve Remuneration Policy of Chairman of the Board	For	Votes FOR these remuneration policies are warranted in the absence of any significant concern.
Air Liquide SA	Annual/Special	06-May-25	Approve Remuneration Policy of Directors	For	Votes FOR these remuneration policies are warranted in the absence of any significant concern.
Air Liquide SA	Annual/Special	06-May-25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
Air Liquide SA	Annual/Special	06-May-25	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 470 Million	For	Votes FOR are warranted as the proposed issuance respect the recommended guidelines of 50 percent over the currently issued capital for insurance requests
Air Liquide SA	Annual/Special	06-May-25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	Votes FOR are warranted as the proposed issuance respect the recommended guidelines of 50 percent over the currently issued capital for insurance requests
Air Liquide SA	Annual/Special	06-May-25	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	For	A vote FOR is warranted in the absence of any specific concerns.
Air Liquide SA	Annual/Special	06-May-25	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	A vote FOR this item is warranted because the terms of the proposed authorization are not problematic.
Air Liquide SA	Annual/Special	06-May-25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	Votes FOR are warranted in the absence of any specific concerns.
Air Liquide SA	Annual/Special	06-May-25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	Votes FOR are warranted in the absence of any specific concerns.
Air Liquide SA	Annual/Special	06-May-25	Amend Article 14 of Bylaws to Comply with Legal Changes	For	Votes FOR is warranted as the proposed amendment is not considered contentious.
Air Liquide SA	Annual/Special	06-May-25	Authorize Filing of Required Documents/Other Formalities	For	A vote FOR this routine item is warranted.
Air Liquide SA	Annual/Special	06-May-25	Approve Financial Statements and Statutory Reports	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Air Liquide SA	Annual/Special	06-May-25	Approve Consolidated Financial Statements and Statutory Reports	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Air Liquide SA	Annual/Special	06-May-25	Approve Allocation of Income and Dividends of EUR 3.30 per Share	For	A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.
Air Liquide SA	Annual/Special	06-May-25	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Such share buyback programs merit a vote FOR.
Air Liquide SA	Annual/Special	06-May-25	Reelect Xavier Huillard as Director	For	A vote AGAINST the incumbent members of the audit committee, Bertrand Dumazy and Aiman Ezzat, is warranted because the company is not aligned with
Air Liquide SA	Annual/Special	06-May-25	Reelect Aiman Ezzat as Director	Abstain	A vote AGAINST the incumbent members of the audit committee, Bertrand Dumazy and Aiman Ezzat, is warranted because the company is not aligned with
Air Liquide SA	Annual/Special	06-May-25	Reelect Bertrand Dumazy as Director	Abstain	A vote AGAINST the incumbent members of the audit committee, Bertrand Dumazy and Aiman Ezzat, is warranted because the company is not aligned with
Air Liquide SA	Annual/Special	06-May-25	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	A vote FOR is warranted in the absence of any specific concerns.
Air Liquide SA	Annual/Special	06-May-25	Approve Compensation of Francois Jackow, CEO	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Air Liquide SA	Annual/Special	06-May-25	Approve Compensation of Benoit Potier, Chairman of the Board	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Air Liquide SA	Annual/Special	06-May-25	Approve Compensation Report of Corporate Officers	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Air Liquide SA	Annual/Special	06-May-25	Approve Remuneration Policy of CEO	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Air Liquide SA	Annual/Special	06-May-25	Approve Remuneration Policy of Chairman of the Board	For	Votes FOR these remuneration policies are warranted in the absence of any significant concern.
Air Liquide SA	Annual/Special	06-May-25	Approve Remuneration Policy of Directors	For	Votes FOR these remuneration policies are warranted in the absence of any significant concern.
Air Liquide SA	Annual/Special	06-May-25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
Air Liquide SA	Annual/Special	06-May-25	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 470 Million	For	Votes FOR are warranted as the proposed issuance respect the recommended guidelines of 50 percent over the currently issued capital for insurance requests
Air Liquide SA	Annual/Special	06-May-25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	Votes FOR are warranted as the proposed issuance respect the recommended guidelines of 50 percent over the currently issued capital for insurance requests
Air Liquide SA	Annual/Special	06-May-25	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	For	A vote FOR is warranted in the absence of any specific concerns.
Air Liquide SA	Annual/Special	06-May-25	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	A vote FOR this item is warranted because the terms of the proposed authorization are not problematic.
Air Liquide SA	Annual/Special	06-May-25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	Votes FOR are warranted in the absence of any specific concerns.
Air Liquide SA	Annual/Special	06-May-25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	Votes FOR are warranted in the absence of any specific concerns.
Air Liquide SA	Annual/Special	06-May-25	Amend Article 14 of Bylaws to Comply with Legal Changes	For	A vote FOR is warranted as the proposed amendment is not considered contentious.
Air Liquide SA	Annual/Special	06-May-25	Authorize Filing of Required Documents/Other Formalities	For	A vote FOR this routine item is warranted.
Danaher Corporation	Annual	06-May-25	Elect Director Rainer M. Blair	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently
Danaher Corporation	Annual	06-May-25	Elect Director Ferroz Dewan	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently
Danaher Corporation	Annual	06-May-25	Elect Director Linda Filler	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently
Danaher Corporation	Annual	06-May-25	Elect Director Charles W. Lamanna	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently
Danaher Corporation	Annual	06-May-25	Elect Director Teri List	Against	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently
Danaher Corporation	Annual	06-May-25	Elect Director Jessica L. Mesta	Against	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently
Danaher Corporation	Annual	06-May-25	Elect Director Mitchell P. Rales	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently
Danaher Corporation	Annual	06-May-25	Elect Director Steven M. Rales	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently
Danaher Corporation	Annual	06-May-25	Elect Director A. Shane Sanders	Against	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently
Danaher Corporation	Annual	06-May-25	Elect Director John T. Schwieters	Against	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently
Danaher Corporation	Annual	06-May-25	Elect Director Alan G. Spoon	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently
Danaher Corporation	Annual	06-May-25	Elect Director Raymond C. Stevens	Against	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently
Danaher Corporation	Annual	06-May-25	Elect Director Elias A. Zerhouni	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently
Danaher Corporation	Annual	06-May-25	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Danaher Corporation	Annual	06-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned. There are some concerns with the NEO retention awards which were in the
GE Aerospace	Annual	06-May-25	Elect Director Stephen Angel	For	A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Catherine (Cathie) Lesiak, is warranted because the company is not
GE Aerospace	Annual	06-May-25	Elect Director Sebastian Bazin	For	A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Catherine (Cathie) Lesiak, is warranted because the company is not
GE Aerospace	Annual	06-May-25	Elect Director Margaret Billson	For	A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Catherine (Cathie) Lesiak, is warranted because the company is not
GE Aerospace	Annual	06-May-25	Elect Director H. Lawrence Culp, Jr.	For	A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Catherine (Cathie) Lesiak, is warranted because the company is not
GE Aerospace	Annual	06-May-25	Elect Director Thomas Enders	For	A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Catherine (Cathie) Lesiak, is warranted because the company is not
GE Aerospace	Annual	06-May-25	Elect Director Edward Garden	For	A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Catherine (Cathie) Lesiak, is warranted because the company is not
GE Aerospace	Annual	06-May-25	Elect Director Isabella Goren	For	A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Catherine (Cathie) Lesiak, is warranted because the company is not
GE Aerospace	Annual	06-May-25	Elect Director Thomas Horton	For	A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Catherine (Cathie) Lesiak, is warranted because the company is not
GE Aerospace	Annual	06-May-25	Elect Director Catherine Lesiak	For	A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Catherine (Cathie) Lesiak, is warranted because the company is not
GE Aerospace	Annual	06-May-25	Elect Director Darren McDew	For	A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Catherine (Cathie) Lesiak, is warranted because the company is not
GE Aerospace	Annual	06-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	There are significant concerns around pay disclosure, structure and magnitude, notwithstanding largely performance-based CEO pay for FY24. For the regular
GE Aerospace	Annual	06-May-25	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
GE Aerospace	Annual	06-May-25	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	The company's severance arrangements are reasonable, and there have not been any recent severance controversies identified. Further, the company adopted a
Hemmet Group AB	Annual	06-May-25	Open Meeting; Elect Chair of Meeting	For	These are routine meeting formalities.
Hemmet Group AB	Annual	06-May-25	Prepare and Approve List of Shareholders	For	These are routine meeting formalities.
Hemmet Group AB	Annual	06-May-25	Approve Agenda of Meeting	For	These are routine meeting formalities.
Hemmet Group AB	Annual	06-May-25	Designate Jonas Bergh as Inspector of Minutes of Meeting	For	These are routine meeting formalities.
Hemmet Group AB	Annual	06-May-25	Designate Andreas Haug as Inspector of Minutes of Meeting	For	These are routine meeting formalities.
Hemmet Group AB	Annual	06-May-25	Acknowledge Proper Convening of Meeting	For	These are routine meeting formalities.
Hemmet Group AB	Annual	06-May-25	Receive President's Report	For	These are routine, non-voting items.
Hemmet Group AB	Annual	06-May-25	Receive Financial Statements and Statutory Reports	For	These are routine, non-voting items.
Hemmet Group AB	Annual	06-May-25	Approve Financial Statements and Statutory Reports	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Hemmet Group AB	Annual	06-May-25	Approve Remuneration Report	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration
Hemmet Group AB	Annual	06-May-25	Approve Allocation of Income and Dividends of SEK 170 Per Share	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Hemmet Group AB	Annual	06-May-25	Approve Discharge of Anders Nilsson	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Hemmet Group AB	Annual	06-May-25	Approve Discharge of Anders Edmark	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Hemmet Group AB	Annual	06-May-25	Approve Discharge of Hakan Hellstrom	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Hemmet Group AB	Annual	06-May-25	Approve Discharge of Nick McKittrom	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Hemmet Group AB	Annual	06-May-25	Approve Discharge of Tracey Fellows	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Hemmet Group AB	Annual	06-May-25	Approve Discharge of Maria Redin	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Hemmet Group AB	Annual	06-May-25	Approve Discharge of Rasmus Jarbortz	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Hemmet Group AB	Annual	06-May-25	Approve Discharge of Pierre Siri	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Hemmet Group AB	Annual	06-May-25	Approve Discharge of CEO Cecilia Beck-Fris	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Hemmet Group AB	Annual	06-May-25	Determine Number of Members (8) and Deputy Members (0) of Board	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
Hemmet Group AB	Annual	06-May-25	Determine Number of Auditors (1) and Deputy Auditors (0)	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
Hemmet Group AB	Annual	06-May-25	Approve Remuneration of Directors in the Amount of SEK 1.1 Million for Chair and SEK 450,000 for Other Directors; Approve Remuneration for Committee Work	For	A vote FOR this remuneration proposal is warranted due to because of a lack of concern regarding the proposed fees.
Hemmet Group AB	Annual	06-May-25	Approve Remuneration of Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.

Hemmet Group AB	Annual	06-May-25	Reelect Anders Nilsson as Director	For	A vote AGAINST incumbent nomination committee member Anders Nilsson is warranted for lack of diversity on the board. A vote FOR the remaining director
Hemmet Group AB	Annual	06-May-25	Reelect Anders Edmark as Director	For	A vote AGAINST incumbent nomination committee member Anders Nilsson is warranted for lack of diversity on the board. A vote FOR the remaining director
Hemmet Group AB	Annual	06-May-25	Reelect Hakan Hellstrom as Director	For	A vote AGAINST incumbent nomination committee member Anders Nilsson is warranted for lack of diversity on the board. A vote FOR the remaining director
Hemmet Group AB	Annual	06-May-25	Reelect Tracey Fellows as Director	For	A vote AGAINST incumbent nomination committee member Anders Nilsson is warranted for lack of diversity on the board. A vote FOR the remaining director
Hemmet Group AB	Annual	06-May-25	Reelect Nick McKittrick as Director	For	A vote AGAINST incumbent nomination committee member Anders Nilsson is warranted for lack of diversity on the board. A vote FOR the remaining director
Hemmet Group AB	Annual	06-May-25	Reelect Rasmus Jarborg as Director	For	A vote AGAINST incumbent nomination committee member Anders Nilsson is warranted for lack of diversity on the board. A vote FOR the remaining director
Hemmet Group AB	Annual	06-May-25	Elect Maria Hedengren as New Director	For	A vote AGAINST incumbent nomination committee member Anders Nilsson is warranted for lack of diversity on the board. A vote FOR the remaining director
Hemmet Group AB	Annual	06-May-25	Elect Sandra Gadd as New Director	For	A vote AGAINST incumbent nomination committee member Anders Nilsson is warranted for lack of diversity on the board. A vote FOR the remaining director
Hemmet Group AB	Annual	06-May-25	Reelect Anders Nilsson as Board Chair	Against	A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.
Hemmet Group AB	Annual	06-May-25	Ratify Ernst & Young as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Hemmet Group AB	Annual	06-May-25	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Hemmet Group AB	Annual	06-May-25	Approve SEK 973,096.2 Reduction in Share Capital via Share Cancellation for Transfer to Unrestricted Equity; Approve Capitalization of Reserves of SEK 973,096.2	For	A vote FOR this item is warranted as the cancellation of shares may improve the efficiency of the balance sheet, which may also enhance returns over the long-term.
Hemmet Group AB	Annual	06-May-25	Approve Performance Share Program 2025/2028	For	A vote FOR is warranted as the proposed plan is largely aligned with Swedish executive compensation market practices.
Hemmet Group AB	Annual	06-May-25	Approve Equity Plan Financing	For	A vote FOR is warranted as the proposed decision would fund an equity remuneration plan that does not raise concerns.
Hemmet Group AB	Annual	06-May-25	Approve Alternative Equity Plan Financing	For	A qualified vote FOR this item is warranted. While the proposal is more expensive and in effect used to circumvent minority protection rules, it will only be used as a last resort.
Hemmet Group AB	Annual	06-May-25	Authorize Share Repurchase Program	For	A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on this is a non-voting formality.
Hemmet Group AB	Annual	06-May-25	Close Meeting	For	These are routine meeting formalities.
Hemmet Group AB	Annual	06-May-25	Open Meeting: Elect Chair of Meeting	For	These are routine meeting formalities.
Hemmet Group AB	Annual	06-May-25	Prepare and Approve List of Shareholders	For	These are routine meeting formalities.
Hemmet Group AB	Annual	06-May-25	Approve Agenda of Meeting	For	These are routine meeting formalities.
Hemmet Group AB	Annual	06-May-25	Designate Jonas Bergh as Inspector of Minutes of Meeting	For	These are routine meeting formalities.
Hemmet Group AB	Annual	06-May-25	Designate Andreas Haus as Inspector of Minutes of Meeting	For	These are routine meeting formalities.
Hemmet Group AB	Annual	06-May-25	Acknowledge Proper Convening of Meeting	For	These are routine meeting formalities.
Hemmet Group AB	Annual	06-May-25	Receive President's Report	For	These are routine, non-voting items.
Hemmet Group AB	Annual	06-May-25	Receive Financial Statements and Statutory Reports	For	These are routine, non-voting items.
Hemmet Group AB	Annual	06-May-25	Accept Financial Statements and Statutory Reports	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Hemmet Group AB	Annual	06-May-25	Approve Remuneration Report	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practices.
Hemmet Group AB	Annual	06-May-25	Approve Allocation of Income and Dividends of SEK 1.70 Per Share	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Hemmet Group AB	Annual	06-May-25	Approve Discharge of Anders Nilsson	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Hemmet Group AB	Annual	06-May-25	Approve Discharge of Anders Edmark	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Hemmet Group AB	Annual	06-May-25	Approve Discharge of Hakan Hellstrom	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Hemmet Group AB	Annual	06-May-25	Approve Discharge of Nick McKittrick	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Hemmet Group AB	Annual	06-May-25	Approve Discharge of Tracey Fellows	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Hemmet Group AB	Annual	06-May-25	Approve Discharge of Maria Redin	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Hemmet Group AB	Annual	06-May-25	Approve Discharge of Rasmus Jarborg	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Hemmet Group AB	Annual	06-May-25	Approve Discharge of Pierra Siri	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Hemmet Group AB	Annual	06-May-25	Approve Discharge of CEO Cecilia Beck-Fris	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Hemmet Group AB	Annual	06-May-25	Determine Number of Members (8) and Deputy Members (0) of Board	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
Hemmet Group AB	Annual	06-May-25	Determine Number of Auditors (1) and Deputy Auditors (0)	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
Hemmet Group AB	Annual	06-May-25	Approve Remuneration of Directors in the Amount of SEK 1.1 Million for Chair and SEK 450,000 for Other Directors; Approve Remuneration for Committee Work	For	A vote FOR this remuneration proposal is warranted due to a lack of concern regarding the proposed fees.
Hemmet Group AB	Annual	06-May-25	Approve Remuneration of Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Hemmet Group AB	Annual	06-May-25	Reelect Anders Nilsson as Director	For	A vote AGAINST incumbent nomination committee member Anders Nilsson is warranted for lack of diversity on the board. A vote FOR the remaining director
Hemmet Group AB	Annual	06-May-25	Reelect Anders Edmark as Director	For	A vote AGAINST incumbent nomination committee member Anders Nilsson is warranted for lack of diversity on the board. A vote FOR the remaining director
Hemmet Group AB	Annual	06-May-25	Reelect Hakan Hellstrom as Director	For	A vote AGAINST incumbent nomination committee member Anders Nilsson is warranted for lack of diversity on the board. A vote FOR the remaining director
Hemmet Group AB	Annual	06-May-25	Reelect Tracey Fellows as Director	For	A vote AGAINST incumbent nomination committee member Anders Nilsson is warranted for lack of diversity on the board. A vote FOR the remaining director
Hemmet Group AB	Annual	06-May-25	Reelect Nick McKittrick as Director	For	A vote AGAINST incumbent nomination committee member Anders Nilsson is warranted for lack of diversity on the board. A vote FOR the remaining director
Hemmet Group AB	Annual	06-May-25	Reelect Rasmus Jarborg as Director	For	A vote AGAINST incumbent nomination committee member Anders Nilsson is warranted for lack of diversity on the board. A vote FOR the remaining director
Hemmet Group AB	Annual	06-May-25	Elect Maria Hedengren as New Director	For	A vote AGAINST incumbent nomination committee member Anders Nilsson is warranted for lack of diversity on the board. A vote FOR the remaining director
Hemmet Group AB	Annual	06-May-25	Elect Sandra Gadd as New Director	For	A vote AGAINST incumbent nomination committee member Anders Nilsson is warranted for lack of diversity on the board. A vote FOR the remaining director
Hemmet Group AB	Annual	06-May-25	Reelect Anders Nilsson as Board Chair	Against	A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.
Hemmet Group AB	Annual	06-May-25	Ratify Ernst & Young as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Hemmet Group AB	Annual	06-May-25	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Hemmet Group AB	Annual	06-May-25	Approve SEK 973,096.2 Reduction in Share Capital via Share Cancellation for Transfer to Unrestricted Equity; Approve Capitalization of Reserves of SEK 973,096.2	For	A vote FOR this item is warranted as the cancellation of shares may improve the efficiency of the balance sheet, which may also enhance returns over the long-term.
Hemmet Group AB	Annual	06-May-25	Approve Performance Share Program 2025/2028	For	A vote FOR is warranted as the proposed plan is largely aligned with Swedish executive compensation market practices.
Hemmet Group AB	Annual	06-May-25	Approve Equity Plan Financing	For	A vote FOR is warranted as the proposed decision would fund an equity remuneration plan that does not raise concerns.
Hemmet Group AB	Annual	06-May-25	Approve Alternative Equity Plan Financing	For	A qualified vote FOR this item is warranted. While the proposal is more expensive and in effect used to circumvent minority protection rules, it will only be used as a last resort.
Hemmet Group AB	Annual	06-May-25	Authorize Share Repurchase Program	For	A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on this is a non-voting formality.
Hemmet Group AB	Annual	06-May-25	Close Meeting	For	These are routine meeting formalities.
BAE Systems Plc	Annual	07-May-25	Accept Financial Statements and Statutory Reports	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	07-May-25	Approve Remuneration Report	For	A vote FOR this item is warranted. However, attention is drawn to the following: * Questions could be raised as to the stretch of the FY2025 LTIP targets, especially for the UK EDs.
BAE Systems Plc	Annual	07-May-25	Approve Remuneration Policy	For	A vote FOR this item is warranted, but is not without concern for shareholders: * LTIP awards to the UK EDs will increase from 370% to 600% of salary for the FY2025 LTIP targets, especially for the UK EDs.
BAE Systems Plc	Annual	07-May-25	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
BAE Systems Plc	Annual	07-May-25	Re-elect Nicholas Anderson as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	07-May-25	Re-elect Thomas Arseneault as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	07-May-25	Re-elect Crystal Ashby as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	07-May-25	Re-elect Angus Cookburn as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	07-May-25	Re-elect Dame Elizabeth Dorley as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	07-May-25	Re-elect Bradley Grove as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	07-May-25	Re-elect Jane Griffiths as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	07-May-25	Re-elect Cressida Hogg as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	07-May-25	Re-elect Ewan Kirk as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	07-May-25	Re-elect Stephen Pearce as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	07-May-25	Re-elect Nicole Piasochi as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	07-May-25	Re-elect Charles Woodburn as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	07-May-25	Reappoint Deloitte LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	07-May-25	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
BAE Systems Plc	Annual	07-May-25	Authorise UK Political Donations and Expenditure	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical amendment to the Articles.
BAE Systems Plc	Annual	07-May-25	Amend Long-Term Incentive Plan	For	A vote FOR this item is warranted, but is not without concern for shareholders: * LTIP awards to the UK EDs will increase from 370% to 600% of salary for the FY2025 LTIP targets, especially for the UK EDs.
BAE Systems Plc	Annual	07-May-25	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
BAE Systems Plc	Annual	07-May-25	Authorise Issue of Equity without Pre-emptive Rights	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
BAE Systems Plc	Annual	07-May-25	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
BAE Systems Plc	Annual	07-May-25	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
BAE Systems Plc	Annual	07-May-25	Amend Articles of Association	For	A vote FOR this resolution is warranted because no corporate governance concerns have been identified.
Barclays PLC	Annual	07-May-25	Accept Financial Statements and Statutory Reports	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Barclays PLC	Annual	07-May-25	Approve Remuneration Report	For	A vote FOR this item is warranted in absence of significant concerns.
Barclays PLC	Annual	07-May-25	Approve Remuneration Policy	For	A vote FOR this item is warranted, but is not without concern: * Executive Directors' maximum potential pay would increase significantly, while base salaries are not changing.
Barclays PLC	Annual	07-May-25	Amend Long-Term Incentive Plan	For	A vote FOR this item is warranted, but is not without concern: * Executive Directors' maximum potential pay would increase significantly, while base salaries are not changing.
Barclays PLC	Annual	07-May-25	Elect Diony Leboucq as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Barclays PLC	Annual	07-May-25	Elect Mary Mack as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Barclays PLC	Annual	07-May-25	Elect Brian Shea as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Barclays PLC	Annual	07-May-25	Re-elect Robert Berry as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Barclays PLC	Annual	07-May-25	Re-elect Anna Cross as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Barclays PLC	Annual	07-May-25	Re-elect Dawn Fitzpatrick as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Barclays PLC	Annual	07-May-25	Re-elect Mary Francois as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Barclays PLC	Annual	07-May-25	Re-elect Brian Gilvary as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Barclays PLC	Annual	07-May-25	Re-elect Nigel Higgins as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Barclays PLC	Annual	07-May-25	Re-elect Sir John Kingman as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Barclays PLC	Annual	07-May-25	Re-elect Marc Moses as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Barclays PLC	Annual	07-May-25	Re-elect Combatore Venkatakrishnan as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.

Bardays PLC	Annual	07-May-25	Julia Wilson as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Bardays PLC	Annual	07-May-25	Reappoint KPMG LLP as Auditors	For	A vote FOR this resolution is considered warranted at this time.
Bardays PLC	Annual	07-May-25	Authorise the Board Audit Committee to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Bardays PLC	Annual	07-May-25	Authorise UK Political Donations and Expenditure	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overly political payments but is making this technical
Bardays PLC	Annual	07-May-25	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Bardays PLC	Annual	07-May-25	Authorise Issue of Equity without Pre-emptive Rights	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Bardays PLC	Annual	07-May-25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Bardays PLC	Annual	07-May-25	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders. * If the Company were to issue Equity Conversion Notes (ECNs)
Bardays PLC	Annual	07-May-25	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders. * If the Company were to issue Equity Conversion Notes (ECNs)
Bardays PLC	Annual	07-May-25	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Konsberg Gruppen ASA	Annual	07-May-25	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Konsberg Gruppen ASA	Annual	07-May-25	Approve Notice of Meeting and Agenda	For	These are routine meeting formalities.
Konsberg Gruppen ASA	Annual	07-May-25	Designate Inspector(s) of Minutes of Meeting	For	These are routine meeting formalities.
Konsberg Gruppen ASA	Annual	07-May-25	Receive President's Report	For	This is a non-voting item.
Konsberg Gruppen ASA	Annual	07-May-25	Discuss Company's Corporate Governance Statement	For	This is a non-voting item.
Konsberg Gruppen ASA	Annual	07-May-25	Accept Financial Statements and Statutory Reports	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Konsberg Gruppen ASA	Annual	07-May-25	Approve Dividends of NOK 22 Per Share	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Konsberg Gruppen ASA	Annual	07-May-25	Approve Remuneration of Directors in the Amount of NOK 942,900 for Chair, NOK 429,900 for Deputy Chair and NOK 402,700 for Other Directors; Approve Rem	For	A vote FOR this remuneration proposal is warranted due to a lack of concern regarding the proposed fees.
Konsberg Gruppen ASA	Annual	07-May-25	Approve Remuneration of Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Konsberg Gruppen ASA	Annual	07-May-25	Approve Remuneration Statement	Against	A vote AGAINST this item is warranted because the LTP is based on an annual performance period. There are also concerns regarding the stringency of the LTP.
Konsberg Gruppen ASA	Annual	07-May-25	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against	A vote AGAINST this item is warranted because the LTP is assessed over annual performance periods. There are also concerns regarding the stringency of the
Konsberg Gruppen ASA	Annual	07-May-25	Reelect Evind Reiten as Director	Against	If voting on bundled resolution (Item 11) A vote AGAINST this item is warranted as the chairman of the audit committee is considered non-independent. If voting on
Konsberg Gruppen ASA	Annual	07-May-25	Reelect Per A. Sorlie as Director	For	If voting on bundled resolution (Item 11) A vote AGAINST this item is warranted as the chairman of the audit committee is considered non-independent. If voting on
Konsberg Gruppen ASA	Annual	07-May-25	Reelect Morten Henriksen as Director	Against	If voting on bundled resolution (Item 11) A vote AGAINST this item is warranted as the chairman of the audit committee is considered non-independent. If voting on
Konsberg Gruppen ASA	Annual	07-May-25	Reelect Merete Hverven as Director	For	If voting on bundled resolution (Item 11) A vote AGAINST this item is warranted as the chairman of the audit committee is considered non-independent. If voting on
Konsberg Gruppen ASA	Annual	07-May-25	Reelect Kristin Faerovik as Director	For	If voting on bundled resolution (Item 11) A vote AGAINST this item is warranted as the chairman of the audit committee is considered non-independent. If voting on
Konsberg Gruppen ASA	Annual	07-May-25	Approve £1 Stock Split	For	A vote FOR this item is warranted due to the proposed share split would bring.
Konsberg Gruppen ASA	Annual	07-May-25	Approve Equity Plan Financing	Against	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.
Konsberg Gruppen ASA	Annual	07-May-25	Approve Nomination Committee Procedures	For	A vote FOR the approval of the procedure for the appointment of a nominating committee is warranted due to the local market practice of including non-board
Schneider Electric SE	Annual/Special	07-May-25	Approve Financial Statements and Statutory Reports	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Schneider Electric SE	Annual/Special	07-May-25	Approve Consolidated Financial Statements and Statutory Reports	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Schneider Electric SE	Annual/Special	07-May-25	Approve Allocation of Income and Dividends of EUR 3.90 per Share	For	A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.
Schneider Electric SE	Annual/Special	07-May-25	Approve Auditors' Report on Related Party Transactions Mentioning the Absence of New Transactions	For	A vote FOR is warranted in the absence of specific concerns.
Schneider Electric SE	Annual/Special	07-May-25	Approve Compensation Report of Corporate Officers	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Schneider Electric SE	Annual/Special	07-May-25	Approve Compensation of Olivier Blum, CEO from November 1, 2024 to December 31, 2024	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Schneider Electric SE	Annual/Special	07-May-25	Approve Compensation of Peter Herweck, CEO from January 1, 2024 to November 1, 2024	Against	A vote AGAINST this remuneration report is warranted as: * The triggering event of the termination payment is questionable. * The proposed amount does not
Schneider Electric SE	Annual/Special	07-May-25	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board	For	A vote FOR this remuneration report is warranted but is not without concerns as the chairman benefits from full post mandate vesting of awards granted as
Schneider Electric SE	Annual/Special	07-May-25	Approve Remuneration Policy of CEO	For	A vote FOR is warranted but is not without concern as in case of termination during FY25, after 12 months in office, (i.e. after November 1th, 2025) the CEO could
Schneider Electric SE	Annual/Special	07-May-25	Approve Remuneration Policy of Chairman of the Board	For	Votes FOR these remuneration policies are warranted in the absence of any significant concern.
Schneider Electric SE	Annual/Special	07-May-25	Approve Remuneration Policy of Directors	For	Votes FOR these remuneration policies are warranted in the absence of any significant concern.
Schneider Electric SE	Annual/Special	07-May-25	Reelect Jean-Pascal Tricoire as Director	For	Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board
Schneider Electric SE	Annual/Special	07-May-25	Reelect Anna Ohlsson-Leitao as Director	For	Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board
Schneider Electric SE	Annual/Special	07-May-25	Ratify Appointment of Clotilde Delbos as Director	For	Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board
Schneider Electric SE	Annual/Special	07-May-25	Elect Xoshae L. Smith Durr as Representative of Employee Shareholders to the Board	For	Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board
Schneider Electric SE	Annual/Special	07-May-25	Elect Alban de Beaulincourt as Representative of Employee Shareholders to the Board	Against	Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board
Schneider Electric SE	Annual/Special	07-May-25	Elect Francois Durif as Representative of Employee Shareholders to the Board	Against	Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board
Schneider Electric SE	Annual/Special	07-May-25	Elect Venkat Garimella as Representative of Employee Shareholders to the Board	Against	Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board
Schneider Electric SE	Annual/Special	07-May-25	Elect Gérard Le Gouffelec as Representative of Employee Shareholders to the Board	Against	Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board
Schneider Electric SE	Annual/Special	07-May-25	Elect Amandine Pettidemann as Representative of Employee Shareholders to the Board	Against	Votes FOR the ratification of the appointment and reelections of these non-independent nominees are warranted given the satisfactory level of board
Schneider Electric SE	Annual/Special	07-May-25	Approve Repurchase of Up to 10 Percent of Issued Share Capital	For	Such share buyback programs are a vote FOR.
Schneider Electric SE	Annual/Special	07-May-25	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	For	Votes FOR are warranted in the absence of any specific concerns.
Schneider Electric SE	Annual/Special	07-May-25	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	For	Votes FOR are warranted in the absence of any specific concerns.
Schneider Electric SE	Annual/Special	07-May-25	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 224 Million	For	Votes FOR are warranted in the absence of any specific concerns.
Schneider Electric SE	Annual/Special	07-May-25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	For	Votes FOR are warranted in the absence of any specific concerns.
Schneider Electric SE	Annual/Special	07-May-25	Authorize Capital Increase of up to 9.73 Percent of Issued Capital for Contributions in Kind	For	Votes FOR are warranted in the absence of any specific concerns.
Schneider Electric SE	Annual/Special	07-May-25	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	For	Votes FOR are warranted in the absence of any specific concerns.
Schneider Electric SE	Annual/Special	07-May-25	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	For	Votes FOR are warranted in the absence of any specific concerns.
Schneider Electric SE	Annual/Special	07-May-25	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	For	A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.
Schneider Electric SE	Annual/Special	07-May-25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	For	A vote FOR is warranted in the absence of any specific concerns.
Schneider Electric SE	Annual/Special	07-May-25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	Votes FOR the employee stock purchase plans are warranted as their proposed volume respects the 10-percent recommended guidelines.
Schneider Electric SE	Annual/Special	07-May-25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	Votes FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
Schneider Electric SE	Annual/Special	07-May-25	Authorise Share Capital Cancellation of Repurchased Shares	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
Schneider Electric SE	Annual/Special	07-May-25	Amend Article 11.3 of Bylaws Re: Conditions for Replacement of Representative of Employees Shareholders	For	Votes FOR are warranted as the proposed amendments are not considered contentious.
Schneider Electric SE	Annual/Special	07-May-25	Amend Article 14.3 of Bylaws Re: Board Deliberations	For	Votes FOR are warranted as the proposed amendments are not considered contentious.
Schneider Electric SE	Annual/Special	07-May-25	Authorize Filing of Required Documents/Other Formalities	For	A vote FOR this routine item is warranted.
AAK AB	Annual	08-May-25	Open Meeting	For	These are routine meeting formalities.
AAK AB	Annual	08-May-25	Elect Chair of Meeting	For	These are routine meeting formalities.
AAK AB	Annual	08-May-25	Prepare and Approve List of Shareholders	For	These are routine meeting formalities.
AAK AB	Annual	08-May-25	Approve Agenda of Meeting	For	These are routine meeting formalities.
AAK AB	Annual	08-May-25	Designate Inspector(s) of Minutes of Meeting	For	These are routine meeting formalities.
AAK AB	Annual	08-May-25	Acknowledge Proper Convening of Meeting	For	These are routine meeting formalities.
AAK AB	Annual	08-May-25	Receive President's Report	For	These are routine, non-voting items.
AAK AB	Annual	08-May-25	Accept Financial Statements and Statutory Reports; Receive Auditor's Report on Guidelines for Remuneration of Senior Executives	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
AAK AB	Annual	08-May-25	Approve Allocation of Income and Dividends of SEK 5.00 Per Share	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
AAK AB	Annual	08-May-25	Approve Discharge of Patrik Andersson	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Patrik Schorling Andreen	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Nils-Johan Andersson	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Fabienne Saadane-Oaks	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Ian Roberts	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of David Alfredsson	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Lena Nilsson	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Mikael Myhre	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Andreas Thoresen	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Johan Westman	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Marianne Kirkegaard	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Annica Edvardsson	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Determine Number of Members (6) and Deputy Members (0) of Board	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
AAK AB	Annual	08-May-25	Approve Remuneration of Directors in the Amount of SEK 12 Million for Chair and SEK 500,000 for Other Directors; Approve Remuneration for Committee Work	For	A vote FOR this remuneration proposal is warranted due to a lack of concern regarding the proposed fees.
AAK AB	Annual	08-May-25	Approve Remuneration of Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
AAK AB	Annual	08-May-25	Reelect Patrik Schorling Andreen as Director	Against	A vote FOR candidates Patrik Andersson, Ian Roberts and Fabienne Saadane-Oaks (Items 12.2, 12.4 and 12.5) is warranted due to a lack of concern regarding the
AAK AB	Annual	08-May-25	Reelect Patrik Andersson as Director	For	A vote FOR candidates Patrik Andersson, Ian Roberts and Fabienne Saadane-Oaks (Items 12.2, 12.4 and 12.5) is warranted due to a lack of concern regarding the
AAK AB	Annual	08-May-25	Reelect Nils-Johan Andersson as Director	Against	A vote FOR candidates Patrik Andersson, Ian Roberts and Fabienne Saadane-Oaks (Items 12.2, 12.4 and 12.5) is warranted due to a lack of concern regarding the
AAK AB	Annual	08-May-25	Reelect Fabienne Saadane-Oaks as Director	For	A vote FOR candidates Patrik Andersson, Ian Roberts and Fabienne Saadane-Oaks (Items 12.2, 12.4 and 12.5) is warranted due to a lack of concern regarding the
AAK AB	Annual	08-May-25	Reelect Ian Roberts as Director	For	A vote FOR candidates Patrik Andersson, Ian Roberts and Fabienne Saadane-Oaks (Items 12.2, 12.4 and 12.5) is warranted due to a lack of concern regarding the
AAK AB	Annual	08-May-25	Reelect Patrik Andersson as Board Chair	For	A vote FOR this item is warranted because there are no concerns with the election of the individual as board chairman.
AAK AB	Annual	08-May-25	Ratify Ernst & Young AB as Auditors	Against	A vote AGAINST this proposal is warranted because the auditor is being replaced without explanation.
AAK AB	Annual	08-May-25	Reelect Patrik Schorling Andreen (Chair), Daniel Kristiansson, Elisabet Jamal Berjestrom and Bjorn Henriksson as Members of Nominating Committee	For	A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.

AAK AB	Annual	08-May-25	Approve Remuneration Report	For	A qualified vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive
AAK AB	Annual	08-May-25	Approve Long-Term Incentive Program for Key Employees	For	A vote FOR this item is warranted as the proposed plan is largely aligned with Swedish executive compensation market practices.
AAK AB	Annual	08-May-25	Approve Performance Based Incentive Program (2025/2028) for Key Employees	Against	A vote AGAINST is warranted because the plan includes insufficient performance and vesting periods.
AAK AB	Annual	08-May-25	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
AAK AB	Annual	08-May-25	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	A vote FOR this proposal to repurchase and reissue company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable
AAK AB	Annual	08-May-25	Close Meeting		This is a non-voting formality.
AAK AB	Annual	08-May-25	Open Meeting		These are routine meeting formalities.
AAK AB	Annual	08-May-25	Elect Chair of Meeting	For	These are routine meeting formalities.
AAK AB	Annual	08-May-25	Prepare and Approve List of Shareholders	For	These are routine meeting formalities.
AAK AB	Annual	08-May-25	Approve Agenda of Meeting	For	These are routine meeting formalities.
AAK AB	Annual	08-May-25	Designate Inspector(s) of Minutes of Meeting		These are routine meeting formalities.
AAK AB	Annual	08-May-25	Acknowledge Proper Convening of Meeting	For	These are routine meeting formalities.
AAK AB	Annual	08-May-25	Receive President's Report		These are routine, non-voting items.
AAK AB	Annual	08-May-25	Receive Financial Statements and Statutory Reports; Receive Auditor's Report on Guidelines for Remuneration of Senior Executives		These are routine, non-voting items.
AAK AB	Annual	08-May-25	Accept Financial Statements and Statutory Reports	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
AAK AB	Annual	08-May-25	Approve Allocation of Income and Dividends of SEK 5.00 Per Share	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
AAK AB	Annual	08-May-25	Approve Discharge of Patrik Andersson	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Marta Schorling Andreen	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Nils-Johan Andersson	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Fabienne Saadane-Oaks	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Ian Roberts	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of David Alfredsson	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Lena Nilsson	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Mikael Whyte	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Andreas Thorenson	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Johan Westman	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Marianne Kirkegaard	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Approve Discharge of Annika Edvardsson	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.
AAK AB	Annual	08-May-25	Determine Number of Members (6) and Deputy Members (0) of Board	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
AAK AB	Annual	08-May-25	Approve Remuneration of Directors in the Amount of SEK 1.2 Million for Chair and SEK 500,000 for Other Directors; Approve Remuneration for Committee Work	For	A vote FOR this remuneration proposal is warranted due to a lack of concern regarding the proposed fees.
AAK AB	Annual	08-May-25	Approve Remuneration of Auditors		A vote FOR is warranted because there are no concerns regarding this proposal.
AAK AB	Annual	08-May-25	Reelect Marta Schorling Andreen as Director	Against	A vote FOR candidates Patrik Andersson, Ian Roberts and Fabienne Saadane-Oaks (Items 12.2, 12.4 and 12.5) is warranted due to a lack of concern regarding the
AAK AB	Annual	08-May-25	Reelect Patrik Andersson as Director	For	A vote FOR candidates Patrik Andersson, Ian Roberts and Fabienne Saadane-Oaks (Items 12.2, 12.4 and 12.5) is warranted due to a lack of concern regarding the
AAK AB	Annual	08-May-25	Reelect Nils-Johan Andersson as Director	Against	A vote FOR candidates Patrik Andersson, Ian Roberts and Fabienne Saadane-Oaks (Items 12.2, 12.4 and 12.5) is warranted due to a lack of concern regarding the
AAK AB	Annual	08-May-25	Reelect Fabienne Saadane-Oaks as Director	For	A vote FOR candidates Patrik Andersson, Ian Roberts and Fabienne Saadane-Oaks (Items 12.2, 12.4 and 12.5) is warranted due to a lack of concern regarding the
AAK AB	Annual	08-May-25	Reelect Ian Roberts as Director	For	A vote FOR candidates Roberts and Fabienne Saadane-Oaks (Items 12.2, 12.4 and 12.5) is warranted due to a lack of concern regarding the
AAK AB	Annual	08-May-25	Elect Patrik Andersson as Board Chair	For	A vote FOR this item is warranted because there are no concerns with the election of this individual as board chairman.
AAK AB	Annual	08-May-25	Ratify Ernst & Young AB as Auditors	Against	A vote AGAINST this proposal is warranted because the auditor is being replaced without explanation.
AAK AB	Annual	08-May-25	Reelect Marta Schorling Andreen (Chair), Daniel Kristiansson, Elisabet Jamal Bergstrom and Bjorn Henriksson as Members of Nominating Committee	For	A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.
AAK AB	Annual	08-May-25	Approve Remuneration Report	For	A qualified vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive
AAK AB	Annual	08-May-25	Approve Long-Term Incentive Program for Key Employees	For	A vote FOR this item is warranted as the proposed plan is largely aligned with Swedish executive compensation market practices.
AAK AB	Annual	08-May-25	Approve Performance Based Incentive Program (2025/2028) for Key Employees	Against	A vote AGAINST is warranted because the plan includes insufficient performance and vesting periods.
AAK AB	Annual	08-May-25	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
AAK AB	Annual	08-May-25	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	A vote FOR this proposal to repurchase and reissue company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable
AAK AB	Annual	08-May-25	Close Meeting		This is a non-voting formality.
Hammond Power Solutions Inc.	Annual	08-May-25	Elect Director William G. Hammond	For	Vote WITH-HOLD for incumbent nomination committee chair Frederick (Fred) Jacques for lack of diversity on the board. Vote FOR the remaining director
Hammond Power Solutions Inc.	Annual	08-May-25	Elect Director Dahn Granovsky	For	Vote WITH-HOLD for incumbent nomination committee chair Frederick (Fred) Jacques for lack of diversity on the board. Vote FOR the remaining director
Hammond Power Solutions Inc.	Annual	08-May-25	Elect Director Fred M. Jaques	For	Vote WITH-HOLD for incumbent nomination committee chair Frederick (Fred) Jacques for lack of diversity on the board. Vote FOR the remaining director
Hammond Power Solutions Inc.	Annual	08-May-25	Elect Director J. David M. Wood	For	Vote WITH-HOLD for incumbent nomination committee chair Frederick (Fred) Jacques for lack of diversity on the board. Vote FOR the remaining director
Hammond Power Solutions Inc.	Annual	08-May-25	Elect Director Anne Marie Turnbull	For	Vote WITH-HOLD for incumbent nomination committee chair Frederick (Fred) Jacques for lack of diversity on the board. Vote FOR the remaining director
Hammond Power Solutions Inc.	Annual	08-May-25	Elect Director Christopher R. Huether	For	Vote WITH-HOLD for incumbent nomination committee chair Frederick (Fred) Jacques for lack of diversity on the board. Vote FOR the remaining director
Hammond Power Solutions Inc.	Annual	08-May-25	Elect Director Adrian Thomas	For	Vote WITH-HOLD for incumbent nomination committee chair Frederick (Fred) Jacques for lack of diversity on the board. Vote FOR the remaining director
Hammond Power Solutions Inc.	Annual	08-May-25	Elect Director Nathalie Pilon	For	Vote WITH-HOLD for incumbent nomination committee chair Frederick (Fred) Jacques for lack of diversity on the board. Vote FOR the remaining director
Hammond Power Solutions Inc.	Annual	08-May-25	Elect Director Gregory Yaff	For	Vote WITH-HOLD for incumbent nomination committee chair Frederick (Fred) Jacques for lack of diversity on the board. Vote FOR the remaining director
Hammond Power Solutions Inc.	Annual	08-May-25	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (31 percent) were reasonable relative to total fees paid to the auditor.
InterContinental Hotels Group Plc	Annual	08-May-25	Accept Financial Statements and Statutory Reports		A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
InterContinental Hotels Group Plc	Annual	08-May-25	Approve Remuneration Policy	Against	A vote AGAINST the remuneration policy is considered warranted because: * The Company is proposing a significant uplift in ED remuneration, which is material
InterContinental Hotels Group Plc	Annual	08-May-25	Approve Remuneration Report	Against	A vote AGAINST is considered warranted because: * The CEO is to receive a salary increase of 6.8% for FY2025, which is materially above that which is to be
InterContinental Hotels Group Plc	Annual	08-May-25	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
InterContinental Hotels Group Plc	Annual	08-May-25	Re-elect Graham Allan as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
InterContinental Hotels Group Plc	Annual	08-May-25	Re-elect Arthur de Haat as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
InterContinental Hotels Group Plc	Annual	08-May-25	Re-elect Duriya Farooqui as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
InterContinental Hotels Group Plc	Annual	08-May-25	Re-elect Michael Glover as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
InterContinental Hotels Group Plc	Annual	08-May-25	Re-elect Byron Grote as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
InterContinental Hotels Group Plc	Annual	08-May-25	Re-elect Sir Ron Kalifa as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
InterContinental Hotels Group Plc	Annual	08-May-25	Re-elect Ele Maalouf as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
InterContinental Hotels Group Plc	Annual	08-May-25	Re-elect Dianne Oopenheimer as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
InterContinental Hotels Group Plc	Annual	08-May-25	Re-elect Angie Rievas as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
InterContinental Hotels Group Plc	Annual	08-May-25	Re-elect Sharon Rothstein as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
InterContinental Hotels Group Plc	Annual	08-May-25	Reappoint PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this item is considered warranted, as no significant concerns have been identified.
InterContinental Hotels Group Plc	Annual	08-May-25	Authorise the Audit Committee to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
InterContinental Hotels Group Plc	Annual	08-May-25	Authorise UK Political Donations and Expenditure	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overly political payments but is making this technical
InterContinental Hotels Group Plc	Annual	08-May-25	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
InterContinental Hotels Group Plc	Annual	08-May-25	Authorise Issue of Equity without Pre-emptive Rights	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
InterContinental Hotels Group Plc	Annual	08-May-25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
InterContinental Hotels Group Plc	Annual	08-May-25	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
InterContinental Hotels Group Plc	Annual	08-May-25	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
MTU Aero Engines AG	Annual	08-May-25	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)		This is a non-voting item.
MTU Aero Engines AG	Annual	08-May-25	Approve Allocation of Income and Dividends of EUR 2.20 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
MTU Aero Engines AG	Annual	08-May-25	Approve Discharge of Management Board for Fiscal Year 2024	For	A vote FOR these proposals is warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
MTU Aero Engines AG	Annual	08-May-25	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	Vote FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
MTU Aero Engines AG	Annual	08-May-25	Ratify KPMG AG as Auditors for Fiscal Year 2025	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
MTU Aero Engines AG	Annual	08-May-25	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	For	A vote FOR this proposal is warranted because no concerns were identified.
MTU Aero Engines AG	Annual	08-May-25	Elect Rainer Martens to the Supervisory Board	For	A vote AGAINST incumbent nominee Rainer Martens is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
MTU Aero Engines AG	Annual	08-May-25	Elect Peter Weckesser to the Supervisory Board	For	A vote AGAINST incumbent nominee Rainer Martens is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
MTU Aero Engines AG	Annual	08-May-25	Elect Detlef Kasper to the Supervisory Board	For	A vote AGAINST incumbent nominee Rainer Martens is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
MTU Aero Engines AG	Annual	08-May-25	Approve Remuneration Report	For	A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with best practice standards in Germany, and pay and
MTU Aero Engines AG	Annual	08-May-25	Approve Virtual-Only Shareholder Meetings Until 2027	For	A vote FOR this resolution is warranted because: * The authorization is limited to a period of two years and alternative meeting formats are not precluded (the
Prologis, Inc.	Annual	08-May-25	Elect Director Hamid R. Moghadam	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	08-May-25	Elect Director Cristina G. Bita	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	08-May-25	Elect Director James B. Connor	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	08-May-25	Elect Director Georges J. Fotiadis	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	08-May-25	Elect Director Lydia H. Kennard	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	08-May-25	Elect Director Daniel S. Letter	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	08-May-25	Elect Director Irving F. Lyons, III	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	08-May-25	Elect Director Guy A. Metcalfe	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	08-May-25	Elect Director Avid Modibabai	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	08-May-25	Elect Director David P. O'Connor	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	08-May-25	Elect Director Olivier Piani	For	A vote FOR the director nominees is warranted.

Prologis, Inc.	Annual	08-May-25	Elect Director Sarah A. Slusser	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	08-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted, with caution. Reported CEO compensation reflects the transition from a trailing three-year performance period in the LTI to
Prologis, Inc.	Annual	08-May-25	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal is warranted, with caution. Reported CEO compensation reflects the transition from a trailing three-year performance period in the LTI to
Prologis, Inc.	Annual	08-May-25	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	A vote FOR this proposal is warranted as the right to call special meetings at a 10 percent ownership threshold would enhance shareholder rights.
Sterling Infrastructure, Inc.	Annual	08-May-25	Elect Director William T. Bosway	For	A vote FOR the director nominees is warranted.
Sterling Infrastructure, Inc.	Annual	08-May-25	Elect Director Roger A. Crezeg	For	A vote FOR the director nominees is warranted.
Sterling Infrastructure, Inc.	Annual	08-May-25	Elect Director Joseph A. Cutillo	For	A vote FOR the director nominees is warranted.
Sterling Infrastructure, Inc.	Annual	08-May-25	Elect Director Julie A. Dill	For	A vote FOR the director nominees is warranted.
Sterling Infrastructure, Inc.	Annual	08-May-25	Elect Director Dana C. O'Brien	For	A vote FOR the director nominees is warranted.
Sterling Infrastructure, Inc.	Annual	08-May-25	Elect Director Dwayne A. Wilson	For	A vote FOR the director nominees is warranted.
Sterling Infrastructure, Inc.	Annual	08-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Sterling Infrastructure, Inc.	Annual	08-May-25	Ratify Grant Thornton LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Sterling Infrastructure, Inc.	Annual	08-May-25	Elect Director William T. Bosway	For	A vote FOR the director nominees is warranted.
Sterling Infrastructure, Inc.	Annual	08-May-25	Elect Director Roger A. Crezeg	For	A vote FOR the director nominees is warranted.
Sterling Infrastructure, Inc.	Annual	08-May-25	Elect Director Joseph A. Cutillo	For	A vote FOR the director nominees is warranted.
Sterling Infrastructure, Inc.	Annual	08-May-25	Elect Director Julie A. Dill	For	A vote FOR the director nominees is warranted.
Sterling Infrastructure, Inc.	Annual	08-May-25	Elect Director Dana C. O'Brien	For	A vote FOR the director nominees is warranted.
Sterling Infrastructure, Inc.	Annual	08-May-25	Elect Director Dwayne A. Wilson	For	A vote FOR the director nominees is warranted.
Sterling Infrastructure, Inc.	Annual	08-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Sterling Infrastructure, Inc.	Annual	08-May-25	Ratify Grant Thornton LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
VSE Corporation	Annual	08-May-25	Elect Director John A. Cuomo	For	A vote FOR the director nominees is warranted.
VSE Corporation	Annual	08-May-25	Elect Director Edward P. Dolanski	For	A vote FOR the director nominees is warranted.
VSE Corporation	Annual	08-May-25	Elect Director Ralph E. Eberhart	For	A vote FOR the director nominees is warranted.
VSE Corporation	Annual	08-May-25	Elect Director Mark E. Ferguson, III	For	A vote FOR the director nominees is warranted.
VSE Corporation	Annual	08-May-25	Elect Director John E. Potter	For	A vote FOR the director nominees is warranted.
VSE Corporation	Annual	08-May-25	Elect Director Bonnie K. Wachtel	For	A vote FOR the director nominees is warranted.
VSE Corporation	Annual	08-May-25	Elect Director Anita D. Britt	For	A vote FOR the director nominees is warranted.
VSE Corporation	Annual	08-May-25	Elect Director Lloyd E. Johnson	For	A vote FOR the director nominees is warranted.
VSE Corporation	Annual	08-May-25	Increase Authorized Common Stock	For	A vote FOR this proposal is warranted. The proposed increase in the number of authorized shares of common stock is reasonable, and there are no substantial
VSE Corporation	Annual	08-May-25	Amend Restricted Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
VSE Corporation	Annual	08-May-25	Ratify Grant Thornton LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
VSE Corporation	Annual	08-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	A vote AGAINST this proposal is warranted due to a problematic pay practice. The adjustments to the performance metrics decreased the goals for the long-term
Admiral Group Plc	Annual	09-May-25	Accept Financial Statements and Statutory Reports	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Admiral Group Plc	Annual	09-May-25	Approve Remuneration Report	For	A vote FOR this resolution is considered warranted, although it is not without concern because: * The CFO's salary was increased by 6.45% above the increase
Admiral Group Plc	Annual	09-May-25	Approve Final Dividend	For	A vote FOR this resolution is considered warranted because this is a routine item and no significant concerns have been identified.
Admiral Group Plc	Annual	09-May-25	Re-elect Michael Peters as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Admiral Group Plc	Annual	09-May-25	Re-elect Milena Mondini de Focattis as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Admiral Group Plc	Annual	09-May-25	Re-elect Geraint Jones as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Admiral Group Plc	Annual	45786.5208	Re-elect Evelyn Bourke as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Admiral Group Plc	Annual	45786.5208	Re-elect Michael Brierley as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Admiral Group Plc	Annual	45786.5208	Re-elect Andrew Crossley as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Admiral Group Plc	Annual	45786.5208	Re-elect Karen Green as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Admiral Group Plc	Annual	45786.5208	Re-elect Fiona Muldoon as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Admiral Group Plc	Annual	45786.5208	Re-elect Jayaprakasa Ranganaswami as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Admiral Group Plc	Annual	45786.5208	Re-elect William Roberts as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Admiral Group Plc	Annual	45786.5208	Re-elect Justine Roberts as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Admiral Group Plc	Annual	45786.5208	Reappoint Deloitte LLP as Auditors	For	A vote FOR this item is considered warranted as no significant concerns have been identified.
Admiral Group Plc	Annual	45786.5208	Authorise the Audit Committee to Fix Remuneration of Auditors	For	A vote FOR this item is considered warranted because there are no concerns regarding this proposal.
Admiral Group Plc	Annual	45786.5208	Authorise UK Political Donations and Expenditure	For	A vote FOR this resolution is considered warranted because the Company states that it does not intend to make overtly political payments but is
Admiral Group Plc	Annual	45786.5208	Approve Discretionary Free Share Scheme	For	A vote FOR this item is considered warranted as no major concerns have been identified.
Admiral Group Plc	Annual	45786.5208	Authorise Issue of Equity	For	A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.
Admiral Group Plc	Annual	45786.5208	Authorise Issue of Equity without Pre-emptive Rights	For	A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.
Admiral Group Plc	Annual	45786.5208	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.
Admiral Group Plc	Annual	45786.5208	Authorise Market Purchase of Ordinary Shares	For	A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.
Admiral Group Plc	Annual	45786.5208	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is considered warranted because the proposed amount and duration are within recommended limits.
Admiral Group Plc	Annual	45786.5208	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is considered warranted. No issues of concern have been identified.
QBE Insurance Group Limited	Annual	45786.4167	Approve Remuneration Report	For	A qualified vote FOR the remuneration report is warranted. The quantitative P4P model indicates a low degree of concern. The CEO's fixed
QBE Insurance Group Limited	Annual	45786.4167	Approve Grant of LTI Plan Conditional Rights under the Company's LTI Plan for 2025 to Andrew Horton	For	A qualified vote FOR the grant of FY25 LTI conditional rights to the CEO Andrew Horton is warranted. Support is on the basis of relative TSR
QBE Insurance Group Limited	Annual	45786.4167	Elect Yasmin Allen as Director	Against	A vote AGAINST the re-election of Yasmin Allen (Item 4a) is warranted. Concerns are identified regarding failures of governance, board and risk
QBE Insurance Group Limited	Annual	45786.4167	Elect Neil Maidment as Director	For	A vote AGAINST the re-election of Yasmin Allen (Item 4a) is warranted. Concerns are identified regarding failures of governance, board and risk
QBE Insurance Group Limited	Annual	45786.4167	Approve the Amendments to the Company's Constitution	For	A vote FOR this resolution is warranted. The proposed amendments are not contentious and mostly administrative in nature. The company has
QBE Insurance Group Limited	Annual	45786.4167	Approve Renewal of Proportional Takeover Provisions	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to
Rightmove Plc	Annual	45786.4167	Accept Financial Statements and Statutory Reports	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have
Rightmove Plc	Annual	45786.4167	Approve Remuneration Report	For	A vote FOR this item is warranted as no concerns have been identified.
Rightmove Plc	Annual	45786.4167	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Reappoint Ernst & Young LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Authorise Board to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Rightmove Plc	Annual	45786.4167	Elect Ruairidh Hook as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Re-elect Andrew Fisher as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Re-elect Johan Svanstrom as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Re-elect Jacqueline de Rojas as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Re-elect Andrew Findlay as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Re-elect Kriti Sharma as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Re-elect Amit Tiwari as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Re-elect Lorna Tibbani as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Rightmove Plc	Annual	45786.4167	Authorise Issue of Equity without Pre-emptive Rights	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Rightmove Plc	Annual	45786.4167	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Rightmove Plc	Annual	45786.4167	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Rightmove Plc	Annual	45786.4167	Authorise UK Political Donations and Expenditure	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this
Rightmove Plc	Annual	45786.4167	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Rightmove Plc	Annual	45786.4167	Accept Financial Statements and Statutory Reports	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have
Rightmove Plc	Annual	45786.4167	Approve Remuneration Report	For	A vote FOR this item is warranted as no concerns have been identified.
Rightmove Plc	Annual	45786.4167	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Reappoint Ernst & Young LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Authorise Board to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Rightmove Plc	Annual	45786.4167	Elect Ruairidh Hook as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Re-elect Andrew Fisher as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Re-elect Johan Svanstrom as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Re-elect Jacqueline de Rojas as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Re-elect Andrew Findlay as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Re-elect Kriti Sharma as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Re-elect Amit Tiwari as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.

Rightmove Plc	Annual	45786.4167	Re-elect Lorna Tilbian as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	45786.4167	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Rightmove Plc	Annual	45786.4167	Authorise Issue of Equity without Pre-emptive Rights	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Rightmove Plc	Annual	45786.4167	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Rightmove Plc	Annual	45786.4167	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Rightmove Plc	Annual	45786.4167	Authorise UK Political Donations and Expenditure	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this
Rightmove Plc	Annual	45786.4167	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
The Progressive Corporation	Annual	45786.4167	Elect Director Philip Bleser	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	Annual	45786.4167	Elect Director Stuart B. Burgdoerfer	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	Annual	45786.4167	Elect Director Pamela J. Craig	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	Annual	45786.4167	Elect Director Charles A. Davis	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	Annual	45786.4167	Elect Director Roger N. Farah	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	Annual	45786.4167	Elect Director Lawton W. Fitt	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	Annual	45786.4167	Elect Director Susan Patricia Griffith	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	Annual	45786.4167	Elect Director Devin C. Johnson	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	Annual	45786.4167	Elect Director Jeffrey D. Kally	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	Annual	45786.4167	Elect Director Barbara R. Snyder	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	Annual	45786.4167	Elect Director Kahina Van Dyke	For	A vote FOR the director nominees is warranted.
The Progressive Corporation	Annual	45786.4167	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted. CEO pay and performance are reasonably aligned for the year in review. There continues to be a lack of
The Progressive Corporation	Annual	45786.4167	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Elm Co. (Saudi Arabia)	Annual	45788.7917	Review and Discuss Board Report on Company Operations for FY 2024	For	A vote FOR the board report is warranted given the timely disclosure of the report and the absence of any significant concerns.
Elm Co. (Saudi Arabia)	Annual	45788.7917	Review and Discuss Financial Statements and Statutory Reports for FY 2024	For	A vote FOR the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Elm Co. (Saudi Arabia)	Annual	45788.7917	Approve Auditors' Report on Company Financial Statements for FY 2024	For	A vote FOR the approval of the auditor's report is warranted because this is a routine meeting formality.
Elm Co. (Saudi Arabia)	Annual	45788.7917	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	For	A vote FOR is warranted because there are no known concerns regarding this proposal or the company's past income allocation practices.
Elm Co. (Saudi Arabia)	Annual	45788.7917	Approve Remuneration of Directors of SAR 2,450,000 for FY 2024	For	In the absence of known concerns over directors' remuneration at Elm Co. (Saudi Arabia), a vote FOR this item is warranted.
Elm Co. (Saudi Arabia)	Annual	45788.7917	Ratify Auditors and Fix Their Remuneration for Q2, Q3 and Annual Statement of FY 2025 and Q1 of FY 2026	For	A vote FOR this proposal is warranted in the absence of significant concerns.
Elm Co. (Saudi Arabia)	Annual	45788.7917	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	For	A vote FOR is warranted given the level of disclosure provided by the company on its related party transactions and the absence of known
Elm Co. (Saudi Arabia)	Annual	45788.7917	Approve Related Party Transactions with Saudi Postal Services SPL Re: Framework Agreement for the Delivery of Government Documents and	For	Items 8-13, 15-16 and 18-19 These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided,
Elm Co. (Saudi Arabia)	Annual	45788.7917	Approve Related Party Transactions with Saudi Postal Services SPL Re: Annex 2 to the Agreement for the Development and Commercial Sale of	For	Items 8-13, 15-16 and 18-19 These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided,
Elm Co. (Saudi Arabia)	Annual	45788.7917	Approve Related Party Transactions with Tawuniya Insurance Company Re: Medical Insurance for Elm Employees and Vehicle and Property Insu	For	Items 8-13, 15-16 and 18-19 These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided,
Elm Co. (Saudi Arabia)	Annual	45788.7917	Approve Related Party Transactions with Tawuniya Insurance Company Re: Subscription to the Yakeen Service	For	Items 8-13, 15-16 and 18-19 These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided,
Elm Co. (Saudi Arabia)	Annual	45788.7917	Approve Related Party Transactions with Tawuniya Insurance Company Re: Subscription to the Fursan Service	For	Items 8-13, 15-16 and 18-19 These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided,
Elm Co. (Saudi Arabia)	Annual	45788.7917	Approve Related Party Transactions with Ethad Etsalat Company Mobily Re: Connectivity Agreement	For	Items 8-13, 15-16 and 18-19 These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided,
Elm Co. (Saudi Arabia)	Annual	45788.7917	Approve Related Party Transactions with Ministry of Interior and the Saudi Data and Artificial Intelligence Authority SDAIA Re: Data Resources D	Against	Items 8-13, 15-16 and 18-19 These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided,
Elm Co. (Saudi Arabia)	Annual	45788.7917	Approve Related Party Transactions with the Saudi Data and Artificial Intelligence Authority SDAIA Re: Addendum to the Electronic Services Ag	For	Items 8-13, 15-16 and 18-19 These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided,
Elm Co. (Saudi Arabia)	Annual	45788.7917	Approve Related Party Transactions with the Saudi Data and Artificial Intelligence Authority SDAIA Re: Sponsorship of the Global AI Summit	For	Items 8-13, 15-16 and 18-19 These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided,
Elm Co. (Saudi Arabia)	Annual	45788.7917	Approve Related Party Transactions with the Ministry of Interior Re: Framework Agreement for Providing Consulting Services	Against	Items 8-13, 15-16 and 18-19 These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided,
Elm Co. (Saudi Arabia)	Annual	45788.7917	Approve Related Party Transactions with the Ministry of Interior Re: Automating Civil Registry Procedures at the Civil Affairs and Connecting it TI	For	Items 8-13, 15-16 and 18-19 These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided,
Elm Co. (Saudi Arabia)	Annual	45788.7917	Approve Related Party Transactions with the Ministry of Interior Re: Execution of Makkah Route Project	For	Items 8-13, 15-16 and 18-19 These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided,
ASM International NV	Annual	45789.5833	Open Meeting	Against	No vote is required for this item.
ASM International NV	Annual	45789.5833	Receive Report of Management Board (Non-Voting)		No vote is required for this item.
ASM International NV	Annual	45789.5833	Approve Remuneration Report	For	A qualified vote FOR is warranted as the proposed remuneration report is in line with market practice, regarding actual content and disclosure.
ASM International NV	Annual	45789.5833	Adopt Financial Statements and Statutory Reports	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
ASM International NV	Annual	45789.5833	Approve Dividends	For	A vote FOR the dividend proposal is warranted. Although the company proposes to grant less than 30 percent of the earnings per share, the
ASM International NV	Annual	45789.5833	Approve Discharge of Management Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board
ASM International NV	Annual	45789.5833	Approve Discharge of Supervisory Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board
ASM International NV	Annual	45789.5833	Reelect Verhaegen to Management Board	For	A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to
ASM International NV	Annual	45789.5833	Reelect Van der Meer Mohr to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to
ASM International NV	Annual	45789.5833	Reelect Sanchez to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to
ASM International NV	Annual	45789.5833	Reelect Kahle-Galonske to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to
ASM International NV	Annual	45789.5833	Appoint EY Accountants B.V. as Assurance Provider for Sustainability Reporting for the Financial Year 2025	For	A vote FOR this proposal is warranted because no concerns were identified.
ASM International NV	Annual	45789.5833	Ratify EY Accountants B.V. as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
ASM International NV	Annual	45789.5833	Appoint EY Accountants B.V. as Assurance Provider for Sustainability Reporting for the Financial Year 2026	For	A vote FOR this proposal is warranted because no concerns were identified.
ASM International NV	Annual	45789.5833	Grant Board Authority to Issue Shares	For	A vote FOR these proposals is warranted because it is in line with commonly used safeguards regarding volume and duration.
ASM International NV	Annual	45789.5833	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	A vote FOR these proposals is warranted because it is in line with commonly used safeguards regarding volume and duration.
ASM International NV	Annual	45789.5833	Authorize Repurchase of Shares	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization
ASM International NV	Annual	45789.5833	Other Business (Non-Voting)		No vote is required for this item.
ASM International NV	Annual	45789.5833	Close Meeting		No vote is required for this item.
ASM International NV	Annual	45789.5833	Open Meeting		No vote is required for this item.
ASM International NV	Annual	45789.5833	Receive Report of Management Board (Non-Voting)		No vote is required for this item.
ASM International NV	Annual	45789.5833	Approve Remuneration Report	For	A qualified vote FOR is warranted as the proposed remuneration report is in line with market practice, regarding actual content and disclosure.
ASM International NV	Annual	45789.5833	Adopt Financial Statements and Statutory Reports	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
ASM International NV	Annual	45789.5833	Approve Dividends	For	A vote FOR the dividend proposal is warranted. Although the company proposes to grant less than 30 percent of the earnings per share, the
ASM International NV	Annual	45789.5833	Approve Discharge of Management Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board
ASM International NV	Annual	45789.5833	Approve Discharge of Supervisory Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board
ASM International NV	Annual	45789.5833	Reelect Verhaegen to Management Board	For	A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to
ASM International NV	Annual	45789.5833	Reelect Van der Meer Mohr to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to
ASM International NV	Annual	45789.5833	Reelect Sanchez to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to
ASM International NV	Annual	45789.5833	Reelect Kahle-Galonske to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to
ASM International NV	Annual	45789.5833	Appoint EY Accountants B.V. as Assurance Provider for Sustainability Reporting for the Financial Year 2025	For	A vote FOR this proposal is warranted because no concerns were identified.
ASM International NV	Annual	45789.5833	Ratify EY Accountants B.V. as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
ASM International NV	Annual	45789.5833	Appoint EY Accountants B.V. as Assurance Provider for Sustainability Reporting for the Financial Year 2026	For	A vote FOR this proposal is warranted because no concerns were identified.
ASM International NV	Annual	45789.5833	Grant Board Authority to Issue Shares	For	A vote FOR these proposals is warranted because it is in line with commonly used safeguards regarding volume and duration.
ASM International NV	Annual	45789.5833	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	A vote FOR these proposals is warranted because it is in line with commonly used safeguards regarding volume and duration.
ASM International NV	Annual	45789.5833	Authorize Repurchase of Shares	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization
ASM International NV	Annual	45789.5833	Other Business (Non-Voting)		No vote is required for this item.
ASM International NV	Annual	45789.5833	Close Meeting		No vote is required for this item.
Arthur J. Gallagher & Co.	Annual	45790.375	Elect Director Sherry Barrat	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	45790.375	Elect Director Deborah Caplan	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	45790.375	Elect Director Teresa Clarke	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	45790.375	Elect Director John Coldman	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	45790.375	Elect Director Richard Harries	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	45790.375	Elect Director Pat Gallagher	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	45790.375	Elect Director David Johnson	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	45790.375	Elect Director Chris Miskel	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	45790.375	Elect Director Ralph Nicoletti	For	A vote FOR the director nominees is warranted.

Arthur J. Gallagher & Co.	Annual	45790.375	Elect Director Norman Rosenthal	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	45790.375	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Arthur J. Gallagher & Co.	Annual	45790.375	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted. Although concerns are noted regarding the rigor and magnitude of annual and long-term incentives, pay
Cactus, Inc.	Annual	45790.375	Elect Director Joel Bender	For	A vote FOR the director nominees is warranted.
Cactus, Inc.	Annual	45790.375	Elect Director Alan Semple	For	A vote FOR the director nominees is warranted.
Cactus, Inc.	Annual	45790.375	Elect Director Melissa Law	For	A vote FOR the director nominees is warranted.
Cactus, Inc.	Annual	45790.375	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Cactus, Inc.	Annual	45790.375	Amend Omnibus Stock Plan	Against	Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSO), a vote AGAINST this
Cactus, Inc.	Annual	45790.375	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Cactus, Inc.	Annual	45790.375	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give
Cactus, Inc.	Annual	45790.375	Elect Director Joel Bender	For	A vote FOR the director nominees is warranted.
Cactus, Inc.	Annual	45790.375	Elect Director Alan Semple	For	A vote FOR the director nominees is warranted.
Cactus, Inc.	Annual	45790.375	Elect Director Melissa Law	For	A vote FOR the director nominees is warranted.
Cactus, Inc.	Annual	45790.375	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Cactus, Inc.	Annual	45790.375	Amend Omnibus Stock Plan	Against	Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSO), a vote AGAINST this
Cactus, Inc.	Annual	45790.375	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Cactus, Inc.	Annual	45790.375	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give
Henan Pinggao Electric Co., Ltd.	Annual	45790.3958	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Henan Pinggao Electric Co., Ltd.	Annual	45790.3958	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Henan Pinggao Electric Co., Ltd.	Annual	45790.3958	Approve Financial Statements	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Henan Pinggao Electric Co., Ltd.	Annual	45790.3958	Approve Financial Budget Report	For	A vote FOR is merited because no concerns have been identified.
Henan Pinggao Electric Co., Ltd.	Annual	45790.3958	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
Henan Pinggao Electric Co., Ltd.	Annual	45790.3958	Approve Authorization for the Board of Directors to Decide on the Interim Cash Dividend Plan	For	A vote FOR is merited because no concerns have been identified.
Henan Pinggao Electric Co., Ltd.	Annual	45790.3958	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Henan Pinggao Electric Co., Ltd.	Annual	45790.3958	Approve Application of Bank Credit Lines	For	A vote FOR is warranted because the funds will be needed by the company and its subsidiaries to facilitate their daily operations and business
Henan Pinggao Electric Co., Ltd.	Annual	45790.3958	Elect Liu Gang as Non-independent Director	For	A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee.
Rheinmetall AG	Annual	45790.4167	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)		This is a non-voting item.
Rheinmetall AG	Annual	45790.4167	Approve Allocation of Income and Dividends of EUR 8.10 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Rheinmetall AG	Annual	45790.4167	Approve Discharge of Management Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Rheinmetall AG	Annual	45790.4167	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Rheinmetall AG	Annual	45790.4167	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
Rheinmetall AG	Annual	45790.4167	Appointment Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	For	A vote FOR this proposal is warranted because no concerns were identified.
Rheinmetall AG	Annual	45790.4167	Elect Ulrich Grillo to the Supervisory Board	For	A vote AGAINST incumbent nominating committee chair Ulrich Grillo is warranted for lack of diversity on the board. A vote FOR the remaining
Rheinmetall AG	Annual	45790.4167	Elect Maro Tuengler to the Supervisory Board	For	A vote AGAINST incumbent nominating committee chair Ulrich Grillo is warranted for lack of diversity on the board. A vote FOR the remaining
Rheinmetall AG	Annual	45790.4167	Elect Andreas Georgi to the Supervisory Board	For	A vote AGAINST incumbent nominating committee chair Ulrich Grillo is warranted for lack of diversity on the board. A vote FOR the remaining
Rheinmetall AG	Annual	45790.4167	Elect Sigmar Gabriel to the Supervisory Board	For	A vote AGAINST incumbent nominating committee chair Ulrich Grillo is warranted for lack of diversity on the board. A vote FOR the remaining
Rheinmetall AG	Annual	45790.4167	Elect Sabina Jeschke to the Supervisory Board	For	A vote AGAINST incumbent nominating committee chair Ulrich Grillo is warranted for lack of diversity on the board. A vote FOR the remaining
Rheinmetall AG	Annual	45790.4167	Approve Remuneration Report	For	A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with best practice standards in
Rheinmetall AG	Annual	45790.4167	Approve Remuneration Policy	For	A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and SRD II. However, it
Rheinmetall AG	Annual	45790.4167	Approve Virtual-Only Shareholder Meetings Until 2028	For	A vote FOR this resolution is warranted because of the company's current security situation. Specifically, support for the virtual meeting
Rheinmetall AG	Annual	45790.4167	Approve Affiliation Agreement with Rheinmetall Digital GmbH	For	A vote FOR this proposal is warranted due to lack of concerns.
Rheinmetall AG	Annual	45790.4167	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)		This is a non-voting item.
Rheinmetall AG	Annual	45790.4167	Approve Allocation of Income and Dividends of EUR 8.10 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Rheinmetall AG	Annual	45790.4167	Approve Discharge of Management Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Rheinmetall AG	Annual	45790.4167	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Rheinmetall AG	Annual	45790.4167	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
Rheinmetall AG	Annual	45790.4167	Appointment Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	For	A vote FOR this proposal is warranted because no concerns were identified.
Rheinmetall AG	Annual	45790.4167	Elect Ulrich Grillo to the Supervisory Board	For	A vote AGAINST incumbent nominating committee chair Ulrich Grillo is warranted for lack of diversity on the board. A vote FOR the remaining
Rheinmetall AG	Annual	45790.4167	Elect Maro Tuengler to the Supervisory Board	For	A vote AGAINST incumbent nominating committee chair Ulrich Grillo is warranted for lack of diversity on the board. A vote FOR the remaining
Rheinmetall AG	Annual	45790.4167	Elect Andreas Georgi to the Supervisory Board	For	A vote AGAINST incumbent nominating committee chair Ulrich Grillo is warranted for lack of diversity on the board. A vote FOR the remaining
Rheinmetall AG	Annual	45790.4167	Elect Sigmar Gabriel to the Supervisory Board	For	A vote AGAINST incumbent nominating committee chair Ulrich Grillo is warranted for lack of diversity on the board. A vote FOR the remaining
Rheinmetall AG	Annual	45790.4167	Elect Sabina Jeschke to the Supervisory Board	For	A vote AGAINST incumbent nominating committee chair Ulrich Grillo is warranted for lack of diversity on the board. A vote FOR the remaining
Rheinmetall AG	Annual	45790.4167	Approve Remuneration Report	For	A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with best practice standards in
Rheinmetall AG	Annual	45790.4167	Approve Remuneration Policy	For	A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and SRD II. However, it
Rheinmetall AG	Annual	45790.4167	Approve Virtual-Only Shareholder Meetings Until 2028	For	A vote FOR this resolution is warranted because of the company's current security situation. Specifically, support for the virtual meeting
Rheinmetall AG	Annual	45790.4167	Approve Affiliation Agreement with Rheinmetall Digital GmbH	For	A vote FOR this proposal is warranted due to lack of concerns.
SAP SE	Annual	45790.4167	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)		This is a non-voting item.
SAP SE	Annual	45790.4167	Approve Allocation of Income and Dividends of EUR 2.35 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
SAP SE	Annual	45790.4167	Approve Discharge of Management Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SAP SE	Annual	45790.4167	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SAP SE	Annual	45790.4167	Ratify BDO AG as Auditors for Fiscal Year 2025	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
SAP SE	Annual	45790.4167	Appointment BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	For	A vote FOR this proposal is warranted because no concerns were identified.
SAP SE	Annual	45790.4167	Approve Remuneration Report	For	A vote FOR this resolution is warranted because the company's remuneration practices and disclosures are overall in line with market practice,
SAP SE	Annual	45790.4167	Approve Creation of EUR 250 Million Pool of Authorized Capital I with Preemptive Rights	For	Votes FOR the proposed issuance authorizations are warranted due to a lack of concerns.
SAP SE	Annual	45790.4167	Approve Creation of EUR 250 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	For	Votes FOR the proposed issuance authorizations are warranted due to a lack of concerns.
SAP SE	Annual	45790.4167	Approve Virtual-Only Shareholder Meetings Until 2027	For	A vote FOR this resolution is warranted because: * The authorization is limited to a period of two years; * Alternative meeting formats are not
SAP SE	Annual	45790.4167	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)		This is a non-voting item.
SAP SE	Annual	45790.4167	Approve Allocation of Income and Dividends of EUR 2.35 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
SAP SE	Annual	45790.4167	Approve Discharge of Management Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SAP SE	Annual	45790.4167	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SAP SE	Annual	45790.4167	Ratify BDO AG as Auditors for Fiscal Year 2025	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
SAP SE	Annual	45790.4167	Appointment BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	For	A vote FOR this proposal is warranted because no concerns were identified.
SAP SE	Annual	45790.4167	Approve Remuneration Report	For	A vote FOR this resolution is warranted because the company's remuneration practices and disclosures are overall in line with market practice,
SAP SE	Annual	45790.4167	Approve Creation of EUR 250 Million Pool of Authorized Capital I with Preemptive Rights	For	Votes FOR the proposed issuance authorizations are warranted due to a lack of concerns.
SAP SE	Annual	45790.4167	Approve Creation of EUR 250 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	For	Votes FOR the proposed issuance authorizations are warranted due to a lack of concerns.
SAP SE	Annual	45790.4167	Approve Virtual-Only Shareholder Meetings Until 2027	For	A vote FOR this resolution is warranted because: * The authorization is limited to a period of two years; * Alternative meeting formats are not
SAP SE	Annual	45790.4167	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)		This is a non-voting item.

SAP SE	Annual	45790.4167	Approve Allocation of Income and Dividends of EUR 2.35 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
SAP SE	Annual	45790.4167	Approve Discharge of Management Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SAP SE	Annual	45790.4167	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SAP SE	Annual	45790.4167	Ratify BDO AG as Auditors for Fiscal Year 2025	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
SAP SE	Annual	45790.4167	Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	For	A vote FOR this proposal is warranted because no concerns were identified.
SAP SE	Annual	45790.4167	Approve Remuneration Report	For	A vote FOR this resolution is warranted because the company's remuneration practices and disclosures are overall in line with market practice.
SAP SE	Annual	45790.4167	Approve Creation of EUR 250 Million Pool of Authorized Capital I with Preemptive Rights	For	Votes FOR the proposed issuance authorizations are warranted due to a lack of concerns.
SAP SE	Annual	45790.4167	Approve Creation of EUR 250 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	For	Votes FOR the proposed issuance authorizations are warranted due to a lack of concerns.
SAP SE	Annual	45790.4167	Approve Virtual-Only Shareholder Meetings Until 2027	For	A vote FOR this resolution is warranted because: * The authorization is limited to a period of two years; * Alternative meeting formats are not
SPS Commerce, Inc.	Annual	45790.3333	Elect Director Chad Collins	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	45790.3333	Elect Director Razat Gaurav	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	45790.3333	Elect Director Marty Réaume	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	45790.3333	Elect Director Tami Reller	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	45790.3333	Elect Director Philip Soran	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	45790.3333	Elect Director Anne Sempowski Ward	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	45790.3333	Elect Director Sven Wehrwein	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	45790.3333	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
SPS Commerce, Inc.	Annual	45790.3333	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
SPS Commerce, Inc.	Annual	45790.3333	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give
SPS Commerce, Inc.	Annual	45790.3333	Elect Director Chad Collins	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	45790.3333	Elect Director Razat Gaurav	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	45790.3333	Elect Director Marty Réaume	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	45790.3333	Elect Director Tami Reller	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	45790.3333	Elect Director Philip Soran	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	45790.3333	Elect Director Anne Sempowski Ward	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	45790.3333	Elect Director Sven Wehrwein	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	45790.3333	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
SPS Commerce, Inc.	Annual	45790.3333	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
SPS Commerce, Inc.	Annual	45790.3333	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give
SPX Technologies, Inc.	Annual	45790.3333	Elect Director Eugene J. Lowe, III	For	A vote FOR the director nominees is warranted.
SPX Technologies, Inc.	Annual	45790.3333	Elect Director Patrick J. O'Leary	For	A vote FOR the director nominees is warranted.
SPX Technologies, Inc.	Annual	45790.3333	Elect Director David A. Roberts	For	A vote FOR the director nominees is warranted.
SPX Technologies, Inc.	Annual	45790.3333	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns are highlighted at this time.
SPX Technologies, Inc.	Annual	45790.3333	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
SPX Technologies, Inc.	Annual	45790.3333	Elect Director Eugene J. Lowe, III	For	A vote FOR the director nominees is warranted.
SPX Technologies, Inc.	Annual	45790.3333	Elect Director Patrick J. O'Leary	For	A vote FOR the director nominees is warranted.
SPX Technologies, Inc.	Annual	45790.3333	Elect Director David A. Roberts	For	A vote FOR the director nominees is warranted.
SPX Technologies, Inc.	Annual	45790.3333	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns are highlighted at this time.
SPX Technologies, Inc.	Annual	45790.3333	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Alkami Technology, Inc.	Annual	45791.375	Elect Director Maria Alvarez	For	WITH-HOLD votes are warranted for Governance Committee member Raphael (Raph) Osonoss given the board's failure to remove, or subject to
Alkami Technology, Inc.	Annual	45791.375	Elect Director Raphael "Raph" Osonoss	Withhold	WITH-HOLD votes are warranted for Governance Committee member Raphael (Raph) Osonoss given the board's failure to remove, or subject to
Alkami Technology, Inc.	Annual	45791.375	Elect Director Joseph P. Payne	For	WITH-HOLD votes are warranted for Governance Committee member Raphael (Raph) Osonoss given the board's failure to remove, or subject to
Alkami Technology, Inc.	Annual	45791.375	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Alkami Technology, Inc.	Annual	45791.375	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Alkami Technology, Inc.	Annual	45791.375	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give
Alkami Technology, Inc.	Annual	45791.375	Elect Director Maria Alvarez	For	WITH-HOLD votes are warranted for Governance Committee member Raphael (Raph) Osonoss given the board's failure to remove, or subject to
Alkami Technology, Inc.	Annual	45791.375	Elect Director Raphael "Raph" Osonoss	Withhold	WITH-HOLD votes are warranted for Governance Committee member Raphael (Raph) Osonoss given the board's failure to remove, or subject to
Alkami Technology, Inc.	Annual	45791.375	Elect Director Joseph P. Payne	For	WITH-HOLD votes are warranted for Governance Committee member Raphael (Raph) Osonoss given the board's failure to remove, or subject to
Alkami Technology, Inc.	Annual	45791.375	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Alkami Technology, Inc.	Annual	45791.375	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Alkami Technology, Inc.	Annual	45791.375	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give
Bifinger SE	Annual	45791.5417	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	For	This is a non-voting item.
Bifinger SE	Annual	45791.5417	Approve Allocation of Income and Dividends of EUR 2.40 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Bifinger SE	Annual	45791.5417	Approve Discharge of Management Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Bifinger SE	Annual	45791.5417	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Bifinger SE	Annual	45791.5417	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025, for the Review of Interim Financial Statements for the First Half of Fisco	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
Bifinger SE	Annual	45791.5417	Approve Remuneration Report	For	A vote FOR the proposed authorization is warranted because the company's remuneration practices are broadly in line with market practice and pay and
Bifinger SE	Annual	45791.5417	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount c	For	A vote FOR the proposed authorization is warranted because the exclusion of preemptive rights is limited to 10 percent across all new and
Bifinger SE	Annual	45791.5417	Approve Virtual-Only Shareholder Meetings Until 2027	For	A vote FOR this resolution is warranted because the authorization is limited to a period of two years and alternative meeting formats are not
Bifinger SE	Annual	45791.5417	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	For	This is a non-voting item.
Bifinger SE	Annual	45791.5417	Approve Allocation of Income and Dividends of EUR 2.40 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Bifinger SE	Annual	45791.5417	Approve Discharge of Management Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Bifinger SE	Annual	45791.5417	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Bifinger SE	Annual	45791.5417	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025, for the Review of Interim Financial Statements for the First Half of Fisco	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
Bifinger SE	Annual	45791.5417	Approve Remuneration Report	For	A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with market practice and pay and
Bifinger SE	Annual	45791.5417	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount c	For	A vote FOR the proposed authorization is warranted because the exclusion of preemptive rights is limited to 10 percent across all new and
Bifinger SE	Annual	45791.5417	Approve Virtual-Only Shareholder Meetings Until 2027	For	A vote FOR this resolution is warranted because the authorization is limited to a period of two years and alternative meeting formats are not
Deutsche Boerse AG	Annual	45791.4167	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	For	This is a non-voting item.
Deutsche Boerse AG	Annual	45791.4167	Approve Allocation of Income and Dividends of EUR 4.00 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Deutsche Boerse AG	Annual	45791.4167	Approve Discharge of Management Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.However, some
Deutsche Boerse AG	Annual	45791.4167	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.However, some
Deutsche Boerse AG	Annual	45791.4167	Amend Articles Re: Electronic Securities	For	A vote FOR the proposed article amendment is warranted due to a lack of concerns.
Deutsche Boerse AG	Annual	45791.4167	Approve Creation of EUR 18.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	A vote FOR the proposed authorization is warranted due to a lack of concerns.
Deutsche Boerse AG	Annual	45791.4167	Elect Jean Mustier to the Supervisory Board	For	A vote FOR the proposed nominee is warranted due to a lack of governance concerns and controversy surrounding the nominee or the
Deutsche Boerse AG	Annual	45791.4167	Approve Virtual-Only Shareholder Meetings Until 2027	For	A vote FOR this resolution is warranted because: * Alternative meeting formats are not precluded (the company is holding the 2025 AGM in-
Deutsche Boerse AG	Annual	45791.4167	Approve Remuneration Policy	For	A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and SRD II. However,
Deutsche Boerse AG	Annual	45791.4167	Approve Remuneration Report	For	A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with best practice standards in
Deutsche Boerse AG	Annual	45791.4167	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fi	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
Deutsche Boerse AG	Annual	45791.4167	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2025	For	A vote FOR this proposal is warranted because no concerns were identified.
Deutsche Boerse AG	Annual	45791.4167	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	For	This is a non-voting item.
Deutsche Boerse AG	Annual	45791.4167	Approve Allocation of Income and Dividends of EUR 4.00 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Deutsche Boerse AG	Annual	45791.4167	Approve Discharge of Management Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.However, some
Deutsche Boerse AG	Annual	45791.4167	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.However, some
Deutsche Boerse AG	Annual	45791.4167	Amend Articles Re: Electronic Securities	For	A vote FOR the proposed article amendment is warranted due to a lack of concerns.
Deutsche Boerse AG	Annual	45791.4167	Approve Creation of EUR 18.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	A vote FOR the proposed authorization is warranted due to a lack of concerns.
Deutsche Boerse AG	Annual	45791.4167	Elect Jean Mustier to the Supervisory Board	For	A vote FOR the proposed nominee is warranted due to a lack of governance concerns and controversy surrounding the nominee or the
Deutsche Boerse AG	Annual	45791.4167	Approve Virtual-Only Shareholder Meetings Until 2027	For	A vote FOR this resolution is warranted because: * Alternative meeting formats are not precluded (the company is holding the 2025 AGM in-

Deutsche Boerse AG	Annual	45791.4167	Approve Remuneration Policy	For	A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and SRD II. However,
Deutsche Boerse AG	Annual	45791.4167	Approve Remuneration Report	For	A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with best practice standards in
Deutsche Boerse AG	Annual	45791.4167	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fi	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
Deutsche Boerse AG	Annual	45791.4167	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2025	For	A vote FOR this proposal is warranted because no concerns were identified.
Deutsche Boerse AG	Annual	45791.4167	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)		This is a non-voting item.
Deutsche Boerse AG	Annual	45791.4167	Approve Allocation of Income and Dividends of EUR 4.00 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Deutsche Boerse AG	Annual	45791.4167	Approve Discharge of Management Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties. However, some
Deutsche Boerse AG	Annual	45791.4167	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties. However, some
Deutsche Boerse AG	Annual	45791.4167	Amend Articles Re: Electronic Securities	For	A vote FOR the proposed article amendment is warranted due to a lack of concerns.
Deutsche Boerse AG	Annual	45791.4167	Approve Creation of EUR 18.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	A vote FOR the proposed authorization is warranted due to a lack of concerns.
Deutsche Boerse AG	Annual	45791.4167	Elect Jean Mustier to the Supervisory Board	For	A vote FOR the proposed nominee is warranted due to a lack of governance concerns and controversy surrounding the nominee or the
Deutsche Boerse AG	Annual	45791.4167	Approve Virtual-Only Shareholder Meetings Until 2027	For	A vote FOR this resolution is warranted because: * Alternative meeting formats are not precluded (the company is holding the 2025 AGM in-
Deutsche Boerse AG	Annual	45791.4167	Approve Remuneration Policy	For	A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and SRD II. However,
Deutsche Boerse AG	Annual	45791.4167	Approve Remuneration Report	For	A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with best practice standards in
Deutsche Boerse AG	Annual	45791.4167	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fi	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
Deutsche Boerse AG	Annual	45791.4167	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2025	For	A vote FOR this proposal is warranted because no concerns were identified.
Elite Material Co., Ltd.	Annual	45791.375	Approve Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Elite Material Co., Ltd.	Annual	45791.375	Approve Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Elite Material Co., Ltd.	Annual	45791.375	Approve Amendments to Articles of Association	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations or based on
Elite Material Co., Ltd.	Annual	45791.375	Elect DONG, DING YU, with SHAREHOLDER NO.00000096, as Non-Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Elite Material Co., Ltd.	Annual	45791.375	Elect TSAI, FEI LIAN, a REPRESENTATIVE of YU CHANG INVESTMENT CO., LTD, with SHAREHOLDER NO.00009864, as Non-Independent Di	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Elite Material Co., Ltd.	Annual	45791.375	Elect LEE, WEN SHIUNG, a REPRESENTATIVE of YU CHANG INVESTMENT CO., LTD, with SHAREHOLDER NO.00009864, as Non-Independ	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Elite Material Co., Ltd.	Annual	45791.375	Elect HSIEH, MON CHONG, with ID NO.Y120282XXX, as Non-Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Elite Material Co., Ltd.	Annual	45791.375	Elect SHEN, BING, with ID NO.A110904XXX, as Non-Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Elite Material Co., Ltd.	Annual	45791.375	Elect CHENG, DUEN-CHIAN, with ID NO.A123299XXX, as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Elite Material Co., Ltd.	Annual	45791.375	Elect CHEN, HSI-CHIA, with ID NO.A220049XXX, as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Elite Material Co., Ltd.	Annual	45791.375	Elect CHERN, KAI-YUAN, with ID NO.F104140XXX, as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Elite Material Co., Ltd.	Annual	45791.375	Elect YIN, CHAO, with ID NO.A121151XXX, as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Elite Material Co., Ltd.	Annual	45791.375	Approve Release of Restrictions of Competitive Activities of Directors	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside
GE Vernova, Inc.	Annual	45791.3542	Elect Director Steve Angel	For	A vote FOR the director nominees is warranted.
GE Vernova, Inc.	Annual	45791.3542	Elect Director Arnold W. Donald	For	A vote FOR the director nominees is warranted.
GE Vernova, Inc.	Annual	45791.3542	Elect Director Jesus Malave	For	A vote FOR the director nominees is warranted.
GE Vernova, Inc.	Annual	45791.3542	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.
GE Vernova, Inc.	Annual	45791.3542	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they giv
GE Vernova, Inc.	Annual	45791.3542	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Merit Medical Systems, Inc.	Annual	45791.5833	Elect Director Thomas J. Gunderson	For	A vote FOR the director nominees is warranted.
Merit Medical Systems, Inc.	Annual	45791.5833	Elect Director Laura S. Kaiser	For	A vote FOR the director nominees is warranted.
Merit Medical Systems, Inc.	Annual	45791.5833	Elect Director Michael R. McDonnell	For	A vote FOR the director nominees is warranted.
Merit Medical Systems, Inc.	Annual	45791.5833	Elect Director F. Ann Milner	For	A vote FOR the director nominees is warranted.
Merit Medical Systems, Inc.	Annual	45791.5833	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Merit Medical Systems, Inc.	Annual	45791.5833	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Merit Medical Systems, Inc.	Annual	45791.5833	Elect Director Thomas J. Gunderson	For	A vote FOR the director nominees is warranted.
Merit Medical Systems, Inc.	Annual	45791.5833	Elect Director Laura S. Kaiser	For	A vote FOR the director nominees is warranted.
Merit Medical Systems, Inc.	Annual	45791.5833	Elect Director Michael R. McDonnell	For	A vote FOR the director nominees is warranted.
Merit Medical Systems, Inc.	Annual	45791.5833	Elect Director F. Ann Milner	For	A vote FOR the director nominees is warranted.
Merit Medical Systems, Inc.	Annual	45791.5833	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Merit Medical Systems, Inc.	Annual	45791.5833	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director Elizabeth Q. Betten	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director Elizabeth D. Bierbower	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director Barbara W. Bodem	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director Eric K. Brandt	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director Natasha Deckmann	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director David W. Golding	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director Harry M. Jansen Kraemer, Jr.	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director R. Carter Pate	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director John C. Rademacher	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director Timothy P. Sullivan	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director Norman L. Wright	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Option Care Health, Inc.	Annual	45791.625	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted. The compensation committee demonstrated sufficient responsiveness to shareholder concerns
Option Care Health, Inc.	Annual	45791.625	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	For	A vote FOR this proposal is warranted as the ability to call special meetings would improve shareholder rights.
Option Care Health, Inc.	Annual	45791.625	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance
Option Care Health, Inc.	Annual	45791.625	Amend Certificate of Incorporation to Remove Legacy Provisions Relating to HC Group	For	A vote FOR this proposal is warranted as the removal of legacy or obsolete provisions would not negatively impact shareholder rights.
Option Care Health, Inc.	Annual	45791.625	Elect Director Elizabeth Q. Betten	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director Elizabeth D. Bierbower	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director Barbara W. Bodem	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director Eric K. Brandt	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director Natasha Deckmann	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director David W. Golding	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director Harry M. Jansen Kraemer, Jr.	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director R. Carter Pate	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director John C. Rademacher	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director Timothy P. Sullivan	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Elect Director Norman L. Wright	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	45791.625	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Option Care Health, Inc.	Annual	45791.625	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted. The compensation committee demonstrated sufficient responsiveness to shareholder concerns
Option Care Health, Inc.	Annual	45791.625	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	For	A vote FOR this proposal is warranted as the ability to call special meetings would improve shareholder rights.
Option Care Health, Inc.	Annual	45791.625	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance
Option Care Health, Inc.	Annual	45791.625	Amend Certificate of Incorporation to Remove Legacy Provisions Relating to HC Group	For	A vote FOR this proposal is warranted as the removal of legacy or obsolete provisions would not negatively impact shareholder rights.
Syndax Pharmaceuticals, Inc.	Annual	45791.3542	Elect Director Keith A. Katkin	Withhold	WITH-HOLD votes are warranted for Governance Committee members Dennis Podlesak and Keith Katkin given the board's failure to remove, or
Syndax Pharmaceuticals, Inc.	Annual	45791.3542	Elect Director Dennis G. Podlesak	Withhold	WITH-HOLD votes are warranted for Governance Committee members Dennis Podlesak and Keith Katkin given the board's failure to remove, or
Syndax Pharmaceuticals, Inc.	Annual	45791.3542	Elect Director Aleksandra Rizo	For	WITH-HOLD votes are warranted for Governance Committee members Dennis Podlesak and Keith Katkin given the board's failure to remove, or
Syndax Pharmaceuticals, Inc.	Annual	45791.3542	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Syndax Pharmaceuticals, Inc.	Annual	45791.3542	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Tencent Holdings Limited	Annual	45791.625	Accept Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this
Tencent Holdings Limited	Annual	45791.625	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
Tencent Holdings Limited	Annual	45791.625	Elect Li Dong Sheng as Director	For	A vote FOR both nominees is warranted.

Tencent Holdings Limited	Annual	45791.625	Elect Yang Siu Shun as Director	For	A vote FOR both nominees is warranted.
Tencent Holdings Limited	Annual	45791.625	Authorize Board to Fix Remuneration of Directors	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the
Tencent Holdings Limited	Annual	45791.625	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit
Tencent Holdings Limited	Annual	45791.625	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	A vote AGAINST this resolution is warranted given that the company has not specified the discount limit for issuances of shares for cash and
Tencent Holdings Limited	Annual	45791.625	Authorize Repurchase of Issued Share Capital	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Tencent Holdings Limited	Annual	45791.625	Accept Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this
Tencent Holdings Limited	Annual	45791.625	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
Tencent Holdings Limited	Annual	45791.625	Elect Li Dong Sheng as Director	For	A vote FOR both nominees is warranted.
Tencent Holdings Limited	Annual	45791.625	Elect Yang Siu Shun as Director	For	A vote FOR both nominees is warranted.
Tencent Holdings Limited	Annual	45791.625	Authorize Board to Fix Remuneration of Directors	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the
Tencent Holdings Limited	Annual	45791.625	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit
Tencent Holdings Limited	Annual	45791.625	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	A vote AGAINST this resolution is warranted given that the company has not specified the discount limit for issuances of shares for cash and
Tencent Holdings Limited	Annual	45791.625	Authorize Repurchase of Issued Share Capital	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Tencent Holdings Limited	Annual	45791.625	Accept Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this
Tencent Holdings Limited	Annual	45791.625	Approve Final Dividend	For	A vote FOR both nominees is warranted.
Tencent Holdings Limited	Annual	45791.625	Elect Li Dong Sheng as Director	For	A vote FOR both nominees is warranted.
Tencent Holdings Limited	Annual	45791.625	Elect Yang Siu Shun as Director	For	A vote FOR both nominees is warranted.
Tencent Holdings Limited	Annual	45791.625	Authorize Board to Fix Remuneration of Directors	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the
Tencent Holdings Limited	Annual	45791.625	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit
Tencent Holdings Limited	Annual	45791.625	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	A vote AGAINST this resolution is warranted given that the company has not specified the discount limit for issuances of shares for cash and
Tencent Holdings Limited	Annual	45791.625	Authorize Repurchase of Issued Share Capital	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Adyen NV	Annual	45792.375	Open Meeting		No vote is required for this item.
Adyen NV	Annual	45792.375	Receive Annual Report (Non-Voting)		No vote is required for this item.
Adyen NV	Annual	45792.375	Approve Remuneration Report	For	Qualified vote FOR the remuneration report is warranted because the report is well described and does not contravene good European
Adyen NV	Annual	45792.375	Adopt Financial Statements and Statutory Reports	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
Adyen NV	Annual	45792.375	Receive Explanation on Company's Reserves and Dividend Policy		This is a non-voting item.
Adyen NV	Annual	45792.375	Approve Discharge of Management Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board
Adyen NV	Annual	45792.375	Approve Discharge of Supervisory Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board
Adyen NV	Annual	45792.375	Elect Steve van Wyk to Supervisory Board	For	A vote FOR the election of Steve van Wyk is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate
Adyen NV	Annual	45792.375	Grant Board Authority to Issue Shares	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Adyen NV	Annual	45792.375	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Adyen NV	Annual	45792.375	Authorize Repurchase of Shares	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization
Adyen NV	Annual	45792.375	Appoint PricewaterhouseCoopers Accountants N.V. as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Adyen NV	Annual	45792.375	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	For	A vote FOR this proposal is warranted because no concerns were identified.
Adyen NV	Annual	45792.375	Close Meeting		No vote is required for this item.
Euronext NV	Annual	45792.4375	Open Meeting		No vote is required for this item.
Euronext NV	Annual	45792.4375	Presentation by CEO		No vote is required for this item.
Euronext NV	Annual	45792.4375	Receive Explanation on Company's Reserves and Dividend Policy		This is a non-voting item.
Euronext NV	Annual	45792.4375	Approve Remuneration Report	Against	A vote AGAINST is warranted as there are significant concerns regarding the upward discretionary adjustment of the TSR metric outcome. For
Euronext NV	Annual	45792.4375	Adopt Financial Statements and Statutory Reports	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
Euronext NV	Annual	45792.4375	Approve Dividends	For	A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.
Euronext NV	Annual	45792.4375	Approve Discharge of Management Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board
Euronext NV	Annual	45792.4375	Approve Discharge of Supervisory Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board
Euronext NV	Annual	45792.4375	Reelect Piero Novelli to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates
Euronext NV	Annual	45792.4375	Reelect Olivier Sichel to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates
Euronext NV	Annual	45792.4375	Elect Francesca Scaglia to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates
Euronext NV	Annual	45792.4375	Reelect Delphine d'Amarzit to Management Board	For	A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to
Euronext NV	Annual	45792.4375	Elect Rene van Vlierken to Management Board	For	A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to
Euronext NV	Annual	45792.4375	Amend Remuneration Policy for Management Board	For	A vote FOR is warranted as the proposed amendments as well as the overall structure of the remuneration policy are considered to be in line
Euronext NV	Annual	45792.4375	Amend Remuneration Policy for Supervisory Board	For	A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.
Euronext NV	Annual	45792.4375	Ratify KPMG Accountants N.V. as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Euronext NV	Annual	45792.4375	Approve Cancellation of Repurchased Shares	For	A vote FOR is warranted because the cancellation of shares is in shareholders' interests.
Euronext NV	Annual	45792.4375	Grant Board Authority to Issue Shares	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Euronext NV	Annual	45792.4375	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Euronext NV	Annual	45792.4375	Authorize Repurchase of Shares	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization
Euronext NV	Annual	45792.4375	Authorize Board to Grant Rights to French Beneficiaries to Receive Shares	For	A vote FOR is warranted because the proposal stems from changes to French Law that require the company to seek approval to award
Euronext NV	Annual	45792.4375	Other Business (Non-Voting)		No vote is required for this item.
Euronext NV	Annual	45792.4375	Close Meeting		No vote is required for this item.
Heidelberg Materials AG	Annual	45792.4167	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)		This is a non-voting item.
Heidelberg Materials AG	Annual	45792.4167	Approve Allocation of Income and Dividends of EUR 3.30 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Management Board Member Rene Aldach for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Management Board Member Katharina Beumelburg for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Management Board Member Roberto Callieri for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Management Board Member Axel Conradts for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Management Board Member Kevin Gluske for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Management Board Member Nicola Kimm for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Management Board Member Dennis Lenz for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Management Board Member Chris Ward for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Supervisory Board Member Bernd Schefele for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Supervisory Board Member Werner Schraeder for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Supervisory Board Member Gunnar Groebler for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Supervisory Board Member Katja Karcher for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Supervisory Board Member Ludwig Mordke for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Supervisory Board Member Luka Mucic for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Supervisory Board Member Markus Olevnik for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Supervisory Board Member Ines Ploss for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Supervisory Board Member Peter Riedel for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Supervisory Board Member Margret Suchale for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Supervisory Board Member Sopna Suri for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Supervisory Board Member Anna Toborek-Kacar for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Heidelberg Materials AG	Annual	45792.4167	Approve Discharge of Supervisory Board Member Marion Weissenberger-Eibl for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.

Heidelberg Materials AG	Annual	45792.4167	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
Heidelberg Materials AG	Annual	45792.4167	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	For	A vote FOR this proposal is warranted because no concerns were identified.
Heidelberg Materials AG	Annual	45792.4167	Approve Remuneration Report	For	A vote FOR the remuneration report is warranted because the remuneration report is broadly in line with market practice and pay is not
Heidelberg Materials AG	Annual	45792.4167	Approve Supervisory Board Remuneration Policy	For	A vote FOR the remuneration policy for supervisory board members is warranted because it is in line with market practice and no significant
Heidelberg Materials AG	Annual	45792.4167	Approve Virtual-Only Shareholder Meetings Until 2027	For	A vote FOR this resolution is warranted because: * The authorization is limited to a period of two years; * Alternative meeting formats are not
Heidelberg Materials AG	Annual	45792.4167	Approve Creation of EUR 98.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	A vote FOR the proposed authorization is warranted due to a lack of concerns.
Heidelberg Materials AG	Annual	45792.4167	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	A vote FOR the proposed share repurchase program is warranted because this is a standard request in Germany.
Heidelberg Materials AG	Annual	45792.4167	Authorize Use of Financial Derivatives when Repurchasing Shares	For	A vote FOR this proposal is warranted due to a lack of concerns.
Inmed Incorporated	Annual	45792.375	Elect Director Leo Lee	For	A vote FOR the director nominees is warranted.
Inmed Incorporated	Annual	45792.375	Elect Director William H. Lewis	For	A vote FOR the director nominees is warranted.
Inmed Incorporated	Annual	45792.375	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Inmed Incorporated	Annual	45792.375	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Inmed Incorporated	Annual	45792.375	Amend Omnibus Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSO), a vote FOR this proposal is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Megan Butler	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Thomas H. Gloer	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Robert H. Herz	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Erika H. James	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Hironori Kamezawa	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Shelley B. Leibowitz	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Jami Miscik	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Masato Miyachi	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Dennis M. Nally	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Douglas L. Peterson	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Edward Pick	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Mary L. Schapiro	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Perry M. Traquina	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Rayford Wilkins, Jr.	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Morgan Stanley	Annual	45792.3333	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted, with caution. There are some continuing concerns regarding the committee's discretion in determining
Morgan Stanley	Annual	45792.3333	Amend Omnibus Stock Plan	Against	Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSO), a vote AGAINST this
Morgan Stanley	Annual	45792.3333	Report Annually on Energy Supply Ratio	Against	A vote FOR this proposal is warranted as it would help shareholders better evaluate the company's management of climate risks from its lending
Morgan Stanley	Annual	45792.3333	Elect Director Megan Butler	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Thomas H. Gloer	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Robert H. Herz	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Erika H. James	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Hironori Kamezawa	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Shelley B. Leibowitz	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Jami Miscik	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Masato Miyachi	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Dennis M. Nally	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Douglas L. Peterson	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Edward Pick	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Mary L. Schapiro	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Perry M. Traquina	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Elect Director Rayford Wilkins, Jr.	For	A vote FOR the director nominees is warranted.
Morgan Stanley	Annual	45792.3333	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Morgan Stanley	Annual	45792.3333	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted, with caution. There are some continuing concerns regarding the committee's discretion in determining
Morgan Stanley	Annual	45792.3333	Amend Omnibus Stock Plan	Against	Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSO), a vote AGAINST this
Morgan Stanley	Annual	45792.3333	Report Annually on Energy Supply Ratio	Against	A vote FOR this proposal is warranted as it would help shareholders better evaluate the company's management of climate risks from its lending
Texas Roadhouse, Inc.	Annual	45792.375	Elect Director Jane Grote Abell	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	45792.375	Elect Director Michael A. Crawford	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	45792.375	Elect Director Donna E. Epps	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	45792.375	Elect Director Wayne L. Jones	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	45792.375	Elect Director Gregory N. Moore	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	45792.375	Elect Director Gerald L. Morgan	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	45792.375	Elect Director Curtis A. Warfield	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	45792.375	Elect Director Kathleen M. Widmer	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	45792.375	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Texas Roadhouse, Inc.	Annual	45792.375	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted, with caution. The compensation committee demonstrated only limited responsiveness to concerns
Texas Roadhouse, Inc.	Annual	45792.375	Adopt a Policy to Disclose EEO-1 Report	Against	A vote FOR this resolution is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of
Texas Roadhouse, Inc.	Annual	45792.375	Elect Director Jane Grote Abell	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	45792.375	Elect Director Michael A. Crawford	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	45792.375	Elect Director Donna E. Epps	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	45792.375	Elect Director Wayne L. Jones	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	45792.375	Elect Director Gregory N. Moore	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	45792.375	Elect Director Gerald L. Morgan	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	45792.375	Elect Director Curtis A. Warfield	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	45792.375	Elect Director Kathleen M. Widmer	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	45792.375	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Texas Roadhouse, Inc.	Annual	45792.375	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted, with caution. The compensation committee demonstrated only limited responsiveness to concerns
Texas Roadhouse, Inc.	Annual	45792.375	Adopt a Policy to Disclose EEO-1 Report	Against	A vote FOR this resolution is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of
The Ensign Group, Inc.	Annual	45792.4167	Elect Director Ann S. Blouin	For	A vote FOR the director nominees is warranted.
The Ensign Group, Inc.	Annual	45792.4167	Elect Director John O. Agwunobi	For	A vote FOR the director nominees is warranted.
The Ensign Group, Inc.	Annual	45792.4167	Elect Director Barry R. Port	For	A vote FOR the director nominees is warranted.
The Ensign Group, Inc.	Annual	45792.4167	Elect Director Mark V. Parkinson	For	A vote FOR the director nominees is warranted.
The Ensign Group, Inc.	Annual	45792.4167	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
The Ensign Group, Inc.	Annual	45792.4167	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
The Ensign Group, Inc.	Annual	45792.4167	Amend Omnibus Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSO), a vote FOR this proposal is warranted.
The Ensign Group, Inc.	Annual	45792.4167	Elect Director Ann S. Blouin	For	A vote FOR the director nominees is warranted.
The Ensign Group, Inc.	Annual	45792.4167	Elect Director John O. Agwunobi	For	A vote FOR the director nominees is warranted.
The Ensign Group, Inc.	Annual	45792.4167	Elect Director Barry R. Port	For	A vote FOR the director nominees is warranted.
The Ensign Group, Inc.	Annual	45792.4167	Elect Director Mark V. Parkinson	For	A vote FOR the director nominees is warranted.
The Ensign Group, Inc.	Annual	45792.4167	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
The Ensign Group, Inc.	Annual	45792.4167	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
The Ensign Group, Inc.	Annual	45792.4167	Amend Omnibus Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSO), a vote FOR this proposal is warranted.
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.

Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve Financial Statements	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve Remuneration of Directors	For	A vote FOR is merited because no concerns have been identified.
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve Remuneration of Supervisors	For	A vote FOR is merited because no concerns have been identified.
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve Application of Credit Lines	For	A vote FOR is warranted because the funds will be needed by the company and its subsidiaries to facilitate their daily operations and business
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve Provision of Financing Guarantee	Against	A vote AGAINST is warranted because the level of guarantee to be provided to some of the guaranteed entities is disproportionate to the level
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve to Appoint Auditor	For	A vote FOR is merited because no concerns have been identified.
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve Financial Statements	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve Remuneration of Directors	For	A vote FOR is merited because no concerns have been identified.
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve Remuneration of Supervisors	For	A vote FOR is merited because the funds will be needed by the company and its subsidiaries to facilitate their daily operations and business
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve Application of Credit Lines	For	A vote FOR is warranted because the funds will be needed by the company and its subsidiaries to facilitate their daily operations and business
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve Provision of Financing Guarantee	Against	A vote AGAINST is warranted because the level of guarantee to be provided to some of the guaranteed entities is disproportionate to the level
Zhejiang Shuanghuan Driveline Co., Ltd.	Annual	45793.5833	Approve to Appoint Auditor	For	A vote FOR is merited because no concerns have been identified.
JP Morgan Chase & Co.	Annual	45797.4167	Elect Director Linda B. Bammann	For	A vote FOR the director nominees is warranted.
JP Morgan Chase & Co.	Annual	45797.4167	Elect Director Michele G. Buck	For	A vote FOR the director nominees is warranted.
JP Morgan Chase & Co.	Annual	45797.4167	Elect Director Stephen B. Burke	For	A vote FOR the director nominees is warranted.
JP Morgan Chase & Co.	Annual	45797.4167	Elect Director Todd A. Combs	For	A vote FOR the director nominees is warranted.
JP Morgan Chase & Co.	Annual	45797.4167	Elect Director Alicia Boler Davis	For	A vote FOR the director nominees is warranted.
JP Morgan Chase & Co.	Annual	45797.4167	Elect Director James Dimon	For	A vote FOR the director nominees is warranted.
JP Morgan Chase & Co.	Annual	45797.4167	Elect Director Alex Gorsky	For	A vote FOR the director nominees is warranted.
JP Morgan Chase & Co.	Annual	45797.4167	Elect Director Melody Hobson	For	A vote FOR the director nominees is warranted.
JP Morgan Chase & Co.	Annual	45797.4167	Elect Director Phebe N. Novakovic	For	A vote FOR the director nominees is warranted.
JP Morgan Chase & Co.	Annual	45797.4167	Elect Director Virginia M. Rometty	For	A vote FOR the director nominees is warranted.
JP Morgan Chase & Co.	Annual	45797.4167	Elect Director Brad D. Smith	For	A vote FOR the director nominees is warranted.
JP Morgan Chase & Co.	Annual	45797.4167	Elect Director Mark A. Weinberger	For	A vote FOR the director nominees is warranted.
JP Morgan Chase & Co.	Annual	45797.4167	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted, with caution. There are some ongoing concerns regarding the discretionary determination of NEOs' total
JP Morgan Chase & Co.	Annual	45797.4167	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
JP Morgan Chase & Co.	Annual	45797.4167	Require Independent Board Chair	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
JP Morgan Chase & Co.	Annual	45797.4167	Report on Social Impacts of Climate Transition Finance	For	A vote FOR this proposal is warranted as the requested disclosure would enable shareholders to better assess how the company is managing
Laopu Gold Co., Ltd.	Annual	45797.4167	Approve Annual Report	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these
Laopu Gold Co., Ltd.	Annual	45797.4167	Approve Report of the Board of Directors	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these
Laopu Gold Co., Ltd.	Annual	45797.4167	Approve Report of the Independent Non-Executive Directors	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these
Laopu Gold Co., Ltd.	Annual	45797.4167	Approve Report of the Supervisory Committee	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these
Laopu Gold Co., Ltd.	Annual	45797.4167	Approve Remuneration of Directors	For	Director remuneration at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at
Laopu Gold Co., Ltd.	Annual	45797.4167	Approve Profit Distribution Plan	For	A vote FOR this resolution is warranted given that this is a reasonable request that is made in line with applicable laws in China.
Laopu Gold Co., Ltd.	Annual	45797.4167	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit
Laopu Gold Co., Ltd.	Annual	45797.4167	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	A vote AGAINST this resolution is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is
Laopu Gold Co., Ltd.	Annual	45797.4167	Authorize Repurchase of Issued H Share Capital	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed H share repurchase.
Societe Generale SA	Annual/Special	45797.6667	Approve Consolidated Financial Statements and Statutory Reports	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Societe Generale SA	Annual/Special	45797.6667	Approve Financial Statements and Statutory Reports	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Societe Generale SA	Annual/Special	45797.6667	Approve Allocation of Income and Dividends of EUR 1.09 per Share	For	A vote FOR this income allocation proposal is warranted as it does not raise concerns.
Societe Generale SA	Annual/Special	45797.6667	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.
Societe Generale SA	Annual/Special	45797.6667	Approve Remuneration Policy of Chairman of the Board	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Societe Generale SA	Annual/Special	45797.6667	Approve Remuneration Policy of CEO and Vice-CEO	For	A vote FOR this remuneration policy is warranted although the following concerns are raised. * The policy includes a significant increase of the
Societe Generale SA	Annual/Special	45797.6667	Approve Remuneration Policy of Directors	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Societe Generale SA	Annual/Special	45797.6667	Approve Compensation Report of Corporate Officers	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Societe Generale SA	Annual/Special	45797.6667	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Societe Generale SA	Annual/Special	45797.6667	Approve Compensation of Slawomir Krupa, CEO	For	Votes FOR these remuneration reports are warranted because they do not raise any significant concern.
Societe Generale SA	Annual/Special	45797.6667	Approve Compensation of Philippe Aymerich, Vice-CEO Until October 31, 2024	For	Votes FOR these remuneration reports are warranted because they do not raise any significant concern.
Societe Generale SA	Annual/Special	45797.6667	Approve Compensation of Pierre Palmieri, Vice-CEO	For	Votes FOR these remuneration reports are warranted because they do not raise any significant concern.
Societe Generale SA	Annual/Special	45797.6667	Approve the Aggregate Remuneration Granted in 2024 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Societe Generale SA	Annual/Special	45797.6667	Reelect William Connelly as Director	For	A vote AGAINST incumbent nominating committee chair Henri Poupart-Lafarge is warranted for lack of diversity on the board. A vote FOR the
Societe Generale SA	Annual/Special	45797.6667	Reelect Henri Poupart-Lafarge as Director	For	A vote AGAINST incumbent nominating committee chair Henri Poupart-Lafarge is warranted for lack of diversity on the board. A vote FOR the
Societe Generale SA	Annual/Special	45797.6667	Elect Olivier Klein as Director	For	A vote AGAINST incumbent nominating committee chair Henri Poupart-Lafarge is warranted for lack of diversity on the board. A vote FOR the
Societe Generale SA	Annual/Special	45797.6667	Elect Ingrid-Helen Arnold as Director	For	A vote AGAINST incumbent nominating committee chair Henri Poupart-Lafarge is warranted for lack of diversity on the board. A vote FOR the
Societe Generale SA	Annual/Special	45797.6667	Reelect Sebastian Wetter as Representative of Employee Shareholders to the Board	For	Such share buyback programs merit a vote FOR.
Societe Generale SA	Annual/Special	45797.6667	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	A vote FOR this proposal is warranted as it does not raise concerns.
Societe Generale SA	Annual/Special	45797.6667	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	A vote FOR this proposal is warranted as it does not raise concerns.
Societe Generale SA	Annual/Special	45797.6667	Amend Articles of Bylaws to Incorporate Legal Changes	For	A vote FOR Item 21 is warranted as the proposed amendment is not considered contentious.
Societe Generale SA	Annual/Special	45797.6667	Authorize Filing of Required Documents/Other Formalities	For	A vote FOR this routine item is warranted.
Tradeweb Markets Inc.	Annual	45797.375	Elect Director Steven Barnes	For	A vote FOR this routine item is warranted.
Tradeweb Markets Inc.	Annual	45797.375	Elect Director William (Billy) Hult	For	WITH-HOLD votes are warranted for Governance Committee member Lisa Opoku given the board's failure to remove, or subject to a sunset
Tradeweb Markets Inc.	Annual	45797.375	Elect Director Lisa Opoku	For	WITH-HOLD votes are warranted for Governance Committee member Lisa Opoku given the board's failure to remove, or subject to a sunset
Tradeweb Markets Inc.	Annual	45797.375	Elect Director Rana Yared	For	WITH-HOLD votes are warranted for Governance Committee member Lisa Opoku given the board's failure to remove, or subject to a sunset
Tradeweb Markets Inc.	Annual	45797.375	Elect Director Piana Yared	For	WITH-HOLD votes are warranted for Governance Committee member Lisa Opoku given the board's failure to remove, or subject to a sunset
Tradeweb Markets Inc.	Annual	45797.375	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Tradeweb Markets Inc.	Annual	45797.375	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Amazon.com, Inc.	Annual	45798.375	Elect Director Jeffrey P. Bezos	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Andrew R. Jassy	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Keith B. Alexander	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Edith W. Cooper	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Jamie S. Gorelick	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Daniel P. Huttenlocher	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Andrew Y. Ng	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Indra K. Nooyi	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Jonathan J. Rubinstein	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Brad D. Smith	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Patricia Q. Stonesifer	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Wendell P. Weeks	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Amazon.com, Inc.	Annual	45798.375	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	A vote AGAINST this proposal is warranted. While pay to CEO Jassy was negligible in FY24, other NEOs received sizable time-vesting stock.
Amazon.com, Inc.	Annual	45798.375	Adopt Mandatory Policy Separating the Roles of CEO and Board Chair	For	A vote FOR this proposal is warranted shareholders would benefit from a policy requiring more independent oversight of management in the
Amazon.com, Inc.	Annual	45798.375	Report on Risks of Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	Against	A vote AGAINST this proposal is warranted. The board has current committees with relevant oversight responsibilities, and the company has

Amazon.com, Inc.	Annual	45798.375	Close All Material Scope 3 Emissions	For	A vote FOR this proposal is warranted considering: * Amazon's limited adoption of Scope 3 carbon reporting." The company's lack of disclosure
Amazon.com, Inc.	Annual	45798.375	Report on Impact of Data Centers on Climate Commitments	Abstain	A vote FOR this proposal is warranted, as a further assessment of the impact of data centers on Amazon's climate commitments would enable
Amazon.com, Inc.	Annual	45798.375	Commission Third Party Assessment of Board Oversight of Human Rights Risks of AI	Abstain	A vote FOR this proposal is warranted because a third-party assessment would provide valuable insights and enable both the company and its
Amazon.com, Inc.	Annual	45798.375	Report on Efforts to Reduce Plastic Packaging	For	A vote FOR this proposal is warranted, as a further assessment of its efforts to reduce plastic packaging would provide valuable insights and
Amazon.com, Inc.	Annual	45798.375	Commission Independent Audit and Report on Warehouse Working Conditions	Abstain	A vote FOR this proposal is warranted. Concerns are raised regarding recent work-place related violations and resulting negative media
Amazon.com, Inc.	Annual	45798.375	Report on Unethical Use of External Data in Development of AI Products	Abstain	A vote FOR this proposal is warranted, as improved transparency would provide shareholders the ability to evaluate the benefits and risks
Amazon.com, Inc.	Annual	45798.375	Elect Director Jeffrey P. Bezos	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Andrew R. Jassy	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Keith B. Alexander	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Edith W. Cooper	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Jamie S. Gorelick	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Daniel P. Huttenlocher	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Andrew Y. Ng	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Indra K. Nooyi	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Jonathan J. Rubinstein	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Brad D. Smith	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Patricia Q. Stonesifer	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Elect Director Wendell P. Weeks	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Amazon.com, Inc.	Annual	45798.375	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Amazon.com, Inc.	Annual	45798.375	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	A vote AGAINST this proposal is warranted. While pay to CEO Jassy was negligible in FY24, other NEOs received sizable time-vesting stock
Amazon.com, Inc.	Annual	45798.375	Adopt Advisory Policy Separating the Roles of CEO and Board Chair	For	A vote FOR this proposal is warranted shareholders would benefit from a policy requiring more independent oversight of management in the
Amazon.com, Inc.	Annual	45798.375	Report on Risks of Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	Against	A vote AGAINST this proposal is warranted. The board has limited commitments with relevant oversight responsibilities, and the company has
Amazon.com, Inc.	Annual	45798.375	Disclose All Material Scope 3 Emissions	For	A vote FOR this proposal is warranted considering: * Amazon's current limited adoption of Scope 3 carbon reporting." The company's lack of disclosure
Amazon.com, Inc.	Annual	45798.375	Report on Impact of Data Centers on Climate Commitments	Abstain	A vote FOR this proposal is warranted, as a further assessment of the impact of data centers on Amazon's climate commitments would enable
Amazon.com, Inc.	Annual	45798.375	Commission Third Party Assessment of Board Oversight of Human Rights Risks of AI	Abstain	A vote FOR this proposal is warranted because a third-party assessment would provide valuable insights and enable both the company and its
Amazon.com, Inc.	Annual	45798.375	Report on Efforts to Reduce Plastic Packaging	For	A vote FOR this proposal is warranted, as a further assessment of its efforts to reduce plastic packaging would provide valuable insights and
Amazon.com, Inc.	Annual	45798.375	Commission Independent Audit and Report on Warehouse Working Conditions	Abstain	A vote FOR this proposal is warranted. Concerns are raised regarding recent work-place related violations and resulting negative media
Amazon.com, Inc.	Annual	45798.375	Report on Unethical Use of External Data in Development of AI Products	Abstain	A vote FOR this proposal is warranted, as improved transparency would provide shareholders the ability to evaluate the benefits and risks
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	For	This is a non-voting item.
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	For	A vote FOR this proposal is warranted due to a lack of concerns.
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Approve Allocation of Income and Dividends of EUR 1.66 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Approve Discharge of Personally Liable Partner for Fiscal Year 2024	For	Votes FOR these proposals are warranted because there is no evidence that the personally liable partner and supervisory board have not
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted because there is no evidence that the personally liable partner and supervisory board have not
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Ratify KPMG AG as Auditors for Fiscal Year 2025, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025 and for the	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	For	A vote FOR this proposal is warranted because no concerns were identified.
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Approve Decrease in Size of Supervisory Board to Three Members	For	A vote FOR this resolution is warranted due to a lack of concerns.
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Elect Cornelius Baur to the Supervisory Board	For	A vote AGAINST incumbent nominees Cornelius Baur and Philipp Westermeyer is warranted for lack of diversity on the board. A vote FOR
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Elect Philipp Westermeyer to the Supervisory Board	For	A vote AGAINST incumbent nominees Cornelius Baur and Philipp Westermeyer is warranted for lack of diversity on the board. A vote FOR
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Elect Wybcke Meier to the Supervisory Board	For	A vote AGAINST incumbent nominees Cornelius Baur and Philipp Westermeyer is warranted for lack of diversity on the board. A vote FOR
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Approve Remuneration Report	Against	A vote AGAINST the remuneration report is warranted because: * The report continues to lack a detailed ex-post performance assessment to
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Approve Remuneration Policy	Against	A vote AGAINST this resolution is warranted because: * The policy does not quantify or explain fixed remuneration levels, which raises concern
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Approve Creation of EUR 19.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	Votes FOR the proposed authorization are warranted because the exclusion of preemptive rights is limited to 10 percent of the share capital
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of	For	Votes FOR the proposed authorization are warranted because the exclusion of preemptive rights is limited to 10 percent of the share capital
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	For	This is a non-voting item.
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	For	A vote FOR this proposal is warranted due to a lack of concerns.
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Approve Allocation of Income and Dividends of EUR 1.66 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Approve Discharge of Personally Liable Partner for Fiscal Year 2024	For	Votes FOR these proposals are warranted because there is no evidence that the personally liable partner and supervisory board have not
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted because there is no evidence that the personally liable partner and supervisory board have not
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Ratify KPMG AG as Auditors for Fiscal Year 2025, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025 and for the	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	For	A vote FOR this proposal is warranted because no concerns were identified.
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Approve Decrease in Size of Supervisory Board to Three Members	For	A vote FOR this resolution is warranted due to a lack of concerns.
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Elect Cornelius Baur to the Supervisory Board	For	A vote AGAINST incumbent nominees Cornelius Baur and Philipp Westermeyer is warranted for lack of diversity on the board. A vote FOR
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Elect Philipp Westermeyer to the Supervisory Board	For	A vote AGAINST incumbent nominees Cornelius Baur and Philipp Westermeyer is warranted for lack of diversity on the board. A vote FOR
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Elect Wybcke Meier to the Supervisory Board	For	A vote AGAINST incumbent nominees Cornelius Baur and Philipp Westermeyer is warranted for lack of diversity on the board. A vote FOR
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Approve Remuneration Report	Against	A vote AGAINST the remuneration report is warranted because: * The report continues to lack a detailed ex-post performance assessment to
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Approve Remuneration Policy	Against	A vote AGAINST this resolution is warranted because: * The policy does not quantify or explain fixed remuneration levels, which raises concern
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Approve Creation of EUR 19.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	Votes FOR the proposed authorization are warranted because the exclusion of preemptive rights is limited to 10 percent of the share capital
OTS Eventim AG & Co. KGaA	Annual	45798.4167	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of	For	Votes FOR the proposed authorization are warranted because the exclusion of preemptive rights is limited to 10 percent of the share capital
Equinix, Inc.	Annual	45798.4167	Elect Director Nanci Caldwell	For	A vote FOR the director nominees is warranted.
Equinix, Inc.	Annual	45798.4167	Elect Director Adaire Fox-Martin	For	A vote FOR the director nominees is warranted.
Equinix, Inc.	Annual	45798.4167	Elect Director Gary Hromadko	For	A vote FOR the director nominees is warranted.
Equinix, Inc.	Annual	45798.4167	Elect Director Charles Meyers	For	A vote FOR the director nominees is warranted.
Equinix, Inc.	Annual	45798.4167	Elect Director Thomas Olinger	For	A vote FOR the director nominees is warranted.
Equinix, Inc.	Annual	45798.4167	Elect Director Christopher Paisley	For	A vote FOR the director nominees is warranted.
Equinix, Inc.	Annual	45798.4167	Elect Director Sandra Rivera	For	A vote FOR the director nominees is warranted.
Equinix, Inc.	Annual	45798.4167	Elect Director Fidelma Russo	For	A vote FOR the director nominees is warranted.
Equinix, Inc.	Annual	45798.4167	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted. There remain concerns related to shared annual and long-term incentive metrics and significant
Equinix, Inc.	Annual	45798.4167	Amend Omnibus Stock Plan	Against	Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this
Equinix, Inc.	Annual	45798.4167	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Equinix, Inc.	Annual	45798.4167	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	For	A vote FOR this proposal is warranted. A reduction in the ownership threshold required to request a record date to initiate written consent would
Erste Group Bank AG	Annual	45798.4167	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	For	This is a non-voting item.
Erste Group Bank AG	Annual	45798.4167	Approve Allocation of Income and Dividends of EUR 3.00 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Erste Group Bank AG	Annual	45798.4167	Approve Discharge of Management Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Erste Group Bank AG	Annual	45798.4167	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Erste Group Bank AG	Annual	45798.4167	Ratify Sparkassen-Finanzierungsverband and PwC Wirtschaftspruefung GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2025	For	A vote FOR this proposal is warranted because no concerns were identified.
Erste Group Bank AG	Annual	45798.4167	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2026	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
Erste Group Bank AG	Annual	45798.4167	Approve Remuneration Report	For	A vote FOR this resolution is warranted because: * The company's remuneration practices are broadly in line with the market practice and pay
Erste Group Bank AG	Annual	45798.4167	Approve Remuneration Policy	For	A qualified vote FOR the remuneration policy is warranted because: * The presence of a modifier of +/- 25 percent on the variable remuneration
Erste Group Bank AG	Annual	45798.4167	Reelect Alois Flatz as Supervisory Board Member	For	Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.
Erste Group Bank AG	Annual	45798.4167	Elect Gottfried Haber as Supervisory Board Member	For	Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.
Erste Group Bank AG	Annual	45798.4167	Elect Gabriele Semmelrock-Werzer as Supervisory Board Member	For	Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.
Erste Group Bank AG	Annual	45798.4167	Authorize Repurchase of Up to Ten Percent of Issued Share Capital for Trading Purposes	For	A vote FOR this proposal is warranted due to a lack of concerns.
Erste Group Bank AG	Annual	45798.4167	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	For	Votes FOR these resolutions are warranted because these are standard requests in Austria, and no concerns are noted.
Erste Group Bank AG	Annual	45798.4167	Authorize Reissuance of Repurchased Shares without Preemptive Rights	For	Votes FOR these resolutions are warranted because these are standard requests in Austria, and no concerns are noted.
Geron Corporation	Annual	45798.5833	Elect Director Dawn C. Bir	For	A vote FOR the director nominees is warranted.
Geron Corporation	Annual	45798.5833	Elect Director Elizabeth G. O'Farrell	For	A vote FOR the director nominees is warranted.
Geron Corporation	Annual	45798.5833	Amend Omnibus Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.

Geron Corporation	Annual	45798.6833	Amend Qualified Employee Stock Purchase Plan	For	A vote FOR this proposal is warranted given that: * The purchase price is reasonable; * The number of shares reserved is reasonable; and * The
Geron Corporation	Annual	45798.6833	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Geron Corporation	Annual	45798.6833	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Integer Holdings Corporation	Annual	45798.375	Elect Director Sheila Antrum	For	A vote FOR the director nominees is warranted.
Intezer Holdings Corporation	Annual	45798.375	Elect Director Pamela G. Bailey	For	A vote FOR the director nominees is warranted.
Integer Holdings Corporation	Annual	45798.375	Elect Director Cheryl C. Capps	For	A vote FOR the director nominees is warranted.
Integer Holdings Corporation	Annual	45798.375	Elect Director Joseph W. Dziedzic	For	A vote FOR the director nominees is warranted.
Intezer Holdings Corporation	Annual	45798.375	Elect Director James F. Hinrichs	For	A vote FOR the director nominees is warranted.
Integer Holdings Corporation	Annual	45798.375	Elect Director Jean Hobby	For	A vote FOR the director nominees is warranted.
Integer Holdings Corporation	Annual	45798.375	Elect Director Alvin (Tyrone) Jeffers	For	A vote FOR the director nominees is warranted.
Intezer Holdings Corporation	Annual	45798.375	Elect Director M. Craig Maxwell	For	A vote FOR the director nominees is warranted.
Integer Holdings Corporation	Annual	45798.375	Elect Director Filippo Passerini	For	A vote FOR the director nominees is warranted.
Integer Holdings Corporation	Annual	45798.375	Elect Director Donald J. Spence	For	A vote FOR the director nominees is warranted.
Integer Holdings Corporation	Annual	45798.375	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Integer Holdings Corporation	Annual	45798.375	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Integer Holdings Corporation	Annual	45798.375	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	For	A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance
Partners Group Holding AG	Annual	45798.6875	Accept Financial Statements and Statutory Reports	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Partners Group Holding AG	Annual	45798.6875	Approve Non-Financial Report	For	A vote FOR the approval of the company's non-financial report is warranted due to a lack of significant concerns.
Partners Group Holding AG	Annual	45798.6875	Approve Allocation of Income and Dividends of CHF 42.00 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Partners Group Holding AG	Annual	45798.6875	Approve Discharge of Board and Senior Management	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and
Partners Group Holding AG	Annual	45798.6875	Approve Remuneration Report	For	A vote FOR the remuneration report is warranted, though it is not without some concern.* The company reintroduced the former MCP LTI plan
Partners Group Holding AG	Annual	45798.6875	Approve Fixed Remuneration of Directors in the Amount of CHF 35 Million	For	Votes FOR these resolutions are warranted because the proposals are broadly in line with market practice and do not raise significant concerns.
Partners Group Holding AG	Annual	45798.6875	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 10.9 Million	For	Votes FOR these resolutions are warranted because the proposals are broadly in line with market practice and do not raise significant concerns.
Partners Group Holding AG	Annual	45798.6875	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.7 Million	For	Votes FOR these resolutions are warranted because the proposals are broadly in line with market practice and do not raise significant concerns.
Partners Group Holding AG	Annual	45798.6875	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13.5 Million	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns
Partners Group Holding AG	Annual	45798.6875	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 63.4 Million	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns
Partners Group Holding AG	Annual	45798.6875	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 120,000	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns
Partners Group Holding AG	Annual	45798.6875	Reelect Steffen Meister as Director and Board Chair	For	A vote AGAINST incumbent nominating committee chair Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining
Partners Group Holding AG	Annual	45798.6875	Elect Urban Angehm as Director	For	A vote AGAINST incumbent nominating committee chair Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining
Partners Group Holding AG	Annual	45798.6875	Reelect Marcel Erni as Director	For	A vote AGAINST incumbent nominating committee chair Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining
Partners Group Holding AG	Annual	45798.6875	Reelect Alfred Gantner as Director	For	A vote AGAINST incumbent nominating committee chair Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining
Partners Group Holding AG	Annual	45798.6875	Reelect Anne Lester as Director	For	A vote AGAINST incumbent nominating committee chair Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining
Partners Group Holding AG	Annual	45798.6875	Reelect Gaelle Olivier as Director	For	A vote AGAINST incumbent nominating committee chair Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining
Partners Group Holding AG	Annual	45798.6875	Reelect Urs Wietlisbach as Director	For	A vote AGAINST incumbent nominating committee chair Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining
Partners Group Holding AG	Annual	45798.6875	Reelect Flora Zhao as Director	For	A vote AGAINST incumbent nominating committee chair Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining
Partners Group Holding AG	Annual	45798.6875	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	For	A vote AGAINST incumbent nominating committee chair Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining
Partners Group Holding AG	Annual	45798.6875	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	For	A vote AGAINST incumbent nominating committee chair Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining
Partners Group Holding AG	Annual	45798.6875	Reappoint Gaelle Olivier as Member of the Nomination and Compensation Committee	For	A vote AGAINST incumbent nominating committee chair Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining
Partners Group Holding AG	Annual	45798.6875	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	For	A vote FOR this proposal is warranted due to a lack of concerns.
Partners Group Holding AG	Annual	45798.6875	Ratify PricewaterhouseCoopers AG as Auditors	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
Partners Group Holding AG	Annual	45798.6875	Transact Other Business (Voting)	Against	A vote AGAINST is warranted because * This item concerns additional instructions from the shareholder to the proxy in case new voting items
Sprouts Farmers Market, Inc.	Annual	45798.3333	Elect Director Kristen E. Blum	For	A vote FOR the director nominees is warranted.
Sprouts Farmers Market, Inc.	Annual	45798.3333	Elect Director Jack L. Sinclair	For	A vote FOR the director nominees is warranted.
Sprouts Farmers Market, Inc.	Annual	45798.3333	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Sprouts Farmers Market, Inc.	Annual	45798.3333	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Sprouts Farmers Market, Inc.	Annual	45798.3333	Declassify the Board of Directors	For	A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders'
Gambol Pet Group Co., Ltd.	Annual	45799.6042	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Gambol Pet Group Co., Ltd.	Annual	45799.6042	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Gambol Pet Group Co., Ltd.	Annual	45799.6042	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Gambol Pet Group Co., Ltd.	Annual	45799.6042	Approve Financial Statements	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Gambol Pet Group Co., Ltd.	Annual	45799.6042	Approve Credit Line and Provision of Guarantee	For	A vote FOR is merited because no concerns have been identified.
Gambol Pet Group Co., Ltd.	Annual	45799.6042	Approve Use of Own Funds for Cash Management	Against	A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.
Gambol Pet Group Co., Ltd.	Annual	45799.6042	Approve Use of Idle Raised Funds for Cash Management	For	A vote FOR this item is merited because no concerns have been identified.
Gambol Pet Group Co., Ltd.	Annual	45799.6042	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
Gambol Pet Group Co., Ltd.	Annual	45799.6042	Approve Authorization of the Board on Interim Profit Distribution	For	A vote FOR is merited because no concerns have been identified.
Gambol Pet Group Co., Ltd.	Annual	45799.6042	Approve to Appoint Auditor	For	A vote FOR is merited because no concerns have been identified.
MidDef Group AB	Annual	45799.7083	Open Meeting		These are routine meeting formalities.
MidDef Group AB	Annual	45799.7083	Prepare and Approve List of Shareholders	For	These are routine meeting formalities.
MidDef Group AB	Annual	45799.7083	Elect Chair of Meeting	For	These are routine meeting formalities.
MidDef Group AB	Annual	45799.7083	Designate Inspector(s) of Minutes of Meeting	For	These are routine meeting formalities.
MidDef Group AB	Annual	45799.7083	Acknowledge Proper Convening of Meeting	For	These are routine meeting formalities.
MidDef Group AB	Annual	45799.7083	Approve Agenda of Meeting	For	These are routine meeting formalities.
MidDef Group AB	Annual	45799.7083	Receive President's Report		This is a non-voting item.
MidDef Group AB	Annual	45799.7083	Receive Financial Statements and Statutory Reports		These are routine, non-voting items.
MidDef Group AB	Annual	45799.7083	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management		These are routine, non-voting items.
MidDef Group AB	Annual	45799.7083	Accept Financial Statements and Statutory Reports	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures
MidDef Group AB	Annual	45799.7083	Approve Allocation of Income and Dividends of SEK 0.50 Per Share	For	A vote FOR this income allocation proposal is warranted, however, it should be noted that the proposed dividend exceeds earnings and thus the
MidDef Group AB	Annual	45799.7083	Approve Discharge of Board and President	For	A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
MidDef Group AB	Annual	45799.7083	Determine Number of Members (7) and Deputy Members (0) of Board	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
MidDef Group AB	Annual	45799.7083	Approve Remuneration of Directors in the Amount of SEK 525,000 for Chair, and SEK 250,000 for Other Directors; Approve Remuneration for	For	A vote FOR this remuneration proposal is warranted due to a lack of concern regarding the proposed fees, while also the remuneration to
MidDef Group AB	Annual	45799.7083	Reelect Björn Karlsson (Chair), Jan Andersson, Charlotte Darth, Lennart Pihl and Bengt-Årne Molin as Directors; Elect Lisa Abom and Carl Mellar	Against	A vote AGAINST this proposal is warranted due to lack of diversity on the board.
MidDef Group AB	Annual	45799.7083	Ratify PricewaterhouseCoopers as Auditor	For	A vote FOR is warranted because there are no concerns regarding this proposal.
MidDef Group AB	Annual	45799.7083	Approve Remuneration Report	For	A vote FOR this item is warranted because the proposed remuneration report does not contravene good European executive remuneration
MidDef Group AB	Annual	45799.7083	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European
MidDef Group AB	Annual	45799.7083	Approve Performance Share Plan LTIP 2025/2028 for Key Employees	For	A vote FOR is warranted as the proposed plan is largely aligned with Swedish executive compensation market practices.
MidDef Group AB	Annual	45799.7083	Approve Equity Plan Financing Through Repurchase of Shares	For	A vote FOR is warranted as the proposed decisions would fund an equity remuneration plan that does not raise concerns.
MidDef Group AB	Annual	45799.7083	Approve Equity Plan Financing Through Transfer of Shares	For	A vote FOR is warranted as the proposed decisions would fund an equity remuneration plan that does not raise concerns.
MidDef Group AB	Annual	45799.7083	Approve Creation of Up to 10 Percent of Share Capital without Preemptive Rights	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
MidDef Group AB	Annual	45799.7083	Close Meeting		This is a non-voting formality.
MidDef Group AB	Annual	45799.7083	Open Meeting		These are routine meeting formalities.
MidDef Group AB	Annual	45799.7083	Prepare and Approve List of Shareholders	For	These are routine meeting formalities.
MidDef Group AB	Annual	45799.7083	Elect Chair of Meeting	For	These are routine meeting formalities.
MidDef Group AB	Annual	45799.7083	Designate Inspector(s) of Minutes of Meeting	For	These are routine meeting formalities.
MidDef Group AB	Annual	45799.7083	Acknowledge Proper Convening of Meeting	For	These are routine meeting formalities.
MidDef Group AB	Annual	45799.7083	Approve Agenda of Meeting	For	These are routine meeting formalities.
MidDef Group AB	Annual	45799.7083	Receive President's Report		This is a non-voting item.
MidDef Group AB	Annual	45799.7083	Receive Financial Statements and Statutory Reports		These are routine, non-voting items.

MidDef Group AB	Annual	45799.7083	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management			These are routine, non-voting items.
MidDef Group AB	Annual	45799.7083	Accept Financial Statements and Statutory Reports	For		A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures
MidDef Group AB	Annual	45799.7083	Approve Allocation of Income and Dividends of SEK 0.50 Per Share	For		A vote FOR this income allocation proposal is warranted, however, it should be noted that the proposed dividend exceeds earnings and thus the
MidDef Group AB	Annual	45799.7083	Approve Discharge of Board and President	For		A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
MidDef Group AB	Annual	45799.7083	Determine Number of Members (7) and Deputy Members (0) of Board	For		A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
MidDef Group AB	Annual	45799.7083	Approve Remuneration of Directors in the Amount of SEK 525,000 for Chair, and SEK 250,000 for Other Directors; Approve Remuneration for	For		A vote FOR this remuneration proposal is warranted due to a lack of concern regarding the proposed fees, while also the remuneration to
MidDef Group AB	Annual	45799.7083	Reelect Björn Karlsson (Chair), Jan Andersson, Charlotte Darth, Lennart Pihl and Bengt-Arne Molin as Directors; Elect Lisa Abom and Carl Mellar	Against		A vote AGAINST this proposal is warranted due to lack of diversity on the board.
MidDef Group AB	Annual	45799.7083	Ratify PricewaterhouseCoopers as Auditor	For		A vote FOR is warranted because there are no concerns regarding this proposal.
MidDef Group AB	Annual	45799.7083	Approve Remuneration Report	For		A vote FOR this item is warranted because the proposed remuneration report does not contravene good European executive remuneration
MidDef Group AB	Annual	45799.7083	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For		A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European
MidDef Group AB	Annual	45799.7083	Approve Performance Share Plan LTP 2025/2028 for Key Employees	For		A vote FOR is warranted as the proposed plan is largely aligned with Swedish executive compensation market practices.
MidDef Group AB	Annual	45799.7083	Approve Equity Plan Financing Through Repurchase of Shares	For		A vote FOR is warranted as the proposed decisions would fund an equity remuneration plan that does not raise concerns.
MidDef Group AB	Annual	45799.7083	Approve Equity Plan Financing Through Transfer of Shares	For		A vote FOR is warranted as the proposed decisions would fund an equity remuneration plan that does not raise concerns.
MidDef Group AB	Annual	45799.7083	Approve Creation of Up to 10 Percent of Share Capital without Preemptive Rights	For		A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
MidDef Group AB	Annual	45799.7083	Close Meeting			This is a non-voting formality.
MidDef Group AB	Annual	45799.5833	Accept Financial Statements and Statutory Reports	For		A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
On Holding AG	Annual	45799.5833	Approve Allocation of Income and Omission of Dividends	For		A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
On Holding AG	Annual	45799.5833	Approve Non-Financial Report	For		A vote FOR the approval of the company's non-financial report is warranted. Nevertheless, support is qualified considering the lack of external
On Holding AG	Annual	45799.5833	Approve Discharge of Board and Senior Management	For		A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and
On Holding AG	Annual	45799.5833	Reelect Alex Perez as Representative of Class A Shares Holders	For		Class A shareholder representative (Item 5) A vote FOR Alex Perez is warranted due to a lack of concerns. Board elections (Items 61 – 7) A vote
On Holding AG	Annual	45799.5833	Reelect David Allemann as Director	Against		Class A shareholder representative (Item 5) A vote FOR Alex Perez is warranted due to a lack of concerns. Board elections (Items 61 – 7) A vote
On Holding AG	Annual	45799.5833	Reelect Amy Banse as Director	For		Class A shareholder representative (Item 5) A vote FOR Alex Perez is warranted due to a lack of concerns. Board elections (Items 61 – 7) A vote
On Holding AG	Annual	45799.5833	Reelect Olivier Bernhard as Director	Against		Class A shareholder representative (Item 5) A vote FOR Alex Perez is warranted due to a lack of concerns. Board elections (Items 61 – 7) A vote
On Holding AG	Annual	45799.5833	Reelect Caspar Coppetti as Director	Against		Class A shareholder representative (Item 5) A vote FOR Alex Perez is warranted due to a lack of concerns. Board elections (Items 61 – 7) A vote
On Holding AG	Annual	45799.5833	Reelect Dennis Durkin as Director	For		Class A shareholder representative (Item 5) A vote FOR Alex Perez is warranted due to a lack of concerns. Board elections (Items 61 – 7) A vote
On Holding AG	Annual	45799.5833	Reelect Laura Miele as Director	For		Class A shareholder representative (Item 5) A vote FOR Alex Perez is warranted due to a lack of concerns. Board elections (Items 61 – 7) A vote
On Holding AG	Annual	45799.5833	Reelect Alex Perez as Director	Against		Class A shareholder representative (Item 5) A vote FOR Alex Perez is warranted due to a lack of concerns. Board elections (Items 61 – 7) A vote
On Holding AG	Annual	45799.5833	Elect Helena Helmersson as Director	For		Class A shareholder representative (Item 5) A vote FOR Alex Perez is warranted due to a lack of concerns. Board elections (Items 61 – 7) A vote
On Holding AG	Annual	45799.5833	Reelect David Allemann as Board Co-Chair	Against		Class A shareholder representative (Item 5) A vote FOR Alex Perez is warranted due to a lack of concerns. Board elections (Items 61 – 7) A vote
On Holding AG	Annual	45799.5833	Reelect Caspar Coppetti as Board Co-Chair	Against		Class A shareholder representative (Item 5) A vote FOR Alex Perez is warranted due to a lack of concerns. Board elections (Items 61 – 7) A vote
On Holding AG	Annual	45799.5833	Reappoint Amy Banse as Member of the Nomination and Compensation Committee	For		Class A shareholder representative (Item 5) A vote FOR Alex Perez is warranted due to a lack of concerns. Board elections (Items 61 – 7) A vote
On Holding AG	Annual	45799.5833	Appoint Helena Helmersson as Member of the Nomination and Compensation Committee	For		Class A shareholder representative (Item 5) A vote FOR Alex Perez is warranted due to a lack of concerns. Board elections (Items 61 – 7) A vote
On Holding AG	Annual	45799.5833	Reappoint Alex Perez as Member of the Nomination and Compensation Committee	Against		Class A shareholder representative (Item 5) A vote FOR Alex Perez is warranted due to a lack of concerns. Board elections (Items 61 – 7) A vote
On Holding AG	Annual	45799.5833	Designate Keller AG as Independent Proxy	For		A vote FOR this proposal is warranted due to a lack of concerns.
On Holding AG	Annual	45799.5833	Ratify PricewaterhouseCoopers AG as Auditors	For		A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
On Holding AG	Annual	45799.5833	Approve Remuneration Report (Non-Binding)	Against		A vote AGAINST the remuneration report is warranted because: * LTI awards that vested in FY24 were subject to a two-year performance and
On Holding AG	Annual	45799.5833	Approve Remuneration of Directors in the Amount of CHF 2 Million	For		A vote FOR this resolution is warranted because the proposal is broadly in line with market practice. However, this is not without noting the
On Holding AG	Annual	45799.5833	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Against		A vote AGAINST this proposal is warranted because the proposal represents a further potential increase in remuneration, and the company has
On Holding AG	Annual	45799.5833	Approve Conversion of Class B Shares into Class A Shares	For		A vote FOR this resolution is recommended because it would lead to a more equitable capital structure, by eliminating a portion of the shares
On Holding AG	Annual	45799.5833	Transact Other Business (Voting)	Against		A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items
Palomar Holdings, Inc.	Annual	45799.375	Elect Director Mao Armstrong	For		A vote FOR the director nominees is warranted.
Palomar Holdings, Inc.	Annual	45799.375	Elect Director Martha Notaras	For		A vote FOR the director nominees is warranted.
Palomar Holdings, Inc.	Annual	45799.375	Advisory Vote to Ratify Named Executive Officers' Compensation	For		A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Palomar Holdings, Inc.	Annual	45799.375	Ratify Ernst & Young LLP as Auditors	For		A vote FOR this proposal to ratify the auditor is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Chad R. Abraham	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Jonathan J. Doyle	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Ann C. Gallo	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Victoria M. Holt	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Robbin Mitchell	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Thomas S. Schreier	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Sherry M. Smith	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Philip E. Soran	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Brian R. Sterling	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Scott C. Taylor	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Ratify Ernst & Young LLP as Auditors	For		A vote FOR this proposal to ratify the auditor is warranted.
Piper Sandler Companies	Annual	45799.5833	Advisory Vote to Ratify Named Executive Officers' Compensation	For		A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.
Piper Sandler Companies	Annual	45799.5833	Elect Director Chad R. Abraham	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Jonathan J. Doyle	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Ann C. Gallo	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Victoria M. Holt	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Robbin Mitchell	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Thomas S. Schreier	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Sherry M. Smith	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Philip E. Soran	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Brian R. Sterling	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Elect Director Scott C. Taylor	For		A vote FOR the director nominees is warranted.
Piper Sandler Companies	Annual	45799.5833	Ratify Ernst & Young LLP as Auditors	For		A vote FOR this proposal to ratify the auditor is warranted.
Piper Sandler Companies	Annual	45799.5833	Advisory Vote to Ratify Named Executive Officers' Compensation	For		A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.
Safran SA	Annual/Special	45799.5833	Approve Financial Statements and Statutory Reports	For		Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Safran SA	Annual/Special	45799.5833	Approve Consolidated Financial Statements and Statutory Reports	For		Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Safran SA	Annual/Special	45799.5833	Approve Allocation of Income and Dividends of EUR 2.90 per Share	For		A vote FOR this income allocation proposal is warranted because the company maintains enough reserves to afford the proposed distribution
Safran SA	Annual/Special	45799.5833	Approve Auditors' Special Report on Related-Party Transactions	For		A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.
Safran SA	Annual/Special	45799.5833	Elect Valérie Baudson as Director	For		Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5-7).
Safran SA	Annual/Special	45799.5833	Reelect Fabienne Lecorvaisier as Director	For		Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5-7).
Safran SA	Annual/Special	45799.5833	Reelect Patrick Pélata as Director	For		Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5-7).
Safran SA	Annual/Special	45799.5833	Approve Compensation of Ross Molnes, Chairman of the Board	For		A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Safran SA	Annual/Special	45799.5833	Approve Compensation of Olivier Andriès, CEO	For		A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Safran SA	Annual/Special	45799.5833	Approve Compensation Report of Corporate Officers	For		A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Safran SA	Annual/Special	45799.5833	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.4 Million	For		A vote FOR the approval of the overall aggregate amount allocated to the remuneration of directors is warranted since the proposed amount
Safran SA	Annual/Special	45799.5833	Approve Remuneration Policy of Chairman of the Board	For		A vote FOR this remuneration policy is warranted but not without concern as it is written in the meeting's agenda that the vote concerns the
Safran SA	Annual/Special	45799.5833	Approve Remuneration Policy of CEO	For		A vote FOR this remuneration policy is warranted but not without concerns as: * The employment contract of the CEO is only suspended. * Post-
Safran SA	Annual/Special	45799.5833	Approve Remuneration Policy of Directors	For		A vote FOR the remuneration policy applicable to directors is warranted because it does not raise any significant concern (Item 14).
Safran SA	Annual/Special	45799.5833	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For		Such share buyback programs merit a vote FOR.
Safran SA	Annual/Special	45799.5833	Amend Article 14.8 of Bylaws Re: Terms for Appointing Representatives of Employees Shareholders	For		Votes FOR Items 16-20 are warranted as the proposed amendment are not considered contentious.
Safran SA	Annual/Special	45799.5833	Amend Article 18.12 of Bylaws Re: Written Consultation	For		Votes FOR Items 16-20 are warranted as the proposed amendment are not considered contentious.
Safran SA	Annual/Special	45799.5833	Amend Article 16.1 of Bylaws Re: Directors Length of Term	For		Votes FOR Items 16-20 are warranted as the proposed amendment are not considered contentious.
Safran SA	Annual/Special	45799.5833	Amend Article 14.8 of Bylaws Re: Representatives of Employees Shareholders Length of Term	For		Votes FOR Items 16-20 are warranted as the proposed amendment are not considered contentious.

Safran SA	Annual/Special	45799.5833	Amend Article 149.3 of Bylaws Re: Election of Representatives of Employees Shareholders	For	Votes FOR Items 16-20 are warranted as the proposed amendment are not considered contentious.
Safran SA	Annual/Special	45799.5833	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	For	Votes FOR the authorizations under Items 21-25 are warranted as they respect the 50/10 percent limits for authorizations with and without
Safran SA	Annual/Special	45799.5833	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	For	Votes FOR the authorizations under Items 21-25 are warranted as they respect the 50/10 percent limits for authorizations with and without
Safran SA	Annual/Special	45799.5833	Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers	For	Votes FOR the authorizations under Items 21-25 are warranted as they respect the 50/10 percent limits for authorizations with and without
Safran SA	Annual/Special	45799.5833	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million	For	Votes FOR the authorizations under Items 21-25 are warranted as they respect the 50/10 percent limits for authorizations with and without
Safran SA	Annual/Special	45799.5833	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-24	For	Votes FOR the authorizations under Items 21-25 are warranted as they respect the 50/10 percent limits for authorizations with and without
Safran SA	Annual/Special	45799.5833	Authorize Capitalization of Reserves of Up to EUR 12.5 Million for Bonus Issue or Increase in Par Value	For	A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.
Safran SA	Annual/Special	45799.5833	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	A vote FOR the employee stock purchase plans is warranted as its proposed volume respects the 10-percent recommended guidelines.
Safran SA	Annual/Special	45799.5833	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
Safran SA	Annual/Special	45799.5833	Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	For	A vote FOR this item is warranted because the terms of the proposed authorization are not problematic.
ServiceNow, Inc.	Annual	45799.5833	Authorize Filing of Required Documents/Other Formalities	For	A vote FOR this routine item is warranted.
ServiceNow, Inc.	Annual	45799.4167	Elect Director Susan L. Bostrom	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	45799.4167	Elect Director Teresa Briggs	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	45799.4167	Elect Director Jonathan C. Chadwick	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	45799.4167	Elect Director Paul E. Chamberlain	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	45799.4167	Elect Director Lawrence J. Jackson, Jr.	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	45799.4167	Elect Director Frederio B. Luddy	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	45799.4167	Elect Director William R. McDermott	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	45799.4167	Elect Director Joseph "Larry" Quinlan	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	45799.4167	Elect Director Anita M. Sands	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	45799.4167	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted. A majority of CEO pay was linked to objective performance criteria, and pay and performance are
ServiceNow, Inc.	Annual	45799.4167	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
ServiceNow, Inc.	Annual	45799.4167	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal is warranted. The excuplation amendment aligns with Delaware law and is considered to reasonably balance
ServiceNow, Inc.	Annual	45799.4167	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.
ServiceNow, Inc.	Annual	45799.4167	Eliminate Supermajority Vote Requirements	For	A vote AGAINST this proposal is warranted as the proponent has not provided a compelling argument that the proposed policy would materially
ServiceNow, Inc.	Annual	45799.4167	Amend Bylaws Regarding Right to Cure Purported Nomination Defects	Against	A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year
ServiceNow, Inc.	Annual	45799.4167	Amend Right to Call Special Meeting	Against	A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year
ServiceNow, Inc.	Annual	45799.4167	Elect Director Susan L. Bostrom	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	45799.4167	Elect Director Teresa Briggs	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	45799.4167	Elect Director Jonathan C. Chadwick	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	45799.4167	Elect Director Paul E. Chamberlain	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	45799.4167	Elect Director Lawrence J. Jackson, Jr.	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	45799.4167	Elect Director Frederio B. Luddy	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	45799.4167	Elect Director William R. McDermott	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	45799.4167	Elect Director Joseph "Larry" Quinlan	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	45799.4167	Elect Director Anita M. Sands	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	45799.4167	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted. A majority of CEO pay was linked to objective performance criteria, and pay and performance are
ServiceNow, Inc.	Annual	45799.4167	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
ServiceNow, Inc.	Annual	45799.4167	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	For	A vote FOR this proposal is warranted. The excuplation amendment aligns with Delaware law and is considered to reasonably balance
ServiceNow, Inc.	Annual	45799.4167	Eliminate Supermajority Vote Requirements	Against	A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year
ServiceNow, Inc.	Annual	45799.4167	Amend Bylaws Regarding Right to Cure Purported Nomination Defects	Against	A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year
ServiceNow, Inc.	Annual	45799.4167	Amend Right to Call Special Meeting	Against	A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year
AIA Group Limited	Annual	45800.4583	Accept Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this
AIA Group Limited	Annual	45800.4583	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
AIA Group Limited	Annual	45800.4583	Elect George Yone-boon Yeo as Director	For	A vote FOR the election of all nominees is warranted.
AIA Group Limited	Annual	45800.4583	Elect Lawrence Juen-Yee Lau as Director	For	A vote FOR the election of all nominees is warranted.
AIA Group Limited	Annual	45800.4583	Elect Naronghchai Akrasanee as Director	For	A vote FOR the election of all nominees is warranted.
AIA Group Limited	Annual	45800.4583	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit
AIA Group Limited	Annual	45800.4583	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	A vote FOR this resolution is warranted for the following: * The share issuance limit (including the transfer of treasury shares, if permitted) is 10
AIA Group Limited	Annual	45800.4583	Authorize Repurchase of Issued Share Capital	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Coca-Cola HBC AG	Annual	45800.3958	Accept Financial Statements and Statutory Reports	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have
Coca-Cola HBC AG	Annual	45800.3958	Approve Consolidated Non-Financial Report Under Swiss Statutory Law	For	A vote FOR is considered warranted. This is a routine item under Swiss law.
Coca-Cola HBC AG	Annual	45800.3958	Approve Allocation of Income	For	A vote FOR this item is warranted as no concerns have been identified.
Coca-Cola HBC AG	Annual	45800.3958	Approve Dividend from Reserves	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Coca-Cola HBC AG	Annual	45800.3958	Approve Discharge of Board and Executive Leadership Team	For	A vote FOR the formal discharge of the Board and senior management are warranted, as there is no evidence that the board and senior
Coca-Cola HBC AG	Annual	45800.3958	Re-elect Anastassis David as Director and as Board Chairman	For	A vote AGAINST incumbent nomination committee member Charlotte Boyle is warranted for lack of diversity on the board. A vote FOR
Coca-Cola HBC AG	Annual	45800.3958	Re-elect Zulkait Abiola as Director	For	A vote AGAINST incumbent nomination committee member Charlotte Boyle is warranted for lack of diversity on the board. A vote FOR
Coca-Cola HBC AG	Annual	45800.3958	Elect Elizabeth Bastoni as Director and as Member of the Remuneration Committee	For	A vote AGAINST incumbent nomination committee member Charlotte Boyle is warranted for lack of diversity on the board. A vote FOR
Coca-Cola HBC AG	Annual	45800.3958	Re-elect Zoran Bogdanovic as Director	For	A vote AGAINST incumbent nomination committee member Charlotte Boyle is warranted for lack of diversity on the board. A vote FOR
Coca-Cola HBC AG	Annual	45800.3958	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Against	A vote AGAINST incumbent nomination committee member Charlotte Boyle is warranted for lack of diversity on the board. A vote FOR
Coca-Cola HBC AG	Annual	45800.3958	Re-elect Henrique Braun as Director	For	A vote AGAINST incumbent nomination committee member Charlotte Boyle is warranted for lack of diversity on the board. A vote FOR
Coca-Cola HBC AG	Annual	45800.3958	Re-elect Anastasios Leventis as Director	For	A vote AGAINST incumbent nomination committee member Charlotte Boyle is warranted for lack of diversity on the board. A vote FOR
Coca-Cola HBC AG	Annual	45800.3958	Re-elect Christodoulos Leventis as Director	For	A vote AGAINST incumbent nomination committee member Charlotte Boyle is warranted for lack of diversity on the board. A vote FOR
Coca-Cola HBC AG	Annual	45800.3958	Re-elect George Leventis as Director	For	A vote AGAINST incumbent nomination committee member Charlotte Boyle is warranted for lack of diversity on the board. A vote FOR
Coca-Cola HBC AG	Annual	45800.3958	Re-elect Evgenia Stoitchkova as Director	For	A vote AGAINST incumbent nomination committee member Charlotte Boyle is warranted for lack of diversity on the board. A vote FOR
Coca-Cola HBC AG	Annual	45800.3958	Re-elect Glykeria Tsernou as Director	For	A vote AGAINST incumbent nomination committee member Charlotte Boyle is warranted for lack of diversity on the board. A vote FOR
Coca-Cola HBC AG	Annual	45800.3958	Elect Stavros Pantzaris as Director	For	A vote AGAINST incumbent nomination committee member Charlotte Boyle is warranted for lack of diversity on the board. A vote FOR
Coca-Cola HBC AG	Annual	45800.3958	Elect Pantelis Lekkas as Director and as Member of the Remuneration Committee	For	A vote AGAINST incumbent nomination committee member Charlotte Boyle is warranted for lack of diversity on the board. A vote FOR
Coca-Cola HBC AG	Annual	45800.3958	Designate Ines Poeschel as Independent Proxy	For	A vote FOR this proposal is warranted because no concerns have been identified. The proposal is in line with Swiss law.
Coca-Cola HBC AG	Annual	45800.3958	Reappoint PricewaterhouseCoopers AG as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
Coca-Cola HBC AG	Annual	45800.3958	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	For	A vote FOR this item is warranted as no significant concerns have been identified.
Coca-Cola HBC AG	Annual	45800.3958	Approve UK Remuneration Report	For	A vote FOR this item is considered warranted, but is not without concern: * The CEO's base salary is increased by 15% for FY2025. * Similar to
Coca-Cola HBC AG	Annual	45800.3958	Approve Remuneration Policy	For	A vote FOR this item is warranted, but is not without concern: * The maximum bonus opportunity is increased from 140% to 200% of salary. With
Coca-Cola HBC AG	Annual	45800.3958	Approve Swiss Remuneration Report	For	A vote FOR this item is considered warranted, but is not without concern: * The CEO's base salary is increased by 15% for FY2025. * Similar to
Coca-Cola HBC AG	Annual	45800.3958	Approve Maximum Aggregate Amount of Remuneration for Directors	For	A vote FOR this resolution is warranted. The overall level of remuneration is in line with what other UK companies are offering in order to attract
Coca-Cola HBC AG	Annual	45800.3958	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	For	A vote FOR this item is warranted as no particular concerns have been identified.
Coca-Cola HBC AG	Annual	45800.3958	Amend Articles Re: Management Incentive and Long-Term Incentive Arrangements	For	A vote FOR this item is warranted, but is not without concern: * The maximum bonus opportunity for the CEO is increased from 140% to 200% of
Coca-Cola HBC AG	Annual	45800.3958	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Exosens SAS	Annual/Special	45800.4167	Approve Financial Statements and Statutory Reports	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Exosens SAS	Annual/Special	45800.4167	Approve Consolidated Financial Statements and Statutory Reports	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Exosens SAS	Annual/Special	45800.4167	Approve Treatment of Losses and Dividends of EUR 0.10 per Share	For	A vote FOR this income allocation proposal is warranted, despite the low payout ratio, because of the significant increase in the dividend per
Exosens SAS	Annual/Special	45800.4167	Approve Transaction Regarding Underwriting Agreement	For	A vote FOR this item is warranted as it does not raise concerns.
Exosens SAS	Annual/Special	45800.4167	Elect Bpifrance Investissement as Director	For	A vote FOR the nominee is warranted at this time.
Exosens SAS	Annual/Special	45800.4167	Approve Remuneration Policy of Directors	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Exosens SAS	Annual/Special	45800.4167	Approve Remuneration Policy of Jérôme Cerisier, CEO	For	A vote FOR this remuneration policy is warranted despite the limited level of disclosure on LTIPs and performance period of 2 years.
Exosens SAS	Annual/Special	45800.4167	Approve Compensation of Jérôme Cerisier, CEO	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Exosens SAS	Annual/Special	45800.4167	Approve Compensation Report	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Exosens SAS	Annual/Special	45800.4167	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Such share buyback programs merit a vote FOR.

Exosens SAS	Annual/Special	45800.4167	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
Exosens SAS	Annual/Special	45800.4167	Authorize Capitalization of Reserves of Up to EUR 4.31 Million for Bonus Issue or Increase in Par Value	For	A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.
Exosens SAS	Annual/Special	45800.4167	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 10.79 Ml	For	* Votes FOR the authorizations under Items 13 and 14 are warranted as their proposed volumes respect the recommended guidelines for
Exosens SAS	Annual/Special	45800.4167	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Binding Priority Rights) up to Aggregate Nominal Amount of EU	For	* Votes FOR the authorizations under Items 13 and 14 are warranted as their proposed volumes respect the recommended guidelines for
Exosens SAS	Annual/Special	45800.4167	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4.31 Million	Against	* Votes FOR the authorizations under Items 13 and 14 are warranted as their proposed volumes respect the recommended guidelines for
Exosens SAS	Annual/Special	45800.4167	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4.31 Million	Against	* Votes FOR the authorizations under Items 13 and 14 are warranted as their proposed volumes respect the recommended guidelines for
Exosens SAS	Annual/Special	45800.4167	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against	* Votes FOR the authorizations under Items 13 and 14 are warranted as their proposed volumes respect the recommended guidelines for
Exosens SAS	Annual/Special	45800.4167	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Against	* Votes FOR the authorizations under Items 13 and 14 are warranted as their proposed volumes respect the recommended guidelines for
Exosens SAS	Annual/Special	45800.4167	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	A vote FOR this resolution is warranted despite the limited level of disclosure on the performance period and criteria.
Exosens SAS	Annual/Special	45800.4167	Authorize up to Aggregate Nominal Amount of EUR 108,800 for Use in Stock Option Plans	Against	A vote AGAINST this resolution is warranted because: * The exercise price could show a discount to the average market price. * No information
Exosens SAS	Annual/Special	45800.4167	Approve Issuance of Warrants (BSA) for Specific Beneficiaries up to Aggregate Nominal Amount of EUR 108,800	Against	A vote AGAINST this resolution is warranted because: * Grants of equity-based instruments to non-executives goes against recommended
Exosens SAS	Annual/Special	45800.4167	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	Votes FOR these employees stock purchase plans is warranted as its proposed volume respects the recommended guidelines (Items 22 and
Exosens SAS	Annual/Special	45800.4167	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidi	For	Votes FOR these employees stock purchase plans is warranted as its proposed volume respects the recommended guidelines (Items 22 and
Exosens SAS	Annual/Special	45800.4167	Amend Article 17 of Bylaws	For	A vote FOR Item 24 is warranted as the proposed amendment is not considered contentious.
Exosens SAS	Annual/Special	45800.4167	Authorize Filing of Required Documents/Other Formalities	For	A vote FOR this routine item is warranted.
Southern Copper Corporation	Annual	45800.375	Elect Director Germán Larrea Mota-Velasco	Withhold	WITH-HOLD votes are warranted for German Larrea Mota-Velasco, Oscar Gonzalez Rocha, and Leonardo Contreras Lerdo de Tejada for
Southern Copper Corporation	Annual	45800.375	Elect Director Oscar González Rocha	Withhold	WITH-HOLD votes are warranted for German Larrea Mota-Velasco, Oscar Gonzalez Rocha, and Leonardo Contreras Lerdo de Tejada for
Southern Copper Corporation	Annual	45800.375	Elect Director Vicente Ariztegui Andreu	Withhold	WITH-HOLD votes are warranted for German Larrea Mota-Velasco, Oscar Gonzalez Rocha, and Leonardo Contreras Lerdo de Tejada for
Southern Copper Corporation	Annual	45800.375	Elect Director Javier Arriagunaza Gomez del Campo	For	WITH-HOLD votes are warranted for German Larrea Mota-Velasco, Oscar Gonzalez Rocha, and Leonardo Contreras Lerdo de Tejada for
Southern Copper Corporation	Annual	45800.375	Elect Director Enrique Castillo Sánchez Mejorada	For	WITH-HOLD votes are warranted for German Larrea Mota-Velasco, Oscar Gonzalez Rocha, and Leonardo Contreras Lerdo de Tejada for
Southern Copper Corporation	Annual	45800.375	Elect Director Leonardo Contreras Lerdo de Tejada	For	WITH-HOLD votes are warranted for German Larrea Mota-Velasco, Oscar Gonzalez Rocha, and Leonardo Contreras Lerdo de Tejada for
Southern Copper Corporation	Annual	45800.375	Elect Director Luis Miguel Palomino Bonilla	Withhold	WITH-HOLD votes are warranted for German Larrea Mota-Velasco, Oscar Gonzalez Rocha, and Leonardo Contreras Lerdo de Tejada for
Southern Copper Corporation	Annual	45800.375	Elect Director Carlos Ruiz Sacristán	For	WITH-HOLD votes are warranted for German Larrea Mota-Velasco, Oscar Gonzalez Rocha, and Leonardo Contreras Lerdo de Tejada for
Southern Copper Corporation	Annual	45800.375	Elect Director Jose Pedro Valenzuela Rionda	For	WITH-HOLD votes are warranted for German Larrea Mota-Velasco, Oscar Gonzalez Rocha, and Leonardo Contreras Lerdo de Tejada for
Southern Copper Corporation	Annual	45800.375	Amend Non-Employee Director Restricted Stock Plan	For	A vote FOR this proposal is warranted given that: * The shareholder value transfer appears to be within a reasonable range; and * The equity
Southern Copper Corporation	Annual	45800.375	Ratify Galaz, Yamazaki, Ruiz Urquiza S.C. as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Southern Copper Corporation	Annual	45800.375	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
ABC-MART, INC.	Annual	45804.4167	Approve Allocation of Income, with a Final Dividend of JPY 37	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
ABC-MART, INC.	Annual	45804.4167	Elect Director Noguchi, Minoru	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ABC-MART, INC.	Annual	45804.4167	Elect Director Hattori, Kiichiro	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ABC-MART, INC.	Annual	45804.4167	Elect Director Katsunuma, Kiyoshi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ABC-MART, INC.	Annual	45804.4167	Elect Director Kikuchi, Takashi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ABC-MART, INC.	Annual	45804.4167	Elect Director Ishii, Yasuo	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ABC-MART, INC.	Annual	45804.4167	Elect Director Suzuki, Hiroko	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ABC-MART, INC.	Annual	45804.4167	Elect Director Sasaki, Kanako	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ABC-MART, INC.	Annual	45804.4167	Elect Director and Audit Committee Member Matsuoka, Tadashi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ABC-MART, INC.	Annual	45804.4167	Elect Director and Audit Committee Member Sugahara, Taio	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ABC-MART, INC.	Annual	45804.4167	Elect Director and Audit Committee Member Kobayakawa, Hideki	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks
BONESUPPORT HOLDING AB	Annual	45804.4167	Open Meeting		These are routine meeting formalities.
BONESUPPORT HOLDING AB	Annual	45804.4167	Elect Chair of Meeting	For	These are routine meeting formalities.
BONESUPPORT HOLDING AB	Annual	45804.4167	Prepare and Approve List of Shareholders	For	These are routine meeting formalities.
BONESUPPORT HOLDING AB	Annual	45804.4167	Approve Agenda of Meeting	For	These are routine meeting formalities.
BONESUPPORT HOLDING AB	Annual	45804.4167	Designate Inspector(s) of Minutes of Meeting	For	These are routine meeting formalities.
BONESUPPORT HOLDING AB	Annual	45804.4167	Acknowledge Proper Convening of Meeting	For	These are routine meeting formalities.
BONESUPPORT HOLDING AB	Annual	45804.4167	Receive President's Report		These are routine, non-voting items.
BONESUPPORT HOLDING AB	Annual	45804.4167	Receive Financial Statements and Statutory Reports		These are routine, non-voting items.
BONESUPPORT HOLDING AB	Annual	45804.4167	Accept Financial Statements and Statutory Reports	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures
BONESUPPORT HOLDING AB	Annual	45804.4167	Approve Allocation of Income and Omission of Dividends	For	A vote FOR the omission of dividend is warranted because the company prefers to invest in growth at this moment.
BONESUPPORT HOLDING AB	Annual	45804.4167	Approve Discharge of Board and President	For	A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
BONESUPPORT HOLDING AB	Annual	45804.4167	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board or the number of auditors.
BONESUPPORT HOLDING AB	Annual	45804.4167	Approve Remuneration of Directors in the Amount of SEK 550,000 for Chair and SEK 250,000 for Other Directors; Approve Remuneration for	For	A vote FOR this remuneration proposal is warranted due to a lack of concern regarding the proposed fees, while also the proposed auditor
BONESUPPORT HOLDING AB	Annual	45804.4167	Reelect Lennart Johansson (Chair), Mary I O'Connor, Bjorn Odlander and Christine Rankin as Directors; Elect Jens Viebke as New Director	Against	A vote AGAINST this proposal is warranted because candidate Christine Rankin is considered overboarded.
BONESUPPORT HOLDING AB	Annual	45804.4167	Approve Remuneration Report	Against	A vote AGAINST this item is warranted due to the lack of detailed disclosure on the non-financial performance criteria for the annual bonus ex-
BONESUPPORT HOLDING AB	Annual	45804.4167	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European
BONESUPPORT HOLDING AB	Annual	45804.4167	Approve Issuance of Up to 10 Percent of Share Capital without Preemptive Rights	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
BONESUPPORT HOLDING AB	Annual	45804.4167	Approve Performance Based Share Plan LTI 2025	Against	A vote AGAINST is warranted because of the performance period is less than three years.
BONESUPPORT HOLDING AB	Annual	45804.4167	Approve Equity Plan Financing Through Transfer of Shares	Against	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.
BONESUPPORT HOLDING AB	Annual	45804.4167	Approve Alternative Equity Plan Financing Through Equity Swap Agreement with Third Party	Against	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.
BONESUPPORT HOLDING AB	Annual	45804.4167	Close Meeting		This is a non-voting formality.
Krones AG	Annual	45804.5833	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)		This is a non-voting item.
Krones AG	Annual	45804.5833	Approve Allocation of Income and Dividends of EUR 2.60 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Krones AG	Annual	45804.5833	Approve Discharge of Management Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Krones AG	Annual	45804.5833	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Krones AG	Annual	45804.5833	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2025	For	A vote FOR is warranted because no concerns were identified that would impact the suitability of the proposed auditor.
Krones AG	Annual	45804.5833	Ratify EY GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2025	For	A vote FOR this proposal is warranted because no concerns were identified.
Krones AG	Annual	45804.5833	Approve Remuneration Report	For	A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with market practice, and pay and
Krones AG	Annual	45804.5833	Approve Management Board Remuneration Policy	For	A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice. However, it is not
Krones AG	Annual	45804.5833	Approve Supervisory Board Remuneration Policy	For	A vote FOR the remuneration policy for supervisory board members is warranted because it is in line with market practice and no significant
Krones AG	Annual	45804.5833	Approve Virtual-Only Shareholder Meetings Until 2030	For	A vote FOR this resolution is warranted because: * Alternative meeting formats are not precluded (the company held its last two AGMs in-
Lai Yih Footwear Co., Ltd.	Annual	45804.4167	Approve Consolidated Financial Statements and Business Report	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Lai Yih Footwear Co., Ltd.	Annual	45804.4167	Approve Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Lai Yih Footwear Co., Ltd.	Annual	45804.4167	Elect Chou Yin Hsiang with SHAREHOLDER NO.N221338XXX as Independent Director	For	A vote FOR Chou Yin Hsiang is warranted given the lack of any known concerns regarding the nominee.
Lai Yih Footwear Co., Ltd.	Annual	45804.4167	Approve Amendments to Articles of Association	For	A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations.
Lai Yih Footwear Co., Ltd.	Annual	45804.4167	Approve Release of Restrictions of Competitive Activities of Directors	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside
Pop Mart International Group Limited	Annual	45804.5833	Accept Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this
Pop Mart International Group Limited	Annual	45804.5833	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
Pop Mart International Group Limited	Annual	45804.5833	Elect Wang Ning as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee
Pop Mart International Group Limited	Annual	45804.5833	Elect Si De as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee
Pop Mart International Group Limited	Annual	45804.5833	Elect Liu Ran as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee
Pop Mart International Group Limited	Annual	45804.5833	Authorize Board to Fix Remuneration of Directors	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the
Pop Mart International Group Limited	Annual	45804.5833	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit
Pop Mart International Group Limited	Annual	45804.5833	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the
Pop Mart International Group Limited	Annual	45804.5833	Authorize Repurchase of Issued Share Capital	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Pop Mart International Group Limited	Annual	45804.5833	Authorize Reissuance of Repurchased Shares	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the
ACV Auctions Inc.	Annual	45806.6667	Elect Director George Chamoun	Withhold	In the absence of Governance Committee members on the ballot, WITH-HOLD votes are warranted for incumbent director nominees Robert
ACV Auctions Inc.	Annual	45806.6667	Elect Director Robert P. Goodman	Withhold	In the absence of Governance Committee members on the ballot, WITH-HOLD votes are warranted for incumbent director nominees Robert
ACV Auctions Inc.	Annual	45806.6667	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance

ACV Auctions Inc.	Annual	45805.6667	Approve Reclassification of Shares	For	A vote FOR this proposal is warranted as the proposed revisions are not considered problematic.
ACV Auctions Inc.	Annual	45805.6667	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
ACV Auctions Inc.	Annual	45805.6667	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Apotea AB	Annual	45805.4167	Open Meeting; Elect Chair of Meeting	For	These are routine meeting formalities.
Apotea AB	Annual	45805.4167	Prepare and Approve List of Shareholders		These are routine meeting formalities.
Apotea AB	Annual	45805.4167	Approve Agenda of Meeting	For	These are routine meeting formalities.
Apotea AB	Annual	45805.4167	Designate Inspector(s) of Minutes of Meeting		These are routine meeting formalities.
Apotea AB	Annual	45805.4167	Acknowledge Proper Convening of Meeting	For	These are routine meeting formalities.
Apotea AB	Annual	45805.4167	Receive Financial Statements and Statutory Reports		These are routine, non-voting items.
Apotea AB	Annual	45805.4167	Accept Financial Statements and Statutory Reports	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures
Apotea AB	Annual	45805.4167	Approve Allocation of Income and Omission of Dividends	For	A vote FOR the omission of dividend is warranted as the company prefers to invest in growth at this moment.
Apotea AB	Annual	45805.4167	Approve Discharge of Cecilia Oqvist	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.
Apotea AB	Annual	45805.4167	Approve Discharge of Anders Eriksson	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.
Apotea AB	Annual	45805.4167	Approve Discharge of Henrik Forsberg Scholtz	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.
Apotea AB	Annual	45805.4167	Approve Discharge of Joanna Hummel	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.
Apotea AB	Annual	45805.4167	Approve Discharge of Jonas Hagstromer	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.
Apotea AB	Annual	45805.4167	Approve Discharge of Maria Curman	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.
Apotea AB	Annual	45805.4167	Approve Discharge of Monica Lindstedt	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.
Apotea AB	Annual	45805.4167	Approve Discharge of Per Schlinemann	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.
Apotea AB	Annual	45805.4167	Approve Discharge of CEO Par Svardson	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or the CEO have not fulfilled their fiduciary duties.
Apotea AB	Annual	45805.4167	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board or the number of auditors.
Apotea AB	Annual	45805.4167	Approve Remuneration of Directors in the Amount of SEK 725,000 for Chair and SEK 325,000 for Other Directors; Approve Remuneration of A	For	A vote FOR this remuneration proposal is warranted due to a lack of concern regarding the proposed fees.
Apotea AB	Annual	45805.4167	Approve Remuneration of Auditors	Against	A vote AGAINST the remuneration of the auditors is warranted given that the non-audit fees are 812 percent of the total fees received by the
Apotea AB	Annual	45805.4167	Reelect Cecilia Oqvist (Chair) as Director	For	A vote FOR all seven candidates (Items 10.1-10.7) is warranted due to a lack of concern regarding the composition of the board or its committees.
Apotea AB	Annual	45805.4167	Reelect Anders Eriksson as Director	For	A vote FOR all seven candidates (Items 10.1-10.7) is warranted due to a lack of concern regarding the composition of the board or its committees.
Apotea AB	Annual	45805.4167	Reelect Joanna Hummel as Director	For	A vote FOR all seven candidates (Items 10.1-10.7) is warranted due to a lack of concern regarding the composition of the board or its committees.
Apotea AB	Annual	45805.4167	Reelect Jonas Hagstromer as Director	For	A vote FOR all seven candidates (Items 10.1-10.7) is warranted due to a lack of concern regarding the composition of the board or its committees.
Apotea AB	Annual	45805.4167	Reelect Monica Lindstedt as Director	For	A vote FOR all seven candidates (Items 10.1-10.7) is warranted due to a lack of concern regarding the composition of the board or its committees.
Apotea AB	Annual	45805.4167	Reelect Per Schlingmann as Director	For	A vote FOR all seven candidates (Items 10.1-10.7) is warranted due to a lack of concern regarding the composition of the board or its committees.
Apotea AB	Annual	45805.4167	Reelect Par Svardson as Director	For	A vote FOR all seven candidates (Items 10.1-10.7) is warranted due to a lack of concern regarding the composition of the board or its committees.
Apotea AB	Annual	45805.4167	Ratify PricewaterhouseCoopers as Auditors	For	A vote FOR the ratification of PricewaterhouseCoopers as auditors is warranted due to a lack of concern regarding the suitability of the auditor,
Apotea AB	Annual	45805.4167	Approve Nomination Committee Procedures	For	A vote FOR the approval of the procedure for the appointment of a nominating committee is warranted due to the local market practice of
Apotea AB	Annual	45805.4167	Approve Remuneration Report	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European
Apotea AB	Annual	45805.4167	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For	A vote FOR this issuance authorization is warranted as the potential share capital increase is not excessive.
Apotea AB	Annual	45805.4167	Close Meeting		This is a non-voting formality.
E Ink Holdings, Inc.	Annual	45805.3958	Approve Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
E Ink Holdings, Inc.	Annual	45805.3958	Approve Plan on Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable.
E Ink Holdings, Inc.	Annual	45805.3958	Approve Amendments to Articles of Association	For	A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations.
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Peggy Alford	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Marco L. Andreessen	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director John Arnold	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Patrick Collison	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director John Elkann	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Andrew W. Houston	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Nancy Killefer	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Robert M. Kimmitt	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Dina Powell McCormick	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Charles Songhurst	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Hook E. Tan	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Tracey T. Travis	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Dana White	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Tony Xu	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Mark Zuckerberg	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Ratify Ernst & Young LLP as Auditors	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Approve Omnibus Stock Plan	For	A vote FOR this proposal to ratify the auditor is warranted.
Meta Platforms, Inc.	Annual	45805.4167	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSO), a vote AGAINST this
Meta Platforms, Inc.	Annual	45805.4167	Advisory Vote on Say on Pay Frequency	Against	A vote AGAINST this proposal is warranted. The compensation of non-CEO NEOs does not utilize any formulaic pre-set performance criteria,
Meta Platforms, Inc.	Annual	45805.4167	Approve Recapitalization Plan for all Stock to Have One-vote per Share	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give
Meta Platforms, Inc.	Annual	45805.4167	Disclosure of Voting Results Based on Class of Shares	For	A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the
Meta Platforms, Inc.	Annual	45805.4167	Report on Hate Targeting Marginalized Communities	For	A vote FOR this proposal is warranted, as it appears reasonable that the company would begin differentiating the voting results on a per-class
Meta Platforms, Inc.	Annual	45805.4167	Report on Child Safety and Harm Reduction	Abstain	A vote FOR this resolution is warranted, as the company's current oversight and transparency are insufficient to assure shareholders that the
Meta Platforms, Inc.	Annual	45805.4167	Report on Combatting Risks of Online Child Exploitation	For	A vote FOR this proposal is warranted. Targeted and measurable information on how Meta has improved its performance globally regarding
Meta Platforms, Inc.	Annual	45805.4167	Report on Risks of Unethical Use of External Data to Develop AI Products	For	A vote FOR this proposal is warranted, as additional information on risks related to potential sexual exploitation of children through the
Meta Platforms, Inc.	Annual	45805.4167	Disclose a Climate Transition Plan Resulting in New Renewable Energy Capacity	Abstain	A vote FOR this proposal is warranted. The potential benefit of additional reporting appears prudent considering potential oversight and internal
Meta Platforms, Inc.	Annual	45805.4167	Report on Investing in Bitcoin	For	A vote FOR this proposal is warranted, as enhanced disclosure would provide shareholders with greater clarity in assessing the effectiveness of
Meta Platforms, Inc.	Annual	45805.4167	Report on Data Collection and Advertising Practices	Against	A vote AGAINST this proposal is warranted. The board states that it already considers a wide range of assets within its investment portfolio.
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Peggy Alford	For	A vote FOR this proposal is warranted. It is recognized that Meta has improved some of its disclosures regarding user control of data collection
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Marco L. Andreessen	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director John Arnold	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Patrick Collison	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director John Elkann	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Andrew W. Houston	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Nancy Killefer	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Robert M. Kimmitt	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Dina Powell McCormick	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Charles Songhurst	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Hook E. Tan	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Tracey T. Travis	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Dana White	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Tony Xu	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Mark Zuckerberg	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Ratify Ernst & Young LLP as Auditors	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Approve Omnibus Stock Plan	For	A vote FOR this proposal to ratify the auditor is warranted.
Meta Platforms, Inc.	Annual	45805.4167	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSO), a vote AGAINST this
Meta Platforms, Inc.	Annual	45805.4167	Advisory Vote on Say on Pay Frequency	Against	A vote AGAINST this proposal is warranted. The compensation of non-CEO NEOs does not utilize any formulaic pre-set performance criteria,
Meta Platforms, Inc.	Annual	45805.4167	Approve Recapitalization Plan for all Stock to Have One-vote per Share	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give
Meta Platforms, Inc.	Annual	45805.4167	Disclosure of Voting Results Based on Class of Shares	For	A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the
Meta Platforms, Inc.	Annual	45805.4167		For	A vote FOR this proposal is warranted, as it appears reasonable that the company would begin differentiating the voting results on a per-class

Meta Platforms, Inc.	Annual	45805.4167	Report on Hate Targeting Marginalized Communities	Abstain	A vote FOR this resolution is warranted, as the company's current oversight and transparency are insufficient to assure shareholders that the
Meta Platforms, Inc.	Annual	45805.4167	Report on Child Safety and Harm Reduction	For	A vote FOR this proposal is warranted. Targeted and measurable information on how Meta has improved its performance globally regarding
Meta Platforms, Inc.	Annual	45805.4167	Report on Combatting Risks of Online Child Exploitation	For	A vote FOR this proposal is warranted, as additional information on risks related to potential sexual exploitation of children through the
Meta Platforms, Inc.	Annual	45805.4167	Report on Risks of Unethical Use of External Data to Develop AI Products	Abstain	A vote FOR this proposal is warranted. The potential benefit of additional reporting appears prudent considering potential oversight and internal
Meta Platforms, Inc.	Annual	45805.4167	Disclose a Climate Transition Plan Resulting in New Renewable Energy Capacity	Abstain	A vote FOR this proposal is warranted, as enhanced disclosure would provide shareholders with greater clarity in assessing the effectiveness of
Meta Platforms, Inc.	Annual	45805.4167	Report on Investing in Bitcoin	Against	A vote AGAINST this proposal is warranted. The board states that it already considers a wide range of assets within its investment portfolio,
Meta Platforms, Inc.	Annual	45805.4167	Report on Data Collection and Advertising Practices	For	A vote FOR this proposal is warranted. It is recognized that Meta has improved some of its disclosures regarding user control of data collection
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Pezzy Alford	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Maro L. Andreessen	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director John Arnold	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Patrick Collison	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director John Elkann	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Andrew W. Houston	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Nancy Killefer	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Robert M. Kimmitt	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Dina Powell McCormick	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Charles Songhurst	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Hock E. Tan	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Tracey T. Travis	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Dana White	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Tony Xu	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Elect Director Mark Zuckerberg	Withhold	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the
Meta Platforms, Inc.	Annual	45805.4167	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Meta Platforms, Inc.	Annual	45805.4167	Approve Omnibus Stock Plan	Against	Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSO), a vote AGAINST this
Meta Platforms, Inc.	Annual	45805.4167	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	A vote AGAINST this proposal is warranted. The compensation of non-CEO NEOs does not utilize any formulaic pre-set performance criteria,
Meta Platforms, Inc.	Annual	45805.4167	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give
Meta Platforms, Inc.	Annual	45805.4167	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the
Meta Platforms, Inc.	Annual	45805.4167	Disclosure of Voting Results Based on Class of Shares	For	A vote FOR this proposal is warranted, as it appears reasonable that the company would begin differentiating the voting results on a per-class
Meta Platforms, Inc.	Annual	45805.4167	Report on Hate Targeting Marginalized Communities	Abstain	A vote FOR this resolution is warranted, as the company's current oversight and transparency are insufficient to assure shareholders that the
Meta Platforms, Inc.	Annual	45805.4167	Report on Child Safety and Harm Reduction	For	A vote FOR this proposal is warranted. Targeted and measurable information on how Meta has improved its performance globally regarding
Meta Platforms, Inc.	Annual	45805.4167	Report on Combatting Risks of Online Child Exploitation	For	A vote FOR this proposal is warranted, as additional information on risks related to potential sexual exploitation of children through the
Meta Platforms, Inc.	Annual	45805.4167	Report on Risks of Unethical Use of External Data to Develop AI Products	Abstain	A vote FOR this proposal is warranted. The potential benefit of additional reporting appears prudent considering potential oversight and internal
Meta Platforms, Inc.	Annual	45805.4167	Disclose a Climate Transition Plan Resulting in New Renewable Energy Capacity	Abstain	A vote FOR this proposal is warranted, as enhanced disclosure would provide shareholders with greater clarity in assessing the effectiveness of
Meta Platforms, Inc.	Annual	45805.4167	Report on Investing in Bitcoin	Against	A vote AGAINST this proposal is warranted. The board states that it already considers a wide range of assets within its investment portfolio,
Meta Platforms, Inc.	Annual	45805.4167	Report on Data Collection and Advertising Practices	For	A vote FOR this proposal is warranted. It is recognized that Meta has improved some of its disclosures regarding user control of data collection
PharmaEssentia Corp.	Annual	45805.4167	Approve Business Operations Report and Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
PharmaEssentia Corp.	Annual	45805.4167	Approve Plan on Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable.
PharmaEssentia Corp.	Annual	45805.4167	Approve Amendments to Articles of Association	For	A vote FOR is warranted given that the amendments are mostly based on operational needs.
PharmaEssentia Corp.	Annual	45805.4167	Approve the Issuance of New Shares by Capitalization of Profit	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Aselsan Elektronik Sanayi ve Ticaret AS	Annual	45806.4167	Open Meeting and Elect Presiding Council of Meeting	For	This item warrants a vote FOR because it is a routine formality.
Aselsan Elektronik Sanayi ve Ticaret AS	Annual	45806.4167	Accept Board Report	For	These items warrant a vote FOR because * These are routine requests in Turkey, * There are no specific concerns with the company's accounts
Aselsan Elektronik Sanayi ve Ticaret AS	Annual	45806.4167	Accept Audit Report	For	These items warrant a vote FOR because * These are routine requests in Turkey, * There are no specific concerns with the company's accounts
Aselsan Elektronik Sanayi ve Ticaret AS	Annual	45806.4167	Accept Financial Statements	For	These items warrant a vote FOR because * These are routine requests in Turkey, * There are no specific concerns with the company's accounts
Aselsan Elektronik Sanayi ve Ticaret AS	Annual	45806.4167	Approve Discharge of Board	For	A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its
Aselsan Elektronik Sanayi ve Ticaret AS	Annual	45806.4167	Approve Allocation of Income	For	These items warrant a vote FOR because * These are routine requests in Turkey, * There are no specific concerns with the company's accounts
Aselsan Elektronik Sanayi ve Ticaret AS	Annual	45806.4167	Elect Directors	Against	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
Aselsan Elektronik Sanayi ve Ticaret AS	Annual	45806.4167	Approve Director Remuneration	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed
Aselsan Elektronik Sanayi ve Ticaret AS	Annual	45806.4167	Ratify External Auditors	Against	A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
Aselsan Elektronik Sanayi ve Ticaret AS	Annual	45806.4167	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties		This is a non-voting item.
Aselsan Elektronik Sanayi ve Ticaret AS	Annual	45806.4167	Receive Information on the Report Regarding the Conditions of the Transactions Made in 2024 with the Presidency of Defense Industries		This is a non-voting item.
Aselsan Elektronik Sanayi ve Ticaret AS	Annual	45806.4167	Approve Upper Limit of Donations for 2025	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
Aselsan Elektronik Sanayi ve Ticaret AS	Annual	45806.4167	Approve Upper Limit of Sponsorships for 2025	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
Aselsan Elektronik Sanayi ve Ticaret AS	Annual	45806.4167	Receive Information in Accordance with Article 13.6 of Capital Market Board Corporate Governance Principles		This is a non-voting item.
Aselsan Elektronik Sanayi ve Ticaret AS	Annual	45806.4167	Wishes		This is a non-voting item.
Axon Enterprise, Inc.	Annual	45806.5417	Elect Director Erika Avers Badan	For	A vote FOR the director nominees is warranted.
Axon Enterprise, Inc.	Annual	45806.5417	Elect Director Adriane Brown	For	A vote FOR the director nominees is warranted.
Axon Enterprise, Inc.	Annual	45806.5417	Elect Director Julie Anne Cullivan	For	A vote FOR the director nominees is warranted.
Axon Enterprise, Inc.	Annual	45806.5417	Elect Director Michael Garnreiter	For	A vote FOR the director nominees is warranted.
Axon Enterprise, Inc.	Annual	45806.5417	Elect Director Caitlin Kalnowski	For	A vote FOR the director nominees is warranted.
Axon Enterprise, Inc.	Annual	45806.5417	Elect Director Matthew McBrady	For	A vote FOR the director nominees is warranted.
Axon Enterprise, Inc.	Annual	45806.5417	Elect Director Hadi Partovi	For	A vote FOR the director nominees is warranted.
Axon Enterprise, Inc.	Annual	45806.5417	Elect Director Graham Smith	For	A vote FOR the director nominees is warranted.
Axon Enterprise, Inc.	Annual	45806.5417	Elect Director Patrick Smith	For	A vote FOR the director nominees is warranted.
Axon Enterprise, Inc.	Annual	45806.5417	Elect Director Jeri Williams	For	A vote FOR the director nominees is warranted.
Axon Enterprise, Inc.	Annual	45806.5417	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The CEO and other NEOs' pay levels were very high, driven by special equity awards that are intended to cover multiple years of equity
Axon Enterprise, Inc.	Annual	45806.5417	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Gartner, Inc.	Annual	45806.4167	Elect Director Peter E. Bisson	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	Annual	45806.4167	Elect Director Richard J. Bressler	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	Annual	45806.4167	Elect Director Raul E. Oesan	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	Annual	45806.4167	Elect Director Karen E. Dykstra	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	Annual	45806.4167	Elect Director Diana S. Ferguson	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	Annual	45806.4167	Elect Director Anne Sutherland Fuchs	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	Annual	45806.4167	Elect Director William O. Grabe	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	Annual	45806.4167	Elect Director José M. Gutiérrez	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	Annual	45806.4167	Elect Director Eugene A. Hall	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	Annual	45806.4167	Elect Director Stephen G. Pagliuca	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	Annual	45806.4167	Elect Director Eileen M. Serra	For	A vote FOR the director nominees is warranted.
Gartner, Inc.	Annual	45806.4167	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted. Although a concern exists regarding the use of an annual performance period in the LTIP, the STIP is
Gartner, Inc.	Annual	45806.4167	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Hon Hai Precision Industry Co., Ltd.	Annual	45806.375	Approve Business Report and Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Hon Hai Precision Industry Co., Ltd.	Annual	45806.375	Approve Plan on Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Hon Hai Precision Industry Co., Ltd.	Annual	45806.375	Approve Amendments to Articles of Association	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on
Hon Hai Precision Industry Co., Ltd.	Annual	45806.375	Amend Procedures for Lending Funds to Other Parties	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on
Hon Hai Precision Industry Co., Ltd.	Annual	45806.375	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets, Trading Procedures Governing Derivatives Products and	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations and based on
Hon Hai Precision Industry Co., Ltd.	Annual	45806.375	Elect LIU YOUNG WAY with SHAREHOLDER NO.85378 as Non-independent Director	For	A vote FOR all nominees is warranted at this time.
Hon Hai Precision Industry Co., Ltd.	Annual	45806.375	Elect CHANG CHING RAY with SHAREHOLDER NO.A129270XXXX as Non-independent Director	For	A vote FOR all nominees is warranted at this time.
Hon Hai Precision Industry Co., Ltd.	Annual	45806.375	Elect CHIANG SHANG YI, a Representative of Hon Jin International Investment Co., Ltd. with SHAREHOLDER NO.57132, as Non-independent D	For	A vote FOR all nominees is warranted at this time.

Hon Hai Precision Industry Co., Ltd.	Annual	45806.375	Elect Yee Ru Liu (Christina Yee-Ru Liu), a Representative of Hon Jin International Investment Co., Ltd. with SHAREHOLDER NO.57132, as Non-in	For	A vote FOR all nominees is warranted at this time.
Hon Hai Precision Industry Co., Ltd.	Annual	45806.375	Elect HWANG TSING YUAN with SHAREHOLDER NO.R10I80TXXX as Independent Director	For	A vote FOR all nominees is warranted at this time.
Hon Hai Precision Industry Co., Ltd.	Annual	45806.375	Elect WANG KUO CHENG with SHAREHOLDER NO.F12059IXXX as Independent Director	For	A vote FOR all nominees is warranted at this time.
Hon Hai Precision Industry Co., Ltd.	Annual	45806.375	Elect LIU LIEN YU with SHAREHOLDER NO.N120552XXX as Independent Director	For	A vote FOR all nominees is warranted at this time.
Hon Hai Precision Industry Co., Ltd.	Annual	45806.375	Elect CHEN YUE MIN with SHAREHOLDER NO.A201846XXX as Independent Director	For	A vote FOR all nominees is warranted at this time.
Hon Hai Precision Industry Co., Ltd.	Annual	45806.375	Elect HSU TZU MEI with SHAREHOLDER NO.N220379NXXX as Independent Director	For	A vote FOR all nominees is warranted at this time.
Hon Hai Precision Industry Co., Ltd.	Annual	45806.375	Approve Release of Restrictions of Competitive Activities of Directors	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside
MediaTek, Inc.	Annual	45806.375	Approve Business Report and Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
MediaTek, Inc.	Annual	45806.375	Approve Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable.
MediaTek, Inc.	Annual	45806.375	Approve Amendments to Articles of Association	For	A vote FOR is warranted given that the amendments are mostly technical in nature and to align company procedures with regulations.
MediaTek, Inc.	Annual	45806.375	Elect Hsiao-Wuen Hon with SHAREHOLDER NO. A12010IXXX as Independent Director	For	A vote FOR the independent director nominee is warranted given the absence of any known issues concerning the nominee.
MediaTek, Inc.	Annual	45806.375	Approve Release of Restrictions of Competitive Activities of Directors	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside
Novanta Inc.	Annual	45806.625	Elect Director Lonny J. Carpenter	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	45806.625	Elect Director Matthijs Glastra	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	45806.625	Elect Director Barbara B. Hulit	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	45806.625	Elect Director R. Matthew Johnson	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	45806.625	Elect Director Mary Kay Ladone	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	45806.625	Elect Director Maxine L. Mauricio	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	45806.625	Elect Director Thomas N. Secor	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	45806.625	Elect Director Darlene J.S. Solomon	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	45806.625	Elect Director Frank A. Wilson	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	45806.625	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Novanta Inc.	Annual	45806.625	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give
Novanta Inc.	Annual	45806.625	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Novanta Inc.	Annual	45806.625	Elect Director Lonny J. Carpenter	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	45806.625	Elect Director Matthijs Glastra	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	45806.625	Elect Director Barbara B. Hulit	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	45806.625	Elect Director R. Matthew Johnson	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	45806.625	Elect Director Mary Kay Ladone	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	45806.625	Elect Director Maxine L. Mauricio	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	45806.625	Elect Director Thomas N. Secor	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	45806.625	Elect Director Darlene J.S. Solomon	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	45806.625	Elect Director Frank A. Wilson	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	45806.625	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Novanta Inc.	Annual	45806.625	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give
Novanta Inc.	Annual	45806.625	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Rorze Corp.	Annual	45806.3958	Approve Allocation of Income, with a Final Dividend of JPY 17	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Rorze Corp.	Annual	45806.3958	Elect Director Fujishiro, Yoshiyuki	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Rorze Corp.	Annual	45806.3958	Elect Director Nakamura, Hideharu	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Rorze Corp.	Annual	45806.3958	Elect Director Hayasaka, Katsushi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Rorze Corp.	Annual	45806.3958	Elect Director Sakiya, Fumio	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Rorze Corp.	Annual	45806.3958	Elect Director Hamori, Hiroshi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Rorze Corp.	Annual	45806.3958	Elect Director Morishita, Hidenori	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Rorze Corp.	Annual	45806.3958	Elect Director Aoto, Nahomi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Rorze Corp.	Annual	45806.3958	Appoint Statutory Auditor Shimoda, Kazumasu	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Rorze Corp.	Annual	45806.3958	Appoint Statutory Auditor Shibata, Naoko	Against	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise
Cadbro Holdings, Inc.	Annual	45807.4167	Elect Director Deborah A. DeCotis	For	WITH-HOLD votes are warranted for Governance Committee member Hamish Norton given the board's failure to remove, or subject to a sunset
Cadbro Holdings, Inc.	Annual	45807.4167	Elect Director Gianmaria C. Delzanno	For	WITH-HOLD votes are warranted for Governance Committee member Hamish Norton given the board's failure to remove, or subject to a sunset
Cadbro Holdings, Inc.	Annual	45807.4167	Elect Director Warren B. Kanders	For	WITH-HOLD votes are warranted for Governance Committee member Hamish Norton given the board's failure to remove, or subject to a sunset
Cadbro Holdings, Inc.	Annual	45807.4167	Elect Director William Quigley	For	WITH-HOLD votes are warranted for Governance Committee member Hamish Norton given the board's failure to remove, or subject to a sunset
Cadbro Holdings, Inc.	Annual	45807.4167	Elect Director Hamish Norton	Withhold	WITH-HOLD votes are warranted for Governance Committee member Hamish Norton given the board's failure to remove, or subject to a sunset
Cadbro Holdings, Inc.	Annual	45807.4167	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Cadbro Holdings, Inc.	Annual	45807.4167	Approve Qualified Employee Stock Purchase Plan	For	A vote FOR this proposal is warranted given that: * The purchase price is reasonable; * The number of shares reserved is reasonable; and * The
Media Group Co., Ltd.	Annual	45807.6042	Approve Work Report of the Board	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these
Media Group Co., Ltd.	Annual	45807.6042	Approve Work Report of the Supervisory Committee	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these
Media Group Co., Ltd.	Annual	45807.6042	Approve Final Accounts Report	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these
Media Group Co., Ltd.	Annual	45807.6042	Approve Annual Report and Summary of Annual Report	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these
Media Group Co., Ltd.	Annual	45807.6042	Approve Profit Distribution Proposal	For	A vote FOR this resolution is warranted given that this is a reasonable request that is made in line with applicable laws in China.
Media Group Co., Ltd.	Annual	45807.6042	Approve Shareholders' Return Plan for the Next Three Years	For	This is a reasonable request that is made in line with applicable laws in China. As such, a vote FOR this resolution is warranted.
Media Group Co., Ltd.	Annual	45807.6042	Approve Plan for the Repurchase of the Company's A Shares by Way of Centralized Bidding	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Media Group Co., Ltd.	Annual	45807.6042	Approve Change of Use and Cancellation of the Repurchased A Shares	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed change of use and cancellation of
Media Group Co., Ltd.	Annual	45807.6042	Approve General Mandate to Repurchase H Shares of the Company	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed H share repurchase.
Media Group Co., Ltd.	Annual	45807.6042	Approve General Mandate to Issue Shares of the Company	Against	A vote AGAINST this resolution is warranted for the following: * The share issuance limit (including the share reissuance limit or the transfer of
Media Group Co., Ltd.	Annual	45807.6042	Approve 2025 A Share Ownership Plan (Draft) and Summary	For	A vote FOR these resolutions is warranted given that the 2025 ASOP will serve to align the interests of employees with that of the company.
Media Group Co., Ltd.	Annual	45807.6042	Approve Administrative Measures for 2025 A Share Ownership Plan	For	A vote FOR these resolutions is warranted given that the 2025 ASOP will serve to align the interests of employees with that of the company.
Media Group Co., Ltd.	Annual	45807.6042	Approve Authorization to the Board by General Meeting to Deal with Matters Relating to 2025 A Share Ownership Plan	For	A vote AGAINST this resolution is warranted given the directors eligible to receive awards under the Scheme are involved in its administration.
Media Group Co., Ltd.	Annual	45807.6042	Adopt (H Share) Share Award Scheme	Against	Although some of the company and its subsidiaries' provision of guarantees are disproportionate to their ownership, the company and its
Media Group Co., Ltd.	Annual	45807.6042	Approve Provision of Guarantees for Controlled Subsidiaries	For	Although some of the company and its subsidiaries' provision of guarantees are disproportionate to their ownership, the company and its
Media Group Co., Ltd.	Annual	45807.6042	Approve Provision of Guarantees for Asset Pool Business of Controlled Subsidiaries	For	Although some of the company and its subsidiaries' provision of guarantees are disproportionate to their ownership, the company and its
Media Group Co., Ltd.	Annual	45807.6042	Approve Launch of Foreign Exchange Derivatives Business	For	A vote FOR this resolution is warranted because the use of financial derivatives is for hedging purposes only.
Media Group Co., Ltd.	Annual	45807.6042	Approve PricewaterhouseCoopers Zhong Tian LLP (Special General Partnership) and PricewaterhouseCoopers as Domestic and Overseas Aus	Against	A vote AGAINST this proposal is warranted due to the significant concerns raised by regulatory authorities regarding PwC Zhong Tian's
Media Group Co., Ltd.	Annual	45807.6042	Amend Articles of Association	For	VOTE RECOMMENDATION A vote FOR these resolutions is warranted given the proposed amendments would provide additional means for
Media Group Co., Ltd.	Annual	45807.6042	Amend Rules of Procedure of the Shareholders' General Meeting	For	VOTE RECOMMENDATION A vote FOR these resolutions is warranted given the proposed amendments would provide additional means for
Media Group Co., Ltd.	Annual	45807.6042	Amend Rules of Procedure of the Board of Directors	For	VOTE RECOMMENDATION A vote FOR these resolutions is warranted given the proposed amendments would provide additional means for
Media Group Co., Ltd.	Annual	45807.6042	Amend Work System of Independent Directors	For	VOTE RECOMMENDATION A vote FOR these resolutions is warranted given the proposed amendments would provide additional means for
Media Group Co., Ltd.	Annual	45807.6042	Amend Management System of Related-Party Transactions	For	VOTE RECOMMENDATION A vote FOR these resolutions is warranted given the proposed amendments would provide additional means for
Media Group Co., Ltd.	Annual	45807.6042	Amend Management Measures for Remuneration of Directors, Supervisors and Senior Management	For	VOTE RECOMMENDATION A vote FOR these resolutions is warranted given the proposed amendments would provide additional means for
Media Group Co., Ltd.	Annual	45807.6042	Amend Management Measures for Proceeds	For	VOTE RECOMMENDATION A vote FOR these resolutions is warranted given the proposed amendments would provide additional means for
Media Group Co., Ltd.	Annual	45807.6042	Amend System of Making Decisions on External Guarantees	For	VOTE RECOMMENDATION A vote FOR these resolutions is warranted given the proposed amendments would provide additional means for
Media Group Co., Ltd.	Annual	45807.6042	Approve Compliance of the Spin-Off with the Relevant Laws and Regulations	For	A vote FOR Items 27-35, and 37 is warranted given the following: * The company will be able to leverage from the development and potential
Media Group Co., Ltd.	Annual	45807.6042	Approve Plan of Annto's Initial Public Offering of H Shares and Its Listing on the Main Board of the Hong Kong Stock Exchange	For	A vote FOR Items 27-35, and 37 is warranted given the following: * The company will be able to leverage from the development and potential
Media Group Co., Ltd.	Annual	45807.6042	Approve Proposal on the Spin-Off	For	A vote FOR Items 27-35, and 37 is warranted given the following: * The company will be able to leverage from the development and potential
Media Group Co., Ltd.	Annual	45807.6042	Approve Compliance of the Spin-Off with the Spin-Off Rules	For	A vote FOR Items 27-35, and 37 is warranted given the following: * The company will be able to leverage from the development and potential
Media Group Co., Ltd.	Annual	45807.6042	Approve Spin-Off Which Benefits the Safeguarding of Legitimate Rights and Interests of Shareholders and Creditors	For	A vote FOR Items 27-35, and 37 is warranted given the following: * The company will be able to leverage from the development and potential
Media Group Co., Ltd.	Annual	45807.6042	Approve Company's Ability to Maintain Independence and Sustainable Operation	For	A vote FOR Items 27-35, and 37 is warranted given the following: * The company will be able to leverage from the development and potential
Media Group Co., Ltd.	Annual	45807.6042	Approve Capability of Annto to Implement Regulated Operation	For	A vote FOR Items 27-35, and 37 is warranted given the following: * The company will be able to leverage from the development and potential
Media Group Co., Ltd.	Annual	45807.6042	Approve Explanation on the Completeness of and Compliance with Legal Procedures of the Spin-Off and the Validity of the Legal Documents St	For	A vote FOR Items 27-35, and 37 is warranted given the following: * The company will be able to leverage from the development and potential

Midea Group Co., Ltd.	Annual	45807.6042	Approve Analysis of the Objectives, Commercial Rationality, Necessity and Feasibility of the Spin-Off	For	A vote FOR Items 27-35, and 37 is warranted given the following: * The company will be able to leverage from the development and potential
Midea Group Co., Ltd.	Annual	45807.6042	Approve Provision of Assured Entitlement to the H Share Shareholders Only for the Spin-Off	Against	A vote FOR Items 27-35, and 37 is warranted given the following: * The company will be able to leverage from the development and potential
Midea Group Co., Ltd.	Annual	45807.6042	Approve Authorization to the Board and Its Authorized Persons to Deal with All Matters Related to the Spin-Off	For	A vote FOR Items 27-35, and 37 is warranted given the following: * The company will be able to leverage from the development and potential
Midea Group Co., Ltd.	Annual	45807.6042	Approve Repurchase and Cancellation of Certain Restricted Shares Under the 2021 Restricted Share Incentive Scheme	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the proposed repurchase and cancellation of
Midea Group Co., Ltd.	Annual	45807.6042	Approve Repurchase and Cancellation of Certain Restricted Shares Under the 2022 Restricted Share Incentive Scheme	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the proposed repurchase and cancellation of
Midea Group Co., Ltd.	Annual	45807.6042	Approve Repurchase and Cancellation of Certain Restricted Shares Under the 2023 Restricted Share Incentive Scheme	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the proposed repurchase and cancellation of
Midea Group Co., Ltd.	Annual	45807.6042	Approve Issuance of Ultra-Short-Term Financing Bonds and Medium-Term Notes of the Company in the Inter-Bank Bond Market	For	A vote FOR this proposal is warranted given the reasons stated by the board and use of proceeds.
National Bank of Greece SA	Annual	45807.4583	Accept Financial Statements and Statutory Reports	For	A vote FOR is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
National Bank of Greece SA	Annual	45807.4583	Receive Audit Committee's Activity Report		This is a non-voting item.
National Bank of Greece SA	Annual	45807.4583	Approve Management of Company and Grant Discharge to Auditors	For	A vote FOR this item is warranted due to lack of material concerns.
National Bank of Greece SA	Annual	45807.4583	Approve Auditors and Fix Their Remuneration	For	A vote FOR is warranted because there are no concerns regarding this proposal.
National Bank of Greece SA	Annual	45807.4583	Approve Allocation of Income and Dividends	For	In the absence of concerns, this item warrants a vote FOR.
National Bank of Greece SA	Annual	45807.4583	Authorize Share Repurchase Program	For	A vote FOR authorizing the repurchase of shares is warranted given the non-contentious features of this request.
National Bank of Greece SA	Annual	45807.4583	Amend Company Articles	For	This item warrants a vote FOR because there is no element of concerns under the proposed changes.
National Bank of Greece SA	Annual	45907.4583	Advisory Vote on Remuneration Report	For	A vote FOR is warranted because the company provides sufficient disclosure on directors' pay in 2024 and there is no material disconnect.
National Bank of Greece SA	Annual	45907.4583	Fix Maximum Variable Compensation Ratio	For	A vote FOR is warranted because pay levels remain reasonable at the company and no material concerns have been noted with regard to
National Bank of Greece SA	Annual	45907.4583	Approve Director Remuneration	For	A vote FOR this item is warranted because the reported and proposed remuneration is not excessive. This is not without highlighting that the
National Bank of Greece SA	Annual	45907.4583	Receive Report of Independent Non-Executive Directors		This is a non-voting item.
Sunway Construction Group Berhad	Annual	45807.625	Approve Directors' Fees	For	A vote FOR these resolutions is warranted.
Sunway Construction Group Berhad	Annual	45807.625	Approve Increase of the Board Committees' Fees	For	A vote FOR these resolutions is warranted.
Sunway Construction Group Berhad	Annual	45807.625	Approve Directors' Benefits	For	A vote FOR these resolutions is warranted.
Sunway Construction Group Berhad	Annual	45807.625	Elect Tan Ler Chin as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Sunway Construction Group Berhad	Annual	45807.625	Elect Liew Kok Wing as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Sunway Construction Group Berhad	Annual	45807.625	Elect Kwan Foh Kwai as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Sunway Construction Group Berhad	Annual	45807.625	Elect Norchalhya Binti Ahmad as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Sunway Construction Group Berhad	Annual	45807.625	Approve BDO P.L.T as Auditors and Authorize Board to Fix Their Remuneration	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit
Sunway Construction Group Berhad	Annual	45807.625	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	A vote FOR this resolution is warranted.
Sunway Construction Group Berhad	Annual	45807.625	Approve Renewal of Existing Shareholders' Mandate for Recurrent Related Party Transactions	For	A vote FOR this resolution is warranted.
Sunway Construction Group Berhad	Annual	45807.625	Approve Share Repurchase Program	For	A vote FOR this resolution is warranted.