



# Proxy Voting Disclosure Dashboard

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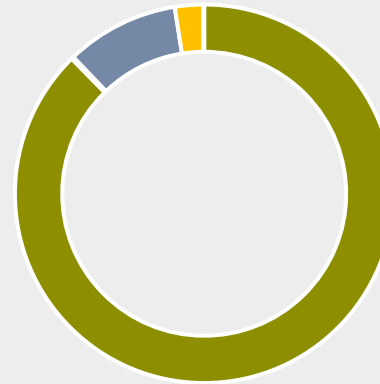
**31 December 2024 - 31 December 2025**

**This voting report reflects the votes cast by ShelterR Investment Management S.A. during the year on behalf of our clients for whom we have full voting discretion. The information provided in this report relating to specific holdings should not be considered a recommendation to buy or sell any particular security. There is no assurance that any securities discussed herein will feature in any future strategy run by us.**

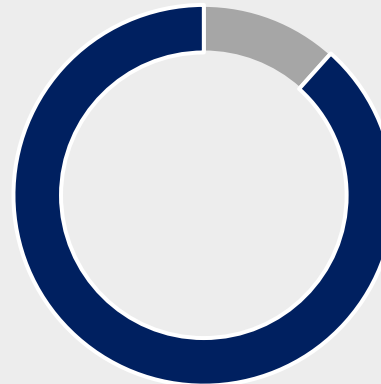
## Meetings



## Based on all voted meetings



- Total Proposals voted "For"
- Total Proposals voted "Against"
- Total Proposals voted "Abstain" (0)
- Total Proposals voted "Withhold"
- Total Proposals voted "One Year" (0)



- Total votes Against Management Recommendation
- Number of votes With Management Recommendation

Sector	% Meetings Voted	% of Companies with ISS Governance QualityScore of 8, 9 or 10 <sup>1</sup>	% of Votes Cast Against Management	% of Votes Cast Against ISS Benchmark Policy
Communication Services	100%	0%	10%	0%
Consumer Discretionary	100%	0%	11%	4%
Consumer Staples	100%	0%	0%	0%
Energy	-	-	-	-
Financials	100%	35%	16%	4%
Health Care	100%	20%	10%	3%
Industrials	88%	57%	11%	1%
Information Technology	88%	29%	10%	2%
Materials	100%	0%	9%	6%
Real Estate	100%	22%	10%	0%
Utilities	100%	0%	0%	0%
<b>TOTALS</b>	<b>98%</b>	<b>25%</b>	<b>12%</b>	<b>2%</b>

Region	% Meetings Voted	% of Companies with ISS Governance QualityScore of 8, 9 or 10 <sup>1</sup>	% of Votes Cast Against Management	% of Votes Cast Against ISS Benchmark Policy
Africa	-	-	-	-
Americas	95%	31%	13%	3%
Antarctica	-	-	-	-
Asia	100%	0%	0%	0%
Europe	100%	22%	11%	2%
North America	-	-	-	-
Oceania	-	-	-	-
Unknown	-	-	-	-
<b>TOTALS</b>	<b>98%</b>	<b>25%</b>	<b>12%</b>	<b>2%</b>

<sup>1</sup> Percentages based on the universe of holdings within the ISS Governance Quality Coverage Universe

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## **Annex I : VOTE SUMMARY REPORT**

## VOTE SUMMARY REPORT

Date range covered : 01/01/2025 to 12/31/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

### Frasers Logistics & Commercial Trust

**Meeting Date:** 01/15/2025      **Country:** Singapore      **Ticker:** BUOU  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** Y26465107

Shares Voted: 518,245

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Trustee and Auditors' Reports	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Manager to Fix Their Remuneration	Mgmt	For	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
4	Approve Proposed Amendment to the Trust Deed in Relation to Repurchase And Redemption of Units	Mgmt	For	For	For
5	Approve Adoption of Unit Repurchase Mandate	Mgmt	For	For	For

### Vonovia SE

**Meeting Date:** 01/24/2025      **Country:** Germany      **Ticker:** VNA  
**Record Date:** 01/17/2025      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** D9581T100

Shares Voted: 26,946

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Affiliation Agreement with Deutsche Wohnen SE; Approve Creation of EUR 55 Million Pool of Share Capital for Private Placement	Mgmt	For	For	For

### Brookfield Asset Management Ltd.

**Meeting Date:** 01/27/2025      **Country:** Canada      **Ticker:** BAM  
**Record Date:** 11/12/2024      **Meeting Type:** Special  
**Primary Security ID:** 113004105

# Brookfield Asset Management Ltd.

Shares Voted: 12,555

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Arrangement Resolution	Mgmt	For	Against	Against
2	Approve Increase in Number of Directors from Twelve to Fourteen	Mgmt	For	Against	Against

# Metro Inc.

Meeting Date: 01/28/2025

Country: Canada

Ticker: MRU

Record Date: 12/04/2024

Meeting Type: Annual

Primary Security ID: 59162N109

Shares Voted: 4,165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lori-Ann Beausoleil	Mgmt	For	For	For
1.2	Elect Director Maryse Bertrand	Mgmt	For	For	For
1.3	Elect Director Pierre Boivin	Mgmt	For	For	For
1.4	Elect Director Francois J. Coutu	Mgmt	For	For	For
1.5	Elect Director Michel Coutu	Mgmt	For	For	For
1.6	Elect Director Stephanie Coyles	Mgmt	For	For	For
1.7	Elect Director Genevieve Fortier	Mgmt	For	For	For
1.8	Elect Director Marc Guay	Mgmt	For	For	For
1.9	Elect Director Eric R. La Fleche	Mgmt	For	For	For
1.10	Elect Director Christine Magee	Mgmt	For	For	For
1.11	Elect Director Brian McManus	Mgmt	For	For	For
1.12	Elect Director Pietro Satriano	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Re-approve Shareholder Rights Plan	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
5	Auditor Rotation	SH	Against	Against	Against

## Visa Inc.

**Meeting Date:** 01/28/2025

**Country:** USA

**Ticker:** V

**Record Date:** 12/02/2024

**Meeting Type:** Annual

**Primary Security ID:** 92826C839

**Shares Voted:** 1,847

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	For	For
1e	Elect Director Teri L. List	Mgmt	For	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For	For
1g	Elect Director Ryan McInerney	Mgmt	For	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For
1i	Elect Director Pamela Murphy	Mgmt	For	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
5	Report on Company's Policy on Merchant Category Codes	SH	Against	Against	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	For	For

## The Sage Group plc.

**Meeting Date:** 02/06/2025

**Country:** United Kingdom

**Ticker:** SGE

**Record Date:** 02/04/2025

**Meeting Type:** Annual

**Primary Security ID:** G7771K142

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	Against
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Andrew Duff as Director	Mgmt	For	For	For
6	Re-elect John Bates as Director	Mgmt	For	For	For
7	Re-elect Jonathan Bewes as Director	Mgmt	For	For	For
8	Re-elect Maggie Chan Jones as Director	Mgmt	For	For	For
9	Re-elect Annette Court as Director	Mgmt	For	For	For
10	Re-elect Roisin Donnelly as Director	Mgmt	For	For	For
11	Re-elect Derek Harding as Director	Mgmt	For	For	For
12	Re-elect Steve Hare as Director	Mgmt	For	For	For
13	Re-elect Jonathan Howell as Director	Mgmt	For	For	For
14	Appoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Approve Long Term Incentive Plan	Mgmt	For	For	For
18	Authorise Removal of Discretionary 5% Dilution Limit for Share Plans	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

# Multi Units France - Amundi EURO STOXX 50 Daily (-2x) Inverse UCITS ETF

Meeting Date: 02/28/2025

Country: France

Ticker: BXX

Record Date: 02/26/2025

Meeting Type: Annual

Primary Security ID: F5S875438

Shares Voted: 604,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
3	Approve Allocation of Income for AMUNDI BEL 20 TR UCITS ETF	Mgmt	For	For	For
4	Approve Treatment of Losses for AMUNDI ITALY BTP DAILY (-2X) INVERSE UCITS ETF	Mgmt	For	For	For
5	Approve Treatment of Losses for AMUNDI US TREASURY 10Y DAILY (-2X) INVERSE UCITS ETF	Mgmt	For	For	For
6	Approve Allocation of Income for AMUNDI FTSE ITALIA PMI PIR 2020 UCITS ETF and Absence of Dividends	Mgmt	For	For	For
7	Approve Allocation of Income for AMUNDI MDAX UCITS ETF	Mgmt	For	For	For
8	Approve Allocation of Income for AMUNDI MSCI CHINA A UCITS ETF and Absence of Dividends	Mgmt	For	For	For
9	Approve Allocation of Income for AMUNDI MSCI WORLD EX EMU SRI CLIMATE NET ZERO AMBITION UCITS ETF and Absence of Dividends	Mgmt	For	For	For
10	Approve Allocation of Income for AMUNDI DJ GLOBAL TITANS 50 UCITS ETF	Mgmt	For	For	For
11	Approve Treatment of Losses for AMUNDI SMI DAILY (-2X) INVERSE UCITS ETF	Mgmt	For	For	For
12	Approve Treatment of Losses for AMUNDI SHORTDAX DAILY (-2X) INVERSE UCITS ETF	Mgmt	For	For	For
13	Approve Treatment of Losses for AMUNDI IBEX 35 DOBLE APALANCADO DIARIO (2X) UCITS ETF	Mgmt	For	For	For

## Multi Units France - Amundi EURO STOXX 50 Daily (-2x) Inverse UCITS ETF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Treatment of Losses for AMUNDI IBEX 35 DOBLE INVERSO DIARIO (-2X) UCITS ETF	Mgmt	For	For	For
15	Approve Treatment of Losses for AMUNDI NASDAQ-100 DAILY (2X) LEVERAGED UCITS ETF	Mgmt	For	For	For
16	Approve Allocation of Income for AMUNDI CAC 40 DAILY (2X) LEVERAGED UCITS ETF and Absence of Dividends	Mgmt	For	For	For
17	Approve Treatment of Losses for AMUNDI CAC 40 DAILY (-2X) INVERSE UCITS ETF	Mgmt	For	For	For
18	Approve Treatment of Losses for AMUNDI CAC 40 DAILY (-1X) INVERSE UCITS ETF	Mgmt	For	For	For
19	Approve Allocation of Income for AMUNDI CAC 40 UCITS ETF	Mgmt	For	For	For
20	Approve Treatment of Losses for AMUNDI EUR OVERNIGHT RETURN UCITS ETF	Mgmt	For	For	For
21	Approve Treatment of Losses for AMUNDI EURO STOXX 50 DAILY (-2X) INVERSE UCITS ETF	Mgmt	For	For	For
22	Approve Allocation of Income for AMUNDI EURO STOXX 50 Daily (2X) Leveraged UCITS ETF and Absence of Dividends	Mgmt	For	For	For
23	Approve Allocation of Income for AMUNDI EURO STOXX 50 DAILY (-1X) INVERSE UCITS ETF and Absence of Dividends	Mgmt	For	For	For
24	Approve Treatment of Losses for AMUNDI FTSE MIB DAILY (-2X) INVERSE UCITS ETF	Mgmt	For	For	For
25	Approve Treatment of Losses for AMUNDI FTSE MIB DAILY (2X) LEVERAGED UCITS ETF	Mgmt	For	For	For
26	Approve Treatment of Losses for AMUNDI FTSE MIB DAILY (-1X) INVERSE UCITS ETF	Mgmt	For	For	For
27	Approve Treatment of Losses for AMUNDI GERMAN BUND DAILY (-2X) INVERSE UCITS ETF	Mgmt	For	For	For
28	Approve Allocation of Income for AMUNDI FTSE MIB UCITS ETF	Mgmt	For	For	For
29	Approve Allocation of Income for AMUNDI IBEX 35 UCITS ETF	Mgmt	For	For	For

## Multi Units France - Amundi EURO STOXX 50 Daily (-2x) Inverse UCITS ETF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
30	Approve Allocation of Income for AMUNDI MSCI WORLD II UCITS ETF	Mgmt	For	For	For
31	Approve Allocation of Income for AMUNDI MSCI EUROPE II UCITS ETF and Absence of Dividends	Mgmt	For	For	For
32	Approve Allocation of Income for LYXOR MSCI EMERGING MARKETS III UCITS ETF and Absence of Dividends	Mgmt	For	For	For
33	Approve Allocation of Income for AMUNDI Japan TOPIX II UCITS ETF	Mgmt	For	For	For
34	Approve Allocation of Income for AMUNDI EURO STOXX 50 II UCITS ETF and Absence of Dividends	Mgmt	For	For	For
35	Approve Treatment of Losses for AMUNDI PEA EURO COURT TERME UCITS ETF	Mgmt	For	For	For
36	Approve Allocation of Income for AMUNDI MSCI GREECE UCITS ETF	Mgmt	For	For	For
37	Approve Allocation of Income for LYXOR MSCI INDIA II UCITS ETF and Absence of Dividends	Mgmt	For	For	For
38	Approve Allocation of Income for AMUNDI MSCI NEW ENERGY ESG SCREENED UCITS ETF	Mgmt	For	For	For
39	Approve Allocation of Income for AMUNDI MSCI WATER ESG SCREENED UCITS ETF	Mgmt	For	For	For
40	Approve Treatment of Losses for PLANET MONDE	Mgmt	For	For	For
41	Approve Treatment of Losses for AMUNDI GREEN BOND INDICIEL	Mgmt	For	For	For
42	Reelect Gregory Berthier as Director	Mgmt	For	For	For
43	Reelect Yannic Raulin as Director	Mgmt	For	For	For
44	Approve Remuneration of Directors in the Aggregate Amount of EUR 15,000	Mgmt	For	For	For
45	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 03/13/2025

Country: Finland

Ticker: KOJAMO

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: X4543E117

Shares Voted: 38,879

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
11	Approve Remuneration of Directors in the Amount of EUR 76,000 for Chair, EUR 45,000 for Vice Chair and EUR 38,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Seven	Mgmt	For	For	For
13	Reelect Mikael Aro (Chair), Kari Kauniskangas, Anne Koutonen, Mikko Mursula, Veronica Lindholm, Andreas Segal and Annica Anas as Directors	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify KPMG as Auditor	Mgmt	For	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
17	Appoint KPMG as Auditor for Sustainability Reporting	Mgmt	For	For	For
18.A	Authorize Share Repurchase Program	Mgmt	For	For	For

## Kojamo Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposals Submitted by Brummer Multi-Manager Fund Limited and Brummer Multi-Strategy Cayman Master Ltd	Mgmt			
18.B	Authorize Share Repurchase Program	SH	None	Against	Against
	Management Proposals	Mgmt			
19	Approve Issuance of up to 24.7 Million Shares without Preemptive Rights	Mgmt	For	For	For
20	Close Meeting	Mgmt			

## Swiss Prime Site AG

**Meeting Date:** 03/13/2025      **Country:** Switzerland      **Ticker:** SPSN  
**Record Date:**                      **Meeting Type:** Annual  
**Primary Security ID:** H8403W107

Shares Voted: 6,137

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Non-Financial Report	Mgmt	For	For	For
3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 3.45 per Share	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Mgmt	For	For	For
7.1.1	Reelect Ton Buechner as Director	Mgmt	For	For	For
7.1.2	Reelect Thomas Studhalter as Director	Mgmt	For	For	For
7.1.3	Reelect Gabrielle Nater-Bass as Director	Mgmt	For	For	For
7.1.4	Reelect Barbara Knoflach as Director	Mgmt	For	For	For
7.1.5	Reelect Brigitte Walter as Director	Mgmt	For	For	For

## Swiss Prime Site AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1.6	Reelect Reto Conrad as Director	Mgmt	For	For	For
7.1.7	Reelect Detlef Trefzger as Director	Mgmt	For	For	For
7.2	Reelect Ton Buechner as Board Chair	Mgmt	For	For	For
7.3.1	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3.2	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3.3	Reappoint Detlef Trefzger as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.4	Designate Paul Wiesli as Independent Proxy	Mgmt	For	For	For
7.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

## QUALCOMM Incorporated

**Meeting Date:** 03/18/2025      **Country:** USA      **Ticker:** QCOM  
**Record Date:** 01/17/2025      **Meeting Type:** Annual  
**Primary Security ID:** 747525103

**Shares Voted:** 2,688

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For	For
1c	Elect Director Mark Fields	Mgmt	For	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
1e	Elect Director Ann M. Livermore	Mgmt	For	For	For
1f	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
1g	Elect Director Jamie S. Miller	Mgmt	For	For	For
1h	Elect Director Marie Myers	Mgmt	For	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For	For

# QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For

## Argan SA

**Meeting Date:** 03/20/2025      **Country:** France      **Ticker:** ARG  
**Record Date:** 03/18/2025      **Meeting Type:** Annual/Special  
**Primary Security ID:** F0378V109

Shares Voted: 7,355

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Management Board Members and Supervisory Board Members	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Dividends of EUR 3.30 per Share	Mgmt	For	For	For
5	Approve Stock Dividend Program	Mgmt	For	For	For
6	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	Against	Against
10	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against	Against

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Ronan Le Lan, Chairman of the Management Board	Mgmt	For	Against	Against
13	Approve Compensation of Francis Albertinelli, Management Board Member	Mgmt	For	Against	Against
14	Approve Compensation of Frederic Larroumets, Management Board Member	Mgmt	For	For	For
15	Approve Compensation of Aymar de Germay, Management Board Member	Mgmt	For	Against	Against
16	Approve Compensation of Stephane Cassagne, Management Board Member	Mgmt	For	Against	Against
17	Approve Compensation of Jean-Claude Le Lan, Chairman of the Supervisory Board	Mgmt	For	For	For
18	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 165,600	Mgmt	For	For	For
19	Reelect Jean-Claude Le Lan as Supervisory Board Member	Mgmt	For	Against	Against
20	Reelect Hubert Rodarie as Supervisory Board Member	Mgmt	For	Against	Against
21	Ratify Appointment of Eric Donnet as Supervisory Board Member	Mgmt	For	For	For
22	Appoint Veronique Le Lan as Censor	Mgmt	For	Against	Against
23	Appoint Florence Habib-Deloncle as Censor	Mgmt	For	Against	Against
24	Appoint EXPONENS as Auditor for Sustainability Reporting	Mgmt	For	For	For
25	Appoint FORVIS MAZARS SA as Auditor for Sustainability Reporting	Mgmt	For	For	For
26	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
27	Authorize Capitalization of Reserves of Up to EUR 15 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

## Argan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
28	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 25 Million	Mgmt	For	Against	Against
29	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against	Against
30	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	Against	Against
31	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against
32	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
33	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
34	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
35	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 50 Million	Mgmt	For	For	For
36	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
37	Amend Article 16 of Bylaws Re: Powers and Obligations of Management Board	Mgmt	For	For	For
38	Amend Article 25 of Bylaws Re: Board Deliberations	Mgmt	For	For	For
39	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Bridgestone Corp.

**Meeting Date:** 03/25/2025

**Country:** Japan

**Ticker:** 5108

**Record Date:** 12/31/2024

**Meeting Type:** Annual

**Primary Security ID:** J04578126

Shares Voted: 7,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 105	Mgmt	For	For	For
2.1	Elect Director Ishibashi, Shuichi	Mgmt	For	For	For
2.2	Elect Director Banno, Masato	Mgmt	For	For	For
2.3	Elect Director Scott Trevor Davis	Mgmt	For	For	For
2.4	Elect Director Masuda, Kenichi	Mgmt	For	For	For
2.5	Elect Director Yamamoto, Kenzo	Mgmt	For	For	For
2.6	Elect Director Suzuki, Yoko	Mgmt	For	For	For
2.7	Elect Director Kobayashi, Yukari	Mgmt	For	For	For
2.8	Elect Director Nakajima, Yasuhiro	Mgmt	For	For	For
2.9	Elect Director Morikawa, Noriko	Mgmt	For	For	For
2.10	Elect Director Itagaki, Toshiaki	Mgmt	For	For	For
2.11	Elect Director Matsuda, Akira	Mgmt	For	For	For
2.12	Elect Director Yoshimi, Tsuyoshi	Mgmt	For	For	For

**Sika AG**

Meeting Date: 03/25/2025

Country: Switzerland

Ticker: SIKA

Record Date:

Meeting Type: Annual

Primary Security ID: H7631K273

Shares Voted: 720

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Allocation of Income and Dividends of CHF 1.80 per Share	Mgmt	For	For	For
2.2	Approve Dividends of CHF 1.80 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.1	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For
4.1.2	Reelect Viktor Balli as Director	Mgmt	For	For	For
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For	For
4.1.4	Reelect Justin Howell as Director	Mgmt	For	Against	Against
4.1.5	Reelect Gordana Landen as Director	Mgmt	For	For	For
4.1.6	Reelect Paul Schuler as Director	Mgmt	For	For	For
4.1.7	Reelect Thomas Aebischer as Director	Mgmt	For	For	For
4.2	Elect Kwok Wang Ng as Director	Mgmt	For	For	For
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	For	For	For
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.3	Reappoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	For	For
5	Approve Sustainability Report	Mgmt	For	For	For
6.1	Approve Remuneration Report	Mgmt	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 26 Million	Mgmt	For	For	For
7	Amend Articles Re: Variable Remuneration of Executive Committee	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 03/27/2025

Country: Denmark

Ticker: NOVO.B

Record Date: 03/20/2025

Meeting Type: Annual

Primary Security ID: K72807140

Shares Voted: 4,906

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 7.9 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.1	Approve Remuneration of Directors for 2024	Mgmt	For	For	For
5.2	Approve Remuneration Level of Directors for 2025	Mgmt	For	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	Abstain	Abstain
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Abstain	Abstain
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Abstain
6.3e	Reelect Christina Law as Director	Mgmt	For	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For	For
7	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For	For
8.1	Authorize Share Repurchase Program	Mgmt	For	For	For
8.2	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For	For
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt			

## Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.3	Approve Proposal Regarding Regulated Working Conditions at Construction Sites	SH	Against	Against	Against
	Management Proposals	Mgmt			
9	Other Business	Mgmt			

## Xior Student Housing NV

**Meeting Date:** 04/04/2025      **Country:** Belgium      **Ticker:** XIOR  
**Record Date:** 03/21/2025      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** B9901Y104

Shares Voted: 15,163

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1.1	Receive Special Board Report Re: Renewal and Extension of the Authorized Capital	Mgmt			
1.2.a	Renew Authorization to Increase Share Capital by Various Means within the Framework of Authorized Capital	Mgmt	For	Against	Against
1.2.b	If the Proposal under Agenda Item 1.2.a is Not Approved: Renew Authorization to Increase Share Capital by Various Means within the Framework of Authorized Capital	Mgmt	For	For	For
2.1	Authorize Implementation of Approved Resolutions	Mgmt	For	For	For
2.2	Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For
2.3	Authorize Coordination of the Articles of Association	Mgmt	For	For	For

## Carrier Global Corporation

**Meeting Date:** 04/09/2025      **Country:** USA      **Ticker:** CARR  
**Record Date:** 02/13/2025      **Meeting Type:** Annual  
**Primary Security ID:** 14448C104

## Carrier Global Corporation

Shares Voted: 4,779

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Garnier	Mgmt	For	For	For
1b	Elect Director David L. Gitlin	Mgmt	For	For	For
1c	Elect Director John J. Greisch	Mgmt	For	For	For
1d	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1e	Elect Director Michael M. McNamara	Mgmt	For	For	For
1f	Elect Director Amy E. Miles	Mgmt	For	For	For
1g	Elect Director Susan N. Story	Mgmt	For	For	For
1h	Elect Director Michael A. Todman	Mgmt	For	For	For
1i	Elect Director Maximilian (Max) Viessmann	Mgmt	For	For	For
1j	Elect Director Virginia M. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	For	For

## Koninklijke Ahold Delhaize NV

Meeting Date: 04/09/2025

Country: Netherlands

Ticker: AD

Record Date: 03/12/2025

Meeting Type: Annual

Primary Security ID: N0074E105

Shares Voted: 8,494

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1	Receive Report of Management Board (Non-Voting)	Mgmt			
2.2	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.3	Adopt Financial Statements	Mgmt	For	For	For

## Koninklijke Ahold Delhaize NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Approve Dividends	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4.1	Approve Discharge of Management Board	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.1	Reelect Jan Zijdeveld to Supervisory Board	Mgmt	For	For	For
5.2	Elect Per Bank to Supervisory Board	Mgmt	For	For	For
6.1	Amend Remuneration Policy for Supervisory Board	Mgmt	For	For	For
7.1	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
7.2	Ratify KPMG Accountants N.V. to Carry Out the Assurance of the Company's Sustainability Reporting for the Financial Year 2026	Mgmt	For	For	For
8	Amend Articles of Association	Mgmt	For	For	For
9.1	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
9.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9.3	Authorize Board to Acquire Common Shares	Mgmt	For	For	For
9.4	Approve Cancellation of Shares	Mgmt	For	For	For

## Telefonica SA

**Meeting Date:** 04/09/2025

**Country:** Spain

**Ticker:** TEF

**Record Date:** 04/04/2025

**Meeting Type:** Annual

**Primary Security ID:** 879382109

**Shares Voted:** 76,087

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For

## Telefonica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
4.1	Ratify Appointment of and Elect Marc Thomas Murtra Millar as Director	Mgmt	For	Against	Against
4.2	Ratify Appointment of and Elect Emilio Gayo Rodriguez as Director	Mgmt	For	For	For
4.3	Ratify Appointment of and Elect Carlos Ocana Orbis as Director	Mgmt	For	For	For
4.4	Ratify Appointment of and Elect Olayan M. Alwetaid as Director	Mgmt	For	For	For
4.5	Ratify Appointment of and Elect Ana Maria Sala Andres as Director	Mgmt	For	For	For
5	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For
6	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	Against	Against
7	Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 25 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Mgmt	For	Against	Against
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against

## Zurich Insurance Group AG

Meeting Date: 04/09/2025

Country: Switzerland

Ticker: ZURN

Record Date:

Meeting Type: Annual

Primary Security ID: H9870Y105

Shares Voted: 417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For

# Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Approve Sustainability Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 28.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.a	Reelect Michel Lies as Director and Board Chair	Mgmt	For	Against	Against
4.1.b	Reelect Joan Amble as Director	Mgmt	For	For	For
4.1.c	Reelect Catherine Bessant as Director	Mgmt	For	For	For
4.1.d	Reelect Christoph Franz as Director	Mgmt	For	For	For
4.1.e	Reelect Michael Halbherr as Director	Mgmt	For	For	For
4.1.h	Reelect Sabine Keller-Busse as Director	Mgmt	For	For	For
4.1.i	Reelect Kishore Mahbubani as Director	Mgmt	For	For	For
4.1.j	Reelect Peter Maurer as Director	Mgmt	For	For	For
4.1.k	Reelect John Rafter as Director	Mgmt	For	For	For
4.1.l	Reelect Jasmin Staiblin as Director	Mgmt	For	For	For
4.1.m	Reelect Barry Stowe as Director	Mgmt	For	For	For
4.1.n	Elect Thomas Jordan as Director	Mgmt	For	For	For
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	Against	Against
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	For	For
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	For	For
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Keller AG as Independent Proxy	Mgmt	For	For	For

## Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Fastenal Company

**Meeting Date:** 04/24/2025

**Country:** USA

**Ticker:** FAST

**Record Date:** 02/24/2025

**Meeting Type:** Annual

**Primary Security ID:** 311900104

**Shares Voted:** 7,023

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott A. Satterlee	Mgmt	For	For	For
1b	Elect Director Michael J. Ancius	Mgmt	For	For	For
1c	Elect Director Stephen L. Eastman	Mgmt	For	For	For
1d	Elect Director Brady D. Ericson	Mgmt	For	For	For
1e	Elect Director Daniel L. Florness	Mgmt	For	For	For
1f	Elect Director Rita J. Heise	Mgmt	For	For	For
1g	Elect Director Hsenghung Sam Hsu	Mgmt	For	For	For
1h	Elect Director Daniel L. Johnson	Mgmt	For	For	For
1i	Elect Director Sarah N. Nielsen	Mgmt	For	For	For
1j	Elect Director Irene A. Quarshie	Mgmt	For	For	For
1k	Elect Director Reyne K. Wisecup	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

# National Bank of Canada

Meeting Date: 04/24/2025

Country: Canada

Ticker: NA

Record Date: 02/24/2025

Meeting Type: Annual

Primary Security ID: 633067103

Shares Voted: 3,282

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pierre Blouin	Mgmt	For	For	For
1.2	Elect Director Pierre Boivin	Mgmt	For	For	For
1.3	Elect Director Scott Burrows	Mgmt	For	For	For
1.4	Elect Director Yvon Charest	Mgmt	For	For	For
1.5	Elect Director Patricia Curadeau-Grou	Mgmt	For	For	For
1.6	Elect Director Laurent Ferreira	Mgmt	For	For	For
1.7	Elect Director Annick Guerard	Mgmt	For	For	For
1.8	Elect Director Karen Kinsley	Mgmt	For	For	For
1.9	Elect Director Lynn Loewen	Mgmt	For	For	For
1.10	Elect Director Rebecca McKillican	Mgmt	For	For	For
1.11	Elect Director Arielle Meloul-Wechsler	Mgmt	For	For	For
1.12	Elect Director Sarah Morgan-Silvester	Mgmt	For	For	For
1.13	Elect Director Robert Pare	Mgmt	For	For	For
1.14	Elect Director Pierre Pomerleau	Mgmt	For	For	For
1.15	Elect Director Irfhan Rawji	Mgmt	For	For	For
1.16	Elect Director Macky Tall	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
3	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
4.1	SP 1: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	For	For
4.2	SP 2: Advisory Vote on Environmental Policies	SH	Against	For	For
4.3	SP 3: Report on Forced Labor and Child Labor in Lending Profiles	SH	Against	For	For
4.4	SP 4: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against	Against
4.5	SP 5: Employee Language Skills Disclosure	SH	Against	Against	Against

## Pfizer Inc.

Meeting Date: 04/24/2025

Country: USA

Ticker: PFE

Record Date: 02/26/2025

Meeting Type: Annual

Primary Security ID: 717081103

Shares Voted: 8,899

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For	For
1.2	Elect Director Albert Bourla	Mgmt	For	For	For
1.3	Elect Director Mortimer J. Buckley	Mgmt	For	For	For
1.4	Elect Director Susan Desmond-Hellmann	Mgmt	For	For	For
1.5	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1.6	Elect Director Scott Gottlieb	Mgmt	For	For	For
1.7	Elect Director Susan Hockfield	Mgmt	For	For	For
1.8	Elect Director Dan R. Littman	Mgmt	For	For	For
1.9	Elect Director Shantanu Narayen	Mgmt	For	For	For
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1.11	Elect Director James Quincey	Mgmt	For	For	For
1.12	Elect Director James C. Smith	Mgmt	For	For	For
1.13	Elect Director Cyrus Taraporevala	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

## Snap-on Incorporated

Meeting Date: 04/24/2025

Country: USA

Ticker: SNA

Record Date: 02/24/2025

Meeting Type: Annual

Primary Security ID: 833034101

Shares Voted: 771

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David C. Adams	Mgmt	For	For	For
1.2	Elect Director Karen L. Daniel	Mgmt	For	For	For
1.3	Elect Director Ruth Ann M. Gillis	Mgmt	For	For	For
1.4	Elect Director James P. Holden	Mgmt	For	For	For
1.5	Elect Director Nathan J. Jones	Mgmt	For	For	For
1.6	Elect Director Henry W. Knueppel	Mgmt	For	For	For
1.7	Elect Director W. Dudley Lehman	Mgmt	For	For	For
1.8	Elect Director Nicholas T. Pinchuk	Mgmt	For	For	For
1.9	Elect Director Gregg M. Sherrill	Mgmt	For	For	For
1.10	Elect Director Donald J. Stebbins	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Xtrackers S&P 500 2x Inverse Daily Swap UCITS ETF

Meeting Date: 04/25/2025

Country: Luxembourg

Ticker: DBPK

Record Date:

Meeting Type: Annual

Primary Security ID: L7910R788

Shares Voted: 3,250,618

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive and Approve Board's and Auditor's Reports	Mgmt	For	For	For
2	Approve Financial Statements	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Renew Appointment of KPMG as Auditor	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Re-elect Philippe Ah-Sun as Director	Mgmt	For	For	For
7	Re-elect Alfred Francois Brausch as Director	Mgmt	For	For	For

## Xtrackers S&P 500 2x Inverse Daily Swap UCITS ETF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Thilo Wendenburg as Director	Mgmt	For	For	For
9	Re-elect Stefan Kreuzkamp as Director	Mgmt	For	For	For
10	Re-elect Simon Klein as Director	Mgmt	For	For	For
11	Approve Remuneration of Directors Alfred Francois Brausch, Thilo Wendenburg and Stefan Kreuzkamp	Mgmt	For	For	For

## Catena AB

**Meeting Date:** 04/28/2025

**Country:** Sweden

**Ticker:** CATE

**Record Date:** 04/16/2025

**Meeting Type:** Annual

**Primary Security ID:** W2356E100

**Shares Voted:** 10,777

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Board's Report and Report on Committee Work	Mgmt			
8	Receive CEO's Report	Mgmt			
9	Receive Financial Statements and Statutory Reports	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 9 Per Share	Mgmt	For	For	For
12.a	Approve Discharge of Gustav Hermelin	Mgmt	For	For	For
12.b	Approve Discharge of Katarina Wallin	Mgmt	For	For	For
12.c	Approve Discharge of Helene Briggert	Mgmt	For	For	For
12.d	Approve Discharge of Caesar Afors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.e	Approve Discharge of Vesna Jovic	Mgmt	For	For	For
12.f	Approve Discharge of Lennart Mauritzson	Mgmt	For	For	For
12.g	Approve Discharge of Joost Uwents	Mgmt	For	For	For
12.h	Approve Discharge of Jorgen Eriksson	Mgmt	For	For	For
13	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
14.a	Approve Remuneration of Directors in the Amount of SEK 460,000 for Chair and SEK 230,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.b	Approve Remuneration of Auditors	Mgmt	For	For	For
15.a	Reelect Gustaf Hermelin as Director	Mgmt	For	Against	Against
15.b	Reelect Katarina Wallin as Director	Mgmt	For	Against	Against
15.c	Reelect Helene Briggert as Director	Mgmt	For	For	For
15.d	Reelect Lennart Mauritzson as Director	Mgmt	For	Against	Against
15.e	Reelect Caesar Afors as Director	Mgmt	For	For	For
15.f	Reelect Vesna Jovic as Director	Mgmt	For	For	For
15.g	Reelect Joost Uwents as Director	Mgmt	For	Against	Against
15.h	Elect Lennart Mauritzson as Board Chair	Mgmt	For	Against	Against
16	Ratify KPMG as Auditors	Mgmt	For	For	For
17	Authorize Chair of the Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
19	Approve Remuneration Report	Mgmt	For	Against	Against
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For

## Catena AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
23	Other Business	Mgmt			
24	Close Meeting	Mgmt			

## Entra ASA

**Meeting Date:** 04/29/2025      **Country:** Norway      **Ticker:** ENTRA  
**Record Date:** 04/22/2025      **Meeting Type:** Annual  
**Primary Security ID:** R2R8A2105

Shares Voted: 57,532

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
5	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
6	Authorize Board to Distribute Dividends	Mgmt	For	For	For
7	Discuss Company's Corporate Governance Statement	Mgmt			
8	Approve Remuneration Statement	Mgmt	For	Against	Against
9	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Approve Equity Plan Financing Through Repurchase of Shares	Mgmt	For	Against	Against
11	Approve Creation of NOK 18.2 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
12	Approve Remuneration of Auditor	Mgmt	For	For	For
13.1	Approve Remuneration of Directors	Mgmt	For	For	For
13.2	Approve Remuneration of Audit Committee	Mgmt	For	For	For
13.3	Approve Remuneration of Compensation Committee	Mgmt	For	For	For

## Entra ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.1	Reelect Ingebret Hisdal (Chair) as Member of Nominating Committee	Mgmt	For	For	For
14.2	Reelect Per Berggren as Member of Nominating Committee	Mgmt	For	For	For
14.3	Reelect Gisele Marchand as Member of Nominating Committee	Mgmt	For	For	For
14.4	Reelect Erik Selin as Member of Nominating Committee	Mgmt	For	For	For
15	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
16.1	Reelect Ottar Ertzeid (Chair) as Director	Mgmt	For	For	For
16.2	Reelect Hege Beate Toft-Karlsen as Director	Mgmt	For	For	For
16.3	Reelect Widar Salbuviik as Director	Mgmt	For	For	For
16.4	Reelect Joacim Dan Anders Sjoberg as Director	Mgmt	For	For	For
16.5	Reelect Camilla Aldona Cakste Tefers as Director	Mgmt	For	For	For
16.6	Reelect Ewa Wassberg as Director	Mgmt	For	For	For

## Aker ASA

**Meeting Date:** 04/30/2025      **Country:** Norway      **Ticker:** AKER  
**Record Date:** 04/23/2025      **Meeting Type:** Annual  
**Primary Security ID:** R0114P108

Shares Voted: 16,169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Approve Notice of Meeting and Agenda	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Receive Company Status Reports	Mgmt			
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 26.50 Per Share	Mgmt	For	For	For

## Aker ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
6	Approve Remuneration Statement (Advisory)	Mgmt	For	Against	Against
7	Discuss Company's Corporate Governance Statement	Mgmt			
8	Approve Remuneration of Directors in the Amount of NOK 736,000 for Chair, NOK 505,000 for Vice Chair and NOK 450,000 for Other Directors; Approve Remuneration of Members of the Audit Committee	Mgmt	For	For	For
9	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
10	Reelect Frank Ove Reite (Deputy Chair), Karen Simon and Kristin Krohn Devold as Directors	Mgmt	For	Against	Against
11	Reelect Kjell Inge Rokke (Chair) and Leif Arne Langoy as Members of Nominating Committee; Reelect Olav Revhaug as Deputy Member of Nominating Committee	Mgmt	For	For	For
12	Approve Remuneration of Auditors for 2024	Mgmt	For	For	For
13	Authorize Share Repurchase Program in Connection with Acquisitions, Mergers, Demergers or Other Transactions	Mgmt	For	For	For
14	Authorize Share Repurchase Program in Connection with Incentive Plan	Mgmt	For	Against	Against
15	Authorize Share Repurchase Program for Investment Purposes or Cancellation	Mgmt	For	For	For
16	Authorize Board to Distribute Additional Dividends	Mgmt	For	For	For
17	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For

## Muenchener Rueckversicherungs-Gesellschaft AG

**Meeting Date:** 04/30/2025

**Country:** Germany

**Ticker:** MUV2

**Record Date:** 04/23/2025

**Meeting Type:** Annual

**Primary Security ID:** D55535104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 20.00 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2024	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2024	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2024	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2024	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2024	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2024	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2024	Mgmt	For	For	For

# Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Matthias Beier for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Grzegorz Czlowiekowski for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Julia Jaekel for Fiscal Year 2024	Mgmt	For	For	For

# Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.16	Approve Discharge of Supervisory Board Member Renata Jungo Bruengger for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2024	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2024	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Andrea Maier for Fiscal Year 2024	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2024	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Victoria Ossadnik for Fiscal Year 2024	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2024	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2024	Mgmt	For	For	For
4.24	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2024	Mgmt	For	For	For
4.25	Approve Discharge of Supervisory Board Member Anita Stocker-Napravnik for Fiscal Year 2024	Mgmt	For	For	For
4.26	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2024	Mgmt	For	For	For
4.27	Approve Discharge of Supervisory Board Member Susanne Terhoeven for Fiscal Year 2024	Mgmt	For	For	For
4.28	Approve Discharge of Supervisory Board Member Jens-Juergen Vogel for Fiscal Year 2024	Mgmt	For	For	For
4.29	Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2024	Mgmt	For	For	For

# Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.30	Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2024	Mgmt	For	For	For
4.31	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For
5.2	Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
5.3	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2026	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
9.1	Amend Articles Re: Share Transfer Restriction	Mgmt	For	For	For
9.2	Amend Articles Re: Third-Party Ownership Entries in the Share Register	Mgmt	For	For	For
9.3	Amend Articles Re: Third-Party Ownership Voting Rights	Mgmt	For	For	For
9.4	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
9.5	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
9.6	Amend Articles Re: Sequence of Agenda Items	Mgmt	For	For	For
10	Approve Creation of EUR 117.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.5 Billion; Approve Creation of EUR 117.5 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

**Meeting Date:** 04/30/2025

**Country:** United Kingdom

**Ticker:** SGRO

**Record Date:** 04/28/2025

**Meeting Type:** Annual

**Primary Security ID:** G80277141

**Shares Voted:** 52,702

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Re-elect Andy Harrison as Director	Mgmt	For	For	For
6	Re-elect Mary Barnard as Director	Mgmt	For	For	For
7	Re-elect Sue Clayton as Director	Mgmt	For	For	For
8	Re-elect Soumen Das as Director	Mgmt	For	For	For
9	Re-elect Carol Fairweather as Director	Mgmt	For	For	For
10	Re-elect Simon Fraser as Director	Mgmt	For	For	For
11	Re-elect David Sleath as Director	Mgmt	For	For	For
12	Re-elect Linda Yueh as Director	Mgmt	For	For	For
13	Elect Marcus Sperber as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Amend Long Term Incentive Plan	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

# SEGR0 PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Warehouses De Pauw SCA

**Meeting Date:** 04/30/2025      **Country:** Belgium      **Ticker:** WDP  
**Record Date:** 04/16/2025      **Meeting Type:** Annual/Special  
**Primary Security ID:** B9T59Z100

Shares Voted: 41,641

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	This is a Duplicate Meeting for Ballots Received via Proxy Providers	Mgmt			
	Annual/Special Meeting	Mgmt			
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1	Receive Special Board Report Re: Renewal of Authorized Capital	Mgmt			
2.1	Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital With Preemptive Rights by Cash Contributions	Mgmt	For	For	For
2.2	Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital by Optional Dividend	Mgmt	For	For	For
2.3a	Authorize Increase in Share Capital of up to 20 Percent of Authorized Capital Without Preemptive Rights by Various Means	Mgmt	For	Against	Against
2.3b	Authorize Increase in Share Capital of up to 10 Percent of Authorized Capital Without Preemptive Rights by Various Means	Mgmt	For	For	For
2.4	Amend Article 8 to Reflect Changes in Capital	Mgmt	For	For	For
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Acknowledge Optional Dividend Payment	Mgmt			

## Warehouses De Pauw SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Approve Discharge of Auditors	Mgmt	For	For	For
7	Ratify KPMG as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
8	Appoint KPMG for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11.1	Approve Change-of-Control Clause Re: Credit Agreements	Mgmt	For	For	For
11.2	Approve Change-of-Control Clause Re: Credit Agreements Permitted Between the Date of the Convocation to the General Meeting and the Effective Session of the General Meeting	Mgmt	For	For	For
C.1	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

## Church & Dwight Co., Inc.

**Meeting Date:** 05/01/2025

**Country:** USA

**Ticker:** CHD

**Record Date:** 03/05/2025

**Meeting Type:** Annual

**Primary Security ID:** 171340102

**Shares Voted:** 4,969

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradlen S. Cashaw	Mgmt	For	For	For
1b	Elect Director Richard A. Dierker	Mgmt	For	For	For
1c	Elect Director Matthew T. Farrell	Mgmt	For	For	For
1d	Elect Director Bradley C. Irwin	Mgmt	For	For	For
1e	Elect Director Penry W. Price	Mgmt	For	For	For
1f	Elect Director Susan G. Saideman	Mgmt	For	For	For
1g	Elect Director Ravichandra K. Saligram	Mgmt	For	For	For

## Church & Dwight Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Robert K. Shearer	Mgmt	For	For	For
1i	Elect Director Michael R. Smith	Mgmt	For	For	For
1j	Elect Director Janet S. Vergis	Mgmt	For	For	For
1k	Elect Director Arthur B. Winkleblack	Mgmt	For	For	For
1l	Elect Director Laurie J. Yoler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Right to Call Special Meeting	SH	Against	Against	Against

## Groupe Bruxelles Lambert SA

**Meeting Date:** 05/02/2025      **Country:** Belgium      **Ticker:** GBLB  
**Record Date:** 04/18/2025      **Meeting Type:** Annual  
**Primary Security ID:** B4746J115

Shares Voted: 8,706

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2.1	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
2.2	Approve Financial Statements	Mgmt	For	For	For
3	Approve Discharge of Directors	Mgmt	For	For	For
4	Approve Discharge of Auditor	Mgmt	For	For	For
5.1	Elect Johannes Huth as Director	Mgmt	For	For	For
5.2	Reelect Claude Genereux as Director	Mgmt	For	Against	Against
5.3	Reelect Alexandra Soto as Director	Mgmt	For	Against	Against
5.4	Reelect Agnes Touraine as Director	Mgmt	For	For	For
5.5	Reelect Jacques Veyrat as Director	Mgmt	For	Against	Against

## Groupe Bruxelles Lambert SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Aknowledge Appointment of PwC Bedrijfsrevisoren-Reviseurs d'Entreprises as Auditor for Sustainability Reporting for Fiscal Year 2024 and Approve Their Remuneration	Mgmt	For	For	For
6.2	Appoint PwC Bedrijfsrevisoren-Reviseurs d'Entreprises for Sustainability Reporting for Fiscal Year 2025 and 2026 and Approve Their Remuneration	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	Against	Against
9.1	Receive Special Board Report Re: Article 7:227 of the Company Code with Respect to the Guarantees in Item 9.2	Mgmt			
9.2	Approve Guarantee to Acquire Shares under Profit-Sharing Plan	Mgmt	For	For	For
10	Transact Other Business	Mgmt			

## Groupe Bruxelles Lambert SA

**Meeting Date:** 05/02/2025

**Country:** Belgium

**Ticker:** GBLB

**Record Date:** 04/18/2025

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** B4746J115

**Shares Voted:** 8,706

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1	Approve Cancellation of Treasury Shares	Mgmt	For	For	For
2.1	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	For	Against	Against
2.2	Amend Article 7 Re: Share Repurchase	Mgmt			
3.1	Receive Report of Management Board (Non-Voting)	Mgmt			
3.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For

## Groupe Bruxelles Lambert SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Amend Article 12 Re: Shares Issuances	Mgmt			
3.4	Authorize Issuance of Convertible Bonds, Bonds Redeemable in Shares and Other Financial Instruments without Preemptive Rights	Mgmt	For	For	For
3.5	Amend Article 13 Re: Bonds Issuances	Mgmt			
4	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Berkshire Hathaway Inc.

**Meeting Date:** 05/03/2025      **Country:** USA      **Ticker:** BRK.B  
**Record Date:** 03/05/2025      **Meeting Type:** Annual  
**Primary Security ID:** 084670702

Shares Voted: 2,627

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	For	Withhold	Withhold
1.2	Elect Director Gregory E. Abel	Mgmt	For	For	For
1.3	Elect Director Howard G. Buffett	Mgmt	For	For	For
1.4	Elect Director Susan A. Buffett	Mgmt	For	For	For
1.5	Elect Director Stephen B. Burke	Mgmt	For	Withhold	Withhold
1.6	Elect Director Kenneth I. Chenault	Mgmt	For	Withhold	Withhold
1.7	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.8	Elect Director Susan L. Decker	Mgmt	For	Withhold	Withhold
1.9	Elect Director Charlotte Guyman	Mgmt	For	Withhold	Withhold
1.10	Elect Director Ajit Jain	Mgmt	For	For	For
1.11	Elect Director Thomas S. Murphy, Jr.	Mgmt	For	Withhold	Withhold
1.12	Elect Director Wallace R. Weitz	Mgmt	For	For	For
1.13	Elect Director Meryl B. Witmer	Mgmt	For	For	For
2	Report on Costs and Benefits of Voluntary Carbon Reduction Commitments	SH	Against	Against	Against
3	Report on Pay Disparity	SH	Against	Against	Against

## Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
5	Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives	SH	Against	Against	Against
6	Designate Board Committee to Oversee DEI Strategy	SH	Against	Against	Against
7	Report on Clean Energy Supply Financing Ratio	SH	Against	For	For
8	Establish Board Committee on Artificial Intelligence	SH	Against	For	For

## Brookfield Asset Management Ltd.

**Meeting Date:** 05/05/2025

**Country:** Canada

**Ticker:** BAM

**Record Date:** 03/07/2025

**Meeting Type:** Annual

**Primary Security ID:** 113004105

**Shares Voted:** 9,958

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barry Blattman	Mgmt	For	For	For
1.2	Elect Director Angela F. Braly	Mgmt	For	For	For
1.3	Elect Director Marcel R. Coutu	Mgmt	For	For	For
1.4	Elect Director Scott Cutler	Mgmt	For	For	For
1.5	Elect Director Bruce Flatt	Mgmt	For	For	For
1.6	Elect Director Olivia (Liv) Garfield	Mgmt	For	For	For
1.7	Elect Director Nili Gilbert	Mgmt	For	For	For
1.8	Elect Director Keith Johnson	Mgmt	For	For	For
1.9	Elect Director Brian W. Kingston	Mgmt	For	For	For
1.10	Elect Director Cyrus Madon	Mgmt	For	For	For
1.11	Elect Director Diana Noble	Mgmt	For	For	For
1.12	Elect Director William Powell	Mgmt	For	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

# Bristol-Myers Squibb Company

Meeting Date: 05/06/2025

Country: USA

Ticker: BMY

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 110122108

Shares Voted: 5,193

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	For	For	For
1B	Elect Director Deepak L. Bhatt	Mgmt	For	For	For
1C	Elect Director Christopher S. Boerner	Mgmt	For	For	For
1D	Elect Director Julia A. Haller	Mgmt	For	For	For
1E	Elect Director Manuel Hidalgo Medina	Mgmt	For	For	For
1F	Elect Director Michael R. McMullen	Mgmt	For	For	For
1G	Elect Director Paula A. Price	Mgmt	For	For	For
1H	Elect Director Derica W. Rice	Mgmt	For	For	For
1I	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1J	Elect Director Karen H. Vousden	Mgmt	For	For	For
1K	Elect Director Phyllis R. Yale	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
5	Consider Abolishing DEI Goals	SH	Against	Against	Against

# Castellum AB

Meeting Date: 05/07/2025

Country: Sweden

Ticker: CAST

Record Date: 04/28/2025

Meeting Type: Annual

Primary Security ID: W2084X107

Shares Voted: 42,252

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6.(a)	Receive Financial Statements and Statutory Reports	Mgmt			
6.(b)	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of SEK 2.48 Per Share	Mgmt	For	For	For
9.(a)	Approve Discharge of Per Berggren	Mgmt	For	For	For
9.(b)	Approve Discharge of Anna-Karin Celsing	Mgmt	For	For	For
9.(c)	Approve Discharge of Henrik Kall	Mgmt	For	For	For
9.(d)	Approve Discharge of Ann-Louise Lokholm-Klasson	Mgmt	For	For	For
9.(e)	Approve Discharge of Louise Richnau	Mgmt	For	For	For
9.(f)	Approve Discharge of Pal Ahlsen	Mgmt	For	For	For
9.(g)	Approve Discharge of CEO Joacim Sjöberg	Mgmt	For	For	For
10	Receive Nominating Committee's Report	Mgmt			
11A	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
11B	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
12A	Approve Remuneration of Directors in the Amount of SEK 1.35 Million for Chair and SEK 480,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12B	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1	Reelect Louise Richnau (Chair) as Director	Mgmt	For	For	For
13.2	Reelect Anna-Karin Celsing as Director	Mgmt	For	For	For
13.3	Reelect Henrik Kall as Director	Mgmt	For	For	For

## Castellum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.4	Reelect Ann-Louise Lokholm Klasson as Director	Mgmt	For	For	For
13.5	Reelect Pal Ahlsen as Director	Mgmt	For	For	For
13.6	Elect Stefan Rank as New Director	Mgmt	For	For	For
14	Ratify Deloitte as Auditors	Mgmt	For	For	For
15	Approve Nomination Committee Procedures	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	Against	Against
17	Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights	Mgmt	For	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
19	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
20A	Approve Performance Share Plan for Key Employees	Mgmt	For	For	For
20B	Approve Equity Plan Financing	Mgmt	For	For	For
20C	Approve Alternative Equity Plan Financing	Mgmt	For	For	For
21	Close Meeting	Mgmt			

## Eurazeo SE

**Meeting Date:** 05/07/2025

**Country:** France

**Ticker:** RF

**Record Date:** 05/05/2025

**Meeting Type:** Annual/Special

**Primary Security ID:** F3296A108

**Shares Voted:** 10,294

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Treatment of Losses and Dividends of EUR 2.65 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Reelect Olivier Merveilleux as Supervisory Board Member	Mgmt	For	For	For
6	Reelect JCDecaux Holding SAS as Supervisory Board Member	Mgmt	For	For	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
8	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against	Against
9	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
10	Approve Compensation of Jean-Charles Decaux, Chairman of Supervisory Board	Mgmt	For	For	For
11	Approve Compensation of Christophe Bavière, Management Board Member	Mgmt	For	For	For
12	Approve Compensation of William Kadouch-Chassaing, Management Board Member	Mgmt	For	For	For
13	Approve Compensation of Sophie Flak, Management Board Member	Mgmt	For	For	For
14	Approve Compensation and Termination Package of Olivier Millet, Management Board Member	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
16	Appoint FORVIS MAZARS as Auditor for Sustainability Reporting	Mgmt	For	For	For
17	Ratify Change Location of Registered Office to 66, rue Pierre Charron, 75008 Paris	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Amend Article 13 of Bylaws Re: Board Deliberations	Mgmt	For	For	For
	Ordinary Business	Mgmt			

## Eurazeo SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Gilead Sciences, Inc.

Meeting Date: 05/07/2025

Country: USA

Ticker: GILD

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 375558103

Shares Voted: 5,013

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	For	For	For
1b	Elect Director Jeffrey A. Bluestone	Mgmt	For	For	For
1c	Elect Director Sandra J. Horning	Mgmt	For	For	For
1d	Elect Director Kelly A. Kramer	Mgmt	For	For	For
1e	Elect Director Ted W. Love	Mgmt	For	For	For
1f	Elect Director Harish M. Manwani	Mgmt	For	For	For
1g	Elect Director Daniel P. O'Day	Mgmt	For	For	For
1h	Elect Director Javier J. Rodriguez	Mgmt	For	For	For
1i	Elect Director Anthony Welters	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Pay Disparity	SH	Against	Against	Against
5	Require Independent Board Chair	SH	Against	For	For
6	Adopt Comprehensive Human Rights Policy and Human Rights Due Diligence Process	SH	Against	For	For
7	Report on the Risks of DEI Practices for Contractors	SH	Against	Against	Against

## Investor AB

Meeting Date: 05/07/2025

Country: Sweden

Ticker: INVE.B

Record Date: 04/28/2025

Meeting Type: Annual

Primary Security ID: W5R777115

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chair of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt			
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	Against	Against
10.A	Approve Discharge of Katarina Berg	Mgmt	For	For	For
10.B	Approve Discharge of Gunnar Brock	Mgmt	For	For	For
10.C	Approve Discharge of Christian Cederholm	Mgmt	For	For	For
10.D	Approve Discharge of Johan Forssell	Mgmt	For	For	For
10.E	Approve Discharge of Magdalena Gerger	Mgmt	For	For	For
10.F	Approve Discharge of Tom Johnstone, CBE	Mgmt	For	For	For
10.G	Approve Discharge of Isabelle Kocher	Mgmt	For	For	For
10.H	Approve Discharge of Sven Nyman	Mgmt	For	For	For
10.I	Approve Discharge of Mats Rahmstrom	Mgmt	For	For	For
10.J	Approve Discharge of Grace Reksten Skaugen	Mgmt	For	For	For
10.K	Approve Discharge of Hans Straberg	Mgmt	For	For	For
10.L	Approve Discharge of Jacob Wallenberg	Mgmt	For	For	For
10.M	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
10.N	Approve Discharge of Sara Ohrvall	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 5.20 Per Share	Mgmt	For	For	For

## Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.A	Determine Number of Members (13) and Deputy Members (0) of Board	Mgmt	For	For	For
12.B	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.A	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chair, SEK 2.04 Million for Vice Chair and SEK 1.025 Million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.B	Approve Remuneration of Auditors	Mgmt	For	For	For
14.A	Reelect Katarina Berg as Director	Mgmt	For	For	For
14.B	Reelect Christian Cederholm as Director	Mgmt	For	For	For
14.C	Reelect Magdalena Gerger as Director	Mgmt	For	For	For
14.D	Reelect Tom Johnstone, CBE as Director	Mgmt	For	Against	Against
14.E	Reelect Isabelle Kocher as Director	Mgmt	For	For	For
14.F	Reelect Sven Nyman as Director	Mgmt	For	For	For
14.G	Reelect Mats Rahmstrom as Director	Mgmt	For	Against	Against
14.H	Reelect Grace Reksten Skaugen as Director	Mgmt	For	Against	Against
14.I	Reelect Hans Straberg as Director	Mgmt	For	Against	Against
14.J	Reelect Jacob Wallenberg as Director	Mgmt	For	Against	Against
14.K	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14.L	Reelect Sara Ohrvall as Director	Mgmt	For	For	For
14.M	Elect Fred Wallenberg as New Director	Mgmt	For	Against	Against
15	Reelect Jacob Wallenberg as Board Chair	Mgmt	For	Against	Against
16	Ratify Deloitte AB as Auditor	Mgmt	For	For	For
17.A	Approve Performance Share Matching Plan (LTVR) for Employees within Investor	Mgmt	For	For	For
17.B	Approve Performance Share Matching Plan (LTVR) for Employees within Patricia Industries	Mgmt	For	For	For

## Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18.A	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
18.B	Approve Equity Plan (LTVR) Financing Through Transfer of Shares to Participants	Mgmt	For	For	For
19	Close Meeting	Mgmt			

## BCE Inc.

**Meeting Date:** 05/08/2025

**Country:** Canada

**Ticker:** BCE

**Record Date:** 03/17/2025

**Meeting Type:** Annual

**Primary Security ID:** 05534B760

**Shares Voted:** 17,101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mirko Bibic	Mgmt	For	For	For
1.2	Elect Director Robert P. Dexter	Mgmt	For	For	For
1.3	Elect Director Katherine Lee	Mgmt	For	For	For
1.4	Elect Director Monique F. Leroux	Mgmt	For	For	For
1.5	Elect Director Sheila A. Murray	Mgmt	For	For	For
1.6	Elect Director Gordon M. Nixon	Mgmt	For	For	For
1.7	Elect Director Louis P. Pagnutti	Mgmt	For	For	For
1.8	Elect Director Calin Rovinescu	Mgmt	For	For	For
1.9	Elect Director Karen Sheriff	Mgmt	For	For	For
1.10	Elect Director Jennifer Tory	Mgmt	For	For	For
1.11	Elect Director Louis Vachon	Mgmt	For	For	For
1.12	Elect Director Johan Wibergh	Mgmt	For	For	For
1.13	Elect Director Cornell Wright	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	SP 1: Disclosure of Language Fluency of Employees	SH	Against	Against	Against
5	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For	For

## BCE Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against	Against

## Latour Investment AB

**Meeting Date:** 05/08/2025      **Country:** Sweden      **Ticker:** LATO.B  
**Record Date:** 04/29/2025      **Meeting Type:** Annual  
**Primary Security ID:** W5R10B108

Shares Voted: 31,294

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 4.60 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
11	Reelect Mariana Burenstam Linder, Anders Boos, Carl Douglas, Eric Douglas, Johan Hjertonsson, Ulrika Kolsrud, Johan Nordstrom (Chair) and Lena Olving as Directors	Mgmt	For	Against	Against
12	Ratify Ernst & Young as Auditors	Mgmt	For	For	For

## Latour Investment AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration of Directors in the Amount of SEK 3.3 Million for Chair and SEK 1.2 Million for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Authorize Share Repurchase Program in Connection With Employee Stock Option Plan	Mgmt	For	For	For
17	Approve Stock Option Plan for Key Employees	Mgmt	For	For	For
18	Close Meeting	Mgmt			

## ONEX Corporation

**Meeting Date:** 05/08/2025

**Country:** Canada

**Ticker:** ONEX

**Record Date:** 03/24/2025

**Meeting Type:** Annual

**Primary Security ID:** 68272K103

**Shares Voted:** 15,979

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Robert M. Le Blanc	Mgmt	For	For	For
1B	Elect Director Sarabjit S. Marwah	Mgmt	For	For	For
1C	Elect Director Robert J. Shanfield	Mgmt	For	For	For
1D	Elect Director Sara Wechter	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

## Sofina SA

**Meeting Date:** 05/08/2025

**Country:** Belgium

**Ticker:** SOF

**Record Date:** 04/24/2025

**Meeting Type:** Annual

**Primary Security ID:** B80925124

Shares Voted: 4,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
1.2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
1.3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.50 per Share	Mgmt	For	For	For
2.1	Presentation of the Remuneration Report Relating to the Financial Year 2024	Mgmt			
2.2	Approve Remuneration Report	Mgmt	For	For	For
2.3	Approve Amended Remuneration Policy	Mgmt	For	For	For
3.1	Approve Discharge of Directors	Mgmt	For	For	For
3.2	Approve Discharge of Auditors	Mgmt	For	For	For
4.1	Reelect Harold Boel as Director	Mgmt	For	For	For
4.2	Reelect Anja Langenbucher as Independent Director	Mgmt	For	For	For
4.4	Reelect Catherine Soubie as Independent Director	Mgmt	For	For	For
5	Appoint EY for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For
6	Transact Other Business	Mgmt			

## AbbVie Inc.

Meeting Date: 05/09/2025

Country: USA

Ticker: ABBV

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: 00287Y109

Shares Voted: 1,631

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William H.L. Burnside	Mgmt	For	For	For
1b	Elect Director Thomas C. Freyman	Mgmt	For	For	For
1c	Elect Director Brett J. Hart	Mgmt	For	For	For
1d	Elect Director Edward J. Rapp	Mgmt	For	For	For

## AbbVie Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For

## VGP SA

**Meeting Date:** 05/09/2025      **Country:** Belgium      **Ticker:** VGP  
**Record Date:** 04/25/2025      **Meeting Type:** Annual/Special  
**Primary Security ID:** B9738D109

Shares Voted: 9,055

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting	Mgmt			
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2	Receive Consolidated Financial Statements (Non-Voting)	Mgmt			
3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 2.75 per Share	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	Against	Against
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Approve Discharge of Auditors	Mgmt	For	For	For
7	Reelect VM Invest NV Represented by Bart Van Malderen as Director	Mgmt	For	For	For
8	Reelect Jan Van Geet s.r.o. Represented by Jan Van Geet as Director	Mgmt	For	For	For
9	Approve Resignation of Katherina Reiche as Independent Director	Mgmt	For	For	For
10	Elect CM Advisors Ltd Represented by Chris Morrish as Independent Director	Mgmt	For	For	For
11	Ratify KPMG as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For

## VGP SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.1	Authorize Implementation of Approved Resolutions	Mgmt	For	For	For
12.2	Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For
	Special Meeting Agenda	Mgmt			
1.1	Approve Change-of-Control Clause Re: Green Bond Issued by the Company on April 2, 2025	Mgmt	For	For	For
2.1	Authorize Implementation of Approved Resolutions	Mgmt	For	For	For
2.2	Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

## Wereldhave NV

**Meeting Date:** 05/09/2025

**Country:** Netherlands

**Ticker:** WHA

**Record Date:** 04/11/2025

**Meeting Type:** Annual

**Primary Security ID:** N95060120

**Shares Voted:** 29,658

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.a.	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.c.	Approve Dividends	Mgmt	For	For	For
2.d.	Approve Discharge of Management Board	Mgmt	For	For	For
2.e.	Approve Discharge of Supervisory Board	Mgmt	For	For	For
2.f.	Approve Remuneration Report	Mgmt	For	For	For
3	Appoint Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
4.	Amend Articles Re: Changes of Law and Relocation of Registered Office	Mgmt	For	For	For
5.a.	Grant Board Authority to Issue Shares	Mgmt	For	For	For
5.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 5.a.	Mgmt	For	For	For

## Wereldhave NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.c.	Grant Board Authority to Issue Shares in Connection with a Rights Issue	Mgmt	For	For	For
5.d.	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 5.c.	Mgmt	For	For	For
6.	Authorize Repurchase of Shares	Mgmt	For	For	For
7.	Approve Remuneration Policy of Management Board	Mgmt	For	For	For
8	Allow Questions	Mgmt			
9.	Close Meeting	Mgmt			

## Wheaton Precious Metals Corp.

**Meeting Date:** 05/09/2025

**Country:** Canada

**Ticker:** WPM

**Record Date:** 03/14/2025

**Meeting Type:** Annual/Special

**Primary Security ID:** 962879102

**Shares Voted:** 6,105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
a1	Elect Director George L. Brack	Mgmt	For	For	For
a2	Elect Director Jaimie Donovan	Mgmt	For	For	For
a3	Elect Director Chantal Gosselin	Mgmt	For	For	For
a4	Elect Director Jeane Hull	Mgmt	For	For	For
a5	Elect Director Glenn Ives	Mgmt	For	For	For
a6	Elect Director Charles A. Jeannes	Mgmt	For	For	For
a7	Elect Director Marilyn Schonberner	Mgmt	For	For	For
a8	Elect Director Randy V.J. Smallwood	Mgmt	For	For	For
a9	Elect Director Srinivasan Venkatakrishnan	Mgmt	For	For	For
b	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
c	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Meeting Date: 05/13/2025

Country: Belgium

Ticker: AED

Record Date: 04/29/2025

Meeting Type: Annual

Primary Security ID: B0130A108

Shares Voted: 14,075

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4.1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
4.2	Approve Dividends of EUR 3.90 Per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6.1	Approve Discharge of Serge Wibaut as Director	Mgmt	For	For	For
6.2	Approve Discharge of Stefaan Gielens as Director	Mgmt	For	For	For
6.3	Approve Discharge of Ingrid Daerden as Director	Mgmt	For	For	For
6.4	Approve Discharge of Sven Bogaerts as Director	Mgmt	For	For	For
6.5	Approve Discharge of Katrien Kesteloot as Director	Mgmt	For	For	For
6.6	Approve Discharge of Elisabeth May-Roberti as Director	Mgmt	For	For	For
6.7	Approve Discharge of Luc Plasman as Director	Mgmt	For	For	For
6.8	Approve Discharge of Marleen Willekens as Director	Mgmt	For	For	For
6.9	Approve Discharge of Charles-Antoine van Aelst as Director	Mgmt	For	For	For
6.10	Approve Discharge of Pertti Huuskonen as Director	Mgmt	For	For	For
6.11	Approve Discharge of Kari Pitkin as Director	Mgmt	For	For	For
6.12	Approve Discharge of Raoul Thomassen as Director	Mgmt	For	For	For
6.13	Approve Discharge of Henrike Waldburg as Director	Mgmt	For	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
7	Approve Discharge of EY BV/SRL, Represented by Christophe Boschmans, as Auditors	Mgmt	For	For	For
8.1	Appoint Ernst & Young BV SRL as Auditor for Sustainability Reporting	Mgmt	For	For	For
8.2	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
9.1	Elect Raoul Thomassen as Director	Mgmt	For	For	For
9.2	Approve Remuneration of Raoul Thomassen as Executive Director In Line With the Remuneration Policy	Mgmt	For	For	For
10.1	Elect Rikke Lykke as Independent Director	Mgmt	For	For	For
10.2	Approve Remuneration of Rikke Lykke as Non-Executive Independent Director In Line With the Remuneration Policy	Mgmt	For	For	For
11	Approve Revised Remuneration Policy	Mgmt	For	For	For
12.1	Approve Increase in Remuneration of Director from EUR 90,000 to EUR 142,000	Mgmt	For	For	For
12.2	Approve Increase in Remuneration of Non-Executive Director from EUR 35,000 to EUR 42,000	Mgmt	For	For	For
13.1	Approve Change-of-Control Clause Re: Credit Agreement with Belfius Bank NV/SA dated 9 April 2024	Mgmt	For	For	For
13.2	Approve Change-of-Control Clause Re: Credit Agreement with BNP Paribas Fortis NV/SA dated 25 June 2024	Mgmt	For	For	For
13.3	Approve Change-of-Control Clause Re: Credit Agreement with BNP Paribas Fortis NV/SA dated 17 July 2024	Mgmt	For	For	For
13.4	Approve Change-of-Control Clause Re: Credit Agreement with KBC Bank NV/SA dated 26 September 2024	Mgmt	For	For	For
13.5	Approve Change-of-Control Clause Re: Credit Agreement with Stichting Pensioenfonds Zorg en Welzijn (PGGM) dated 22 October 2024	Mgmt	For	For	For

## Aedifica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.6	Approve Change-of-Control Clause Re: Credit Agreement with Triodos Bank dated 14 November 2024	Mgmt	For	For	For
13.7	Approve Change-of-Control Clause Re: Credit Agreement with Societe Generale dated 23 December 2024	Mgmt	For	For	For
13.8	Approve Change-of-Control Clause Re: Credit Agreement with Belfius Bank NV/SA dated 24 December 2024	Mgmt	For	For	For
13.9	Approve Change-of-Control Clause Re: Two Credit Agreements with ING Belgium NV/SA dated 31 December 2024	Mgmt	For	For	For
13.10	Approve Change-of-Control Clause Re: Credit Agreement with ABN AMRO Bank N.V. dated 14 February 2025	Mgmt	For	For	For

## Ventas, Inc.

**Meeting Date:** 05/13/2025

**Country:** USA

**Ticker:** VTR

**Record Date:** 03/19/2025

**Meeting Type:** Annual

**Primary Security ID:** 92276F100

**Shares Voted:** 10,502

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melody C. Barnes	Mgmt	For	For	For
1b	Elect Director Theodore R. Bigman	Mgmt	For	For	For
1c	Elect Director Debra A. Cafaro	Mgmt	For	For	For
1d	Elect Director Michael J. Embler	Mgmt	For	For	For
1e	Elect Director Matthew J. Lustig	Mgmt	For	For	For
1f	Elect Director Roxanne M. Martino	Mgmt	For	For	For
1g	Elect Director Marguerite M. Nader	Mgmt	For	For	For
1h	Elect Director Sean P. Nolan	Mgmt	For	For	For
1i	Elect Director Walter C. Rakowich	Mgmt	For	For	For
1j	Elect Director Joe V. Rodriguez, Jr.	Mgmt	For	For	For

## Ventas, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Sumit Roy	Mgmt	For	For	For
1l	Elect Director Maurice S. Smith	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Increase Authorized Common Stock	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

## Brederode SA

**Meeting Date:** 05/14/2025      **Country:** Luxembourg      **Ticker:** BREB  
**Record Date:** 04/30/2025      **Meeting Type:** Annual  
**Primary Security ID:** L1236K106

Shares Voted: 5,913

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Director's Reports (Non-Voting)	Mgmt			
2	Receive Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
3	Discuss Company's Corporate Governance Statement	Mgmt			
4	Receive Auditor's Report (Non-Voting)	Mgmt			
5	Approve Financial Statements	Mgmt	For	For	For
6	Approve Allocation of Income	Mgmt	For	For	For
7	Approve Dividends	Mgmt	For	For	For
8	Approve Discharge of Directors	Mgmt	For	For	For
9	Reelect Rene Beltjens as Director	Mgmt	For	Against	Against
10	Elect Sophie Le Maner as Director	Mgmt	For	For	For
11	Approve Remuneration Policy	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	For	For
13	Approve Remuneration of Directors	Mgmt	For	For	For
14	Approve Discharge of Auditors	Mgmt	For	For	For

## Brederode SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Renew Appointment of Forvis Mazars S.A as Auditor	Mgmt	For	For	For

## Cofinimmo SA

**Meeting Date:** 05/14/2025      **Country:** Belgium      **Ticker:** COFB  
**Record Date:** 04/30/2025      **Meeting Type:** Annual  
**Primary Security ID:** B25654136

Shares Voted: 14,222

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Discharge of Directors	Mgmt	For	For	For
7	Approve Discharge of Auditors	Mgmt	For	For	For
8	Elect Ann Caluwaerts as Independent Director	Mgmt	For	For	For
9	Appoint KPMG as Auditor for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For
10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For
11	Transact Other Business	Mgmt			

## Power Corporation of Canada

**Meeting Date:** 05/14/2025      **Country:** Canada      **Ticker:** POW  
**Record Date:** 03/19/2025      **Meeting Type:** Annual  
**Primary Security ID:** 739239101

# Power Corporation of Canada

Shares Voted: 10,580

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Participating Preferred and Subordinate Voting Shares	Mgmt			
1.1	Elect Director Marcel R. Coutu	Mgmt	For	For	For
1.2	Elect Director Andre Desmarais	Mgmt	For	Against	Against
1.3	Elect Director Paul Desmarais, Jr.	Mgmt	For	Against	Against
1.4	Elect Director Gary A. Doer	Mgmt	For	For	For
1.5	Elect Director Segolene Gallienne-Frere	Mgmt	For	For	For
1.6	Elect Director Anthony R. Graham	Mgmt	For	For	For
1.7	Elect Director Sharon MacLeod	Mgmt	For	For	For
1.8	Elect Director Paula B. Madoff	Mgmt	For	For	For
1.9	Elect Director Isabelle Marcoux	Mgmt	For	For	For
1.10	Elect Director R. Jeffrey Orr	Mgmt	For	For	For
1.11	Elect Director T. Timothy Ryan, Jr.	Mgmt	For	For	For
1.12	Elect Director Siim A. Vanaselja	Mgmt	For	For	For
1.13	Elect Director Elizabeth D. Wilson	Mgmt	For	For	For
2	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Approve Power Performance Restricted Share Unit Plan	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
5	SP 1: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against	Against
6	SP 2: Disclosure of Language Fluency of Employees	SH	Against	Against	Against
7	SP 3: Advisory Vote on Environmental Policies	SH	Against	For	For

## Shurgard Self Storage Ltd.

Meeting Date: 05/14/2025

Country: Guernsey

Ticker: SHUR

Record Date: 04/30/2025

Meeting Type: Annual

Primary Security ID: G81317102

# Shurgard Self Storage Ltd.

Shares Voted: 12,309

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 0.59 per Share	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7i	Reelect Marc Oursin as Director	Mgmt	For	For	For
7ii	Reelect Jamie Behar as Director	Mgmt	For	For	For
7iii	Reelect Candace Krol as Director	Mgmt	For	For	For
7iv	Reelect Ian Marcus as Director	Mgmt	For	For	For
7v	Reelect Pdraig McCarthy as Director	Mgmt	For	For	For
7vi	Reelect Lorna Brown as Director	Mgmt	For	For	For
7vii	Reelect Paula Hay-Plumb as Director	Mgmt	For	For	For
7viii	Reelect Thomas Boyle as Director	Mgmt	For	For	For
8i	Elect Charlotte Webb as Director	Mgmt	For	For	For
9	Renew Mandate of PricewaterhouseCoopers CI LLP as Auditors	Mgmt	For	For	For
10	Appoint PwC as Auditor for Sustainability Reporting	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	Against	Against

# Marsh & McLennan Companies, Inc.

Meeting Date: 05/15/2025

Country: USA

Ticker: MMC

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 571748102

## Marsh & McLennan Companies, Inc.

Shares Voted: 1,223

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	For	For	For
1b	Elect Director John Q. Doyle	Mgmt	For	For	For
1c	Elect Director H. Edward Hanway	Mgmt	For	For	For
1d	Elect Director Judith Hartmann	Mgmt	For	For	For
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1f	Elect Director Tamara Ingram	Mgmt	For	For	For
1g	Elect Director Jane H. Lute	Mgmt	For	For	For
1h	Elect Director Steven A. Mills	Mgmt	For	For	For
1i	Elect Director Morton O. Schapiro	Mgmt	For	For	For
1j	Elect Director Jan Siegmund	Mgmt	For	For	For
1k	Elect Director Lloyd M. Yates	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

## Xior Student Housing NV

Meeting Date: 05/15/2025

Country: Belgium

Ticker: XIOR

Record Date: 05/01/2025

Meeting Type: Annual

Primary Security ID: B9901Y104

Shares Voted: 19,922

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.1	Receive Directors' Reports (Non-Voting)	Mgmt			
1.2	Receive Auditors' Reports (Non-Voting)	Mgmt			
1.3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			

## Xior Student Housing NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.7680 per Share	Mgmt	For	For	For
1.5	Approve Remuneration Report	Mgmt	For	For	For
1.6	Approve Discharge of Directors	Mgmt	For	For	For
1.7	Approve Discharge of Auditors	Mgmt	For	For	For
2	Approve Change-of-Control Clause Re: Financing Agreements	Mgmt	For	For	For
3.1	Receive Directors' Reports of the Merged Companies (Non-Voting)	Mgmt			
3.2	Receive Auditors' Reports of the Merged Companies (Non-Voting)	Mgmt			
3.3	Approve Financial Statements and Allocation of Income of the Merged Companies	Mgmt	For	For	For
3.4	Approve Discharge of Directors and Auditors of the Merged Companies	Mgmt	For	For	For

## CVC Capital Partners Plc

**Meeting Date:** 05/20/2025

**Country:** Jersey

**Ticker:** CVC

**Record Date:** 05/16/2025

**Meeting Type:** Annual

**Primary Security ID:** G2716N103

**Shares Voted:** 54,904

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
5	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Elect Rob Lucas as Director	Mgmt	For	For	For
7	Elect Fred Watt as Director	Mgmt	For	For	For
8	Elect Rolly van Rappard as Director	Mgmt	For	Against	Against
9	Elect Baroness Rona Fairhead as Director	Mgmt	For	For	For

## CVC Capital Partners Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Elect Mark Machin as Director	Mgmt	For	For	For
11	Elect Carla Smits-Nusteling as Director	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

## JPMorgan Chase & Co.

**Meeting Date:** 05/20/2025      **Country:** USA      **Ticker:** JPM  
**Record Date:** 03/21/2025      **Meeting Type:** Annual  
**Primary Security ID:** 46625H100

Shares Voted: 2,531

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	For	For	For
1b	Elect Director Michele G. Buck	Mgmt	For	For	For
1c	Elect Director Stephen B. Burke	Mgmt	For	For	For
1d	Elect Director Todd A. Combs	Mgmt	For	For	For
1e	Elect Director Alicia Boler Davis	Mgmt	For	For	For
1f	Elect Director James Dimon	Mgmt	For	For	For
1g	Elect Director Alex Gorsky	Mgmt	For	For	For
1h	Elect Director Melody Hobson	Mgmt	For	For	For
1i	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1j	Elect Director Virginia M. Rometty	Mgmt	For	For	For
1k	Elect Director Brad D. Smith	Mgmt	For	For	For
1l	Elect Director Mark A. Weinberger	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
5	Report on Social Impacts of Climate Transition Finance	SH	Against	For	For

## AvalonBay Communities, Inc.

Meeting Date: 05/21/2025

Country: USA

Ticker: AVB

Record Date: 03/21/2025

Meeting Type: Annual

Primary Security ID: 053484101

Shares Voted: 2,032

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

## Equinix, Inc.

Meeting Date: 05/21/2025

Country: USA

Ticker: EQIX

Record Date: 03/25/2025

Meeting Type: Annual

Primary Security ID: 29444U700

Shares Voted: 720

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nanci Caldwell	Mgmt	For	For	For
1b	Elect Director Adaire Fox-Martin	Mgmt	For	For	For
1c	Elect Director Gary Hromadko	Mgmt	For	For	For
1d	Elect Director Charles Meyers	Mgmt	For	For	For
1e	Elect Director Thomas Olinger	Mgmt	For	For	For

## Equinix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Christopher Paisley	Mgmt	For	For	For
1g	Elect Director Sandra Rivera	Mgmt	For	For	For
1h	Elect Director Fidelma Russo	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	SH	Against	For	For

## Hasbro, Inc.

**Meeting Date:** 05/21/2025

**Country:** USA

**Ticker:** HAS

**Record Date:** 03/27/2025

**Meeting Type:** Annual

**Primary Security ID:** 418056107

**Shares Voted:** 4,526

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Hope F. Cochran	Mgmt	For	For	For
1.2	Elect Director Christian P. Cocks	Mgmt	For	For	For
1.3	Elect Director Lisa Gersh	Mgmt	For	For	For
1.4	Elect Director Frank D. Gibeau	Mgmt	For	For	For
1.5	Elect Director Elizabeth Hamren	Mgmt	For	For	For
1.6	Elect Director Darin S. Harris	Mgmt	For	For	For
1.7	Elect Director Owen Mahoney	Mgmt	For	For	For
1.8	Elect Director Laurel J. Richie	Mgmt	For	For	For
1.9	Elect Director Richard S. Stoddart	Mgmt	For	For	For
1.10	Elect Director Mary Beth West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

# Partners Group Holding AG

Meeting Date: 05/21/2025

Country: Switzerland

Ticker: PGHN

Record Date:

Meeting Type: Annual

Primary Security ID: H6120A101

Shares Voted: 562

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 42.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For	For
5.2	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 10.9 Million	Mgmt	For	For	For
5.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.7 Million	Mgmt	For	For	For
5.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13.5 Million	Mgmt	For	For	For
5.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 63.4 Million	Mgmt	For	For	For
5.6	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 120,000	Mgmt	For	For	For
6.1.1	Reelect Steffen Meister as Director and Board Chair	Mgmt	For	For	For
6.1.2	Elect Urban Angehrn as Director	Mgmt	For	For	For
6.1.3	Reelect Marcel Erni as Director	Mgmt	For	For	For
6.1.4	Reelect Alfred Gantner as Director	Mgmt	For	For	For
6.1.5	Reelect Anne Lester as Director	Mgmt	For	For	For
6.1.6	Reelect Gaelle Olivier as Director	Mgmt	For	For	For
6.1.7	Reelect Urs Wietlisbach as Director	Mgmt	For	For	For
6.1.8	Reelect Flora Zhao as Director	Mgmt	For	Against	Against

## Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.3	Reappoint Gaelle Olivier as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	Mgmt	For	For	For
6.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Bentley Systems, Incorporated

Meeting Date: 05/22/2025

Country: USA

Ticker: BSY

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: 08265T208

Shares Voted: 4,167

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barry J. Bentley	Mgmt	For	Withhold	Withhold
1.2	Elect Director Gregory S. Bentley	Mgmt	For	Withhold	Withhold
1.3	Elect Director Keith A. Bentley	Mgmt	For	Withhold	Withhold
1.4	Elect Director Raymond B. Bentley	Mgmt	For	Withhold	Withhold
1.5	Elect Director Nicholas H. Cumins	Mgmt	For	Withhold	Withhold
1.6	Elect Director Kirk B. Griswold	Mgmt	For	Withhold	Withhold
1.7	Elect Director Janet B. Haugen	Mgmt	For	Withhold	Withhold
1.8	Elect Director Brian F. Hughes	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## EXOR NV

Meeting Date: 05/22/2025

Country: Netherlands

Ticker: EXO

Record Date: 04/24/2025

Meeting Type: Annual

Primary Security ID: N3140A107

Shares Voted: 7,524

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.a.	Receive Annual Report	Mgmt			
2.b.	Approve Remuneration Report	Mgmt	For	Against	Against
2.c.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.d.	Receive Explanation on Company's Dividend Policy	Mgmt			
2.e.	Approve Dividends	Mgmt	For	For	For
3.a.	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
3.b.	Appoint Deloitte Accountants B.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
3.c.	Amend Remuneration Policy	Mgmt	For	Against	Against
4.a.	Approve Discharge of Executive Director	Mgmt	For	For	For
4.b.	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
5.a.	Elect Karl Guha as Non-Executive Director	Mgmt	For	For	For
5.b.	Reelect Ginevra Elkann as Non-Executive Director	Mgmt	For	Against	Against
5.c.	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	For	Against	Against
6.a.	Authorize Repurchase of Shares	Mgmt	For	For	For
6.b.	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
7.	Close Meeting	Mgmt			

## Ackermans & van Haaren NV

Meeting Date: 05/26/2025

Country: Belgium

Ticker: ACKB

Record Date: 05/12/2025

Meeting Type: Annual

Primary Security ID: B01165156

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Approve Financial Statements and Dividends of EUR 3.80 per Share	Mgmt	For	For	For
4.1	Approve Discharge of Luc Bertrand as Director	Mgmt	For	For	For
4.2	Approve Discharge of Sonali Chandmal as Director	Mgmt	For	For	For
4.3	Approve Discharge of Marion Debruyne BV, Represented by Marion Debruyne, as Director	Mgmt	For	For	For
4.4	Approve Discharge of Venatio BV, Represented by Bart Deckers, as Director	Mgmt	For	For	For
4.5	Approve Discharge of Jacques Delen as Director	Mgmt	For	For	For
4.6	Approve Discharge of Deborah Janssens as Director	Mgmt	For	For	For
4.7	Approve Discharge of Julien Pestiaux as Director	Mgmt	For	For	For
4.8	Approve Discharge of Thierry van Baren as Director	Mgmt	For	For	For
4.9	Approve Discharge of Frederic van Haaren as Director	Mgmt	For	For	For
4.10	Approve Discharge of De Lier BV, Represented by Frank van Lierde, as Director	Mgmt	For	For	For
4.11	Approve Discharge of Menlo Park BV, Represented by Victoria Vandeputte, as Director	Mgmt	For	For	For
4.12	Approve Discharge of Pierre Willaert as Director	Mgmt	For	For	For
5	Approve Discharge of Auditors	Mgmt	For	For	For
6.1	Reelect Luc Bertrand as Director	Mgmt	For	Against	Against
6.2	Reelect Jacques Delen as Director	Mgmt	For	Against	Against
6.3	Reelect Frederic van Haaren as Director	Mgmt	For	Against	Against
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Approve Remuneration Policy	Mgmt	For	Against	Against

## Deutsche Wohnen SE

Meeting Date: 05/26/2025

Country: Germany

Ticker: DWNI

Record Date: 05/02/2025

Meeting Type: Annual

Primary Security ID: D2046U176

Shares Voted: 14,444

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.04 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025 and the First Quarter of 2026	Mgmt	For	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

## EQT AB

Meeting Date: 05/27/2025

Country: Sweden

Ticker: EQT

Record Date: 05/19/2025

Meeting Type: Annual

Primary Security ID: W3R27C102

Shares Voted: 26,060

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

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 4.30 Per Share	Mgmt	For	For	For
11.a	Approve Discharge of Conni Jonsson	Mgmt	For	For	For
11.b	Approve Discharge of Brooks Entwistle	Mgmt	For	For	For
11.c	Approve Discharge of Diony Lebot	Mgmt	For	For	For
11.d	Approve Discharge of Gordon Orr	Mgmt	For	For	For
11.e	Approve Discharge of Johan Forssell	Mgmt	For	For	For
11.f	Approve Discharge of Richa Goswami	Mgmt	For	For	For
11.g	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
11.h	Approve Discharge of Margo Cook	Mgmt	For	For	For
11.i	Approve Discharge of CEO Christian Sinding	Mgmt	For	For	For
12.a	Determine Number of Members (8) and Deputy Members of Board (0)	Mgmt	For	For	For
12.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.a	Approve Remuneration of Directors in the Amount of EUR 331,500 for Chair and EUR 150,500 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against
13.b	Approve Transfer of Shares to Board Members	Mgmt	For	For	For
13.c	Approve Remuneration of Auditor	Mgmt	For	For	For
14.a	Reelect Conni Jonsson as Director	Mgmt	For	Against	Against
14.b	Reelect Brooks Entwistle as Director	Mgmt	For	For	For
14.c	Reelect Diony Lebot as Director	Mgmt	For	For	For
14.d	Reelect Gordon Orr as Director	Mgmt	For	For	For

## EQT AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.e	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14.f	Reelect Margo Cook as Director	Mgmt	For	For	For
14.g	Reelect Richa Goswami as Director	Mgmt	For	For	For
14.h	Elect Jacob Wallenberg Jr as New Director	Mgmt	For	For	For
14.i	Reelect Conni Jonsson as Board Chair	Mgmt	For	Against	Against
15	Ratify KPMG AB as Auditor	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
19	Approve SEK 696,202.78 Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue	Mgmt	For	For	For
20	Amend EQT Share Program and EQT Option Program	Mgmt	For	Against	Against
	Shareholder Proposal Submitted by Tommy Jonasson	Mgmt			
21	Approve Proposal Regarding a Sponsorship Arrangement	SH	None	Against	Against
22	Close Meeting	Mgmt			

## Juniper Networks, Inc.

**Meeting Date:** 05/28/2025

**Country:** USA

**Ticker:** JNPR

**Record Date:** 04/01/2025

**Meeting Type:** Annual

**Primary Security ID:** 48203RAN4

**Shares Voted:** 9,358

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anne DeSanto	Mgmt	For	For	For
1b	Elect Director Kevin DeNuccio	Mgmt	For	For	For
1c	Elect Director James Dolce	Mgmt	For	For	For
1d	Elect Director Steven Fernandez	Mgmt	For	For	For
1e	Elect Director Christine Gorjanc	Mgmt	For	For	For

## Juniper Networks, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Janet Haugen	Mgmt	For	For	For
1g	Elect Director Scott Kriens	Mgmt	For	For	For
1h	Elect Director Rahul Merchant	Mgmt	For	For	For
1i	Elect Director Rami Rahim	Mgmt	For	For	For
1j	Elect Director William R. Stensrud	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Require More Director Nominations Than Open Seats	SH	Against	Against	Against

## Vonovia SE

**Meeting Date:** 05/28/2025      **Country:** Germany      **Ticker:** VNA  
**Record Date:** 05/21/2025      **Meeting Type:** Annual  
**Primary Security ID:** D9581T100

**Shares Voted:** 26,946

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.22 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for Fiscal Year 2025 and for the First Quarter of Fiscal Year 2026	Mgmt	For	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

## Vonovia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Policy	Mgmt	For	For	For
8.1	Elect Michael Ruediger to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Marcus Schenck to the Supervisory Board	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
10	Approve Creation of EUR 246.9 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 164.6 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

## Gartner, Inc.

**Meeting Date:** 05/29/2025

**Country:** USA

**Ticker:** IT

**Record Date:** 04/04/2025

**Meeting Type:** Annual

**Primary Security ID:** 366651107

**Shares Voted:** 676

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter E. Bisson	Mgmt	For	For	For
1b	Elect Director Richard J. Bressler	Mgmt	For	For	For
1c	Elect Director Raul E. Cesan	Mgmt	For	For	For
1d	Elect Director Karen E. Dykstra	Mgmt	For	For	For
1e	Elect Director Diana S. Ferguson	Mgmt	For	For	For
1f	Elect Director Anne Sutherland Fuchs	Mgmt	For	For	For
1g	Elect Director William O. Grabe	Mgmt	For	For	For
1h	Elect Director José M. Gutiérrez	Mgmt	For	For	For
1i	Elect Director Eugene A. Hall	Mgmt	For	For	For
1j	Elect Director Stephen G. Pagliuca	Mgmt	For	For	For
1k	Elect Director Eileen M. Serra	Mgmt	For	For	For

## Gartner, Inc.

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

## The Carlyle Group Inc.

**Meeting Date:** 05/29/2025 **Country:** USA **Ticker:** CG  
**Record Date:** 04/04/2025 **Meeting Type:** Annual  
**Primary Security ID:** 14316J108

Shares Voted: 22,334

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David M. Rubenstein	Mgmt	For	For	For
1.2	Elect Director Daniel A. D'Aniello	Mgmt	For	For	For
1.3	Elect Director Harvey M. Schwartz	Mgmt	For	For	For
1.4	Elect Director Sharda Cherwoo	Mgmt	For	For	For
1.5	Elect Director Linda H. Filler	Mgmt	For	For	For
1.6	Elect Director James H. Hance, Jr.	Mgmt	For	For	For
1.7	Elect Director Derica W. Rice	Mgmt	For	For	For
1.8	Elect Director William J. Shaw	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

## Amadeus IT Group SA

**Meeting Date:** 06/03/2025 **Country:** Spain **Ticker:** AMS  
**Record Date:** 05/29/2025 **Meeting Type:** Annual  
**Primary Security ID:** E04648114

Shares Voted: 2,919

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For

## Amadeus IT Group SA

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

## Canadian Apartment Properties Real Estate Investment Trust

**Meeting Date:** 06/03/2025

**Country:** Canada

**Ticker:** CAR.UN

**Record Date:** 04/07/2025

**Meeting Type:** Annual/Special

**Primary Security ID:** 134921105

**Shares Voted:** 20,422

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Trustee Lori-Ann Beausoleil	Mgmt	For	For	For

## Canadian Apartment Properties Real Estate Investment Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Trustee Gina Parvaneh Cody	Mgmt	For	For	For
1.3	Elect Trustee Mark Kenney	Mgmt	For	For	For
1.4	Elect Trustee Gervais Levasseur	Mgmt	For	For	For
1.5	Elect Trustee Ken Silver	Mgmt	For	For	For
1.6	Elect Trustee Jennifer Stoddart	Mgmt	For	For	For
1.7	Elect Trustee Elaine Todres	Mgmt	For	For	For
1.8	Elect Trustee Rene Tremblay	Mgmt	For	For	For
1.9	Elect Trustee David Wesik	Mgmt	For	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Trustees to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Re-approve Unitholders' Rights Plan	Mgmt	For	For	For

## Cognizant Technology Solutions Corporation

**Meeting Date:** 06/03/2025

**Country:** USA

**Ticker:** CTSH

**Record Date:** 04/07/2025

**Meeting Type:** Annual

**Primary Security ID:** 192446102

**Shares Voted:** 5,496

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Zein Abdalla	Mgmt	For	For	For
1b	Elect Director Vinita Bali	Mgmt	For	For	For
1c	Elect Director Eric Branderiz	Mgmt	For	For	For
1d	Elect Director Archana Deskus	Mgmt	For	For	For
1e	Elect Director John M. Dineen	Mgmt	For	For	For
1f	Elect Director Ravi Kumar S	Mgmt	For	For	For
1g	Elect Director Leo S. Mackay, Jr.	Mgmt	For	For	For
1h	Elect Director Michael Patsalos-Fox	Mgmt	For	For	For
1i	Elect Director Stephen "Steve" J. Rohleder	Mgmt	For	For	For
1j	Elect Director Abraham "Bram" Schot	Mgmt	For	For	For

## Cognizant Technology Solutions Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Karima Silvent	Mgmt	For	For	For
1l	Elect Director Joseph M. Velli	Mgmt	For	For	For
1m	Elect Director Sandra S. Wijnberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Right to Call Special Meeting	SH	Against	Against	Against

## Eurocommercial Properties NV

**Meeting Date:** 06/03/2025      **Country:** Netherlands      **Ticker:** ECPMA  
**Record Date:** 05/06/2025      **Meeting Type:** Annual  
**Primary Security ID:** N31068195

**Shares Voted:** 18,524

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

## Eurocommercial Properties NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	For	For
13.	Authorize Repurchase of Shares	Mgmt	For	For	For
14.	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
15.	Other Business (Non-Voting)	Mgmt			
16.	Close Meeting	Mgmt			

## D'Ieteren Group

**Meeting Date:** 06/05/2025

**Country:** Belgium

**Ticker:** DIE

**Record Date:** 05/22/2025

**Meeting Type:** Annual

**Primary Security ID:** B49343187

**Shares Voted:** 6,289

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.60 per Share	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Against	Against
4	Approve Remuneration Policy	Mgmt	For	Against	Against
5	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
6.1	Approve Discharge of Directors	Mgmt	For	For	For
6.2	Approve Discharge of Auditors	Mgmt	For	For	For
7.1	Reelect HECHO SRL, Represented by Hugo De Stoop, as Independent Director	Mgmt	For	Against	Against
7.2	Approve Co-optation of Olivier Chapelle SRL, Represented by Olivier Chapelle, as Director	Mgmt	For	Against	Against
7.3	Approve Co-optation of Norawild SRL, Represented by Thierry le Grelle, as Independent Director	Mgmt	For	Against	Against
7.4	Approve Co-optation of Alcamara BV, Represented by Charles-Antoine Leunen, as Director	Mgmt	For	Against	Against

## D'Ieteren Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

## TPG Inc.

**Meeting Date:** 06/05/2025      **Country:** USA      **Ticker:** TPG  
**Record Date:** 04/08/2025      **Meeting Type:** Annual  
**Primary Security ID:** 872657101

Shares Voted: 18,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gunther Bright	Mgmt	For	Withhold	Withhold
1b	Elect Director James G. ("Jim") Coulter	Mgmt	For	Withhold	Withhold
1c	Elect Director Mary Cranston	Mgmt	For	Withhold	Withhold
1d	Elect Director Kelvin Davis	Mgmt	For	Withhold	Withhold
1e	Elect Director Kathy Elsesser	Mgmt	For	For	For
1f	Elect Director Deborah M. Messemer	Mgmt	For	Withhold	Withhold
1g	Elect Director Nehal Raj	Mgmt	For	Withhold	Withhold
1h	Elect Director Jeffrey Rhodes	Mgmt	For	Withhold	Withhold
1i	Elect Director Ganendran ("Ganen") Sarvananthan	Mgmt	For	Withhold	Withhold
1j	Elect Director Todd Sisitsky	Mgmt	For	Withhold	Withhold
1k	Elect Director David Trujillo	Mgmt	For	Withhold	Withhold
1l	Elect Director Anilu Vazquez-Ubarri	Mgmt	For	Withhold	Withhold
1m	Elect Director Jon Winkelried	Mgmt	For	Withhold	Withhold
2a	Elect James G. ("Jim") Coulter as Member of Executive Committee	Mgmt	For	Withhold	Withhold
2b	Elect Kelvin Davis as Member of Executive Committee	Mgmt	For	Withhold	Withhold
2c	Elect Nehal Raj as Member of Executive Committee	Mgmt	For	Withhold	Withhold
2d	Elect Jeffrey Rhodes as Member of Executive Committee	Mgmt	For	Withhold	Withhold
2e	Elect Ganendran ("Ganen") Sarvananthan as Member of Executive Committee	Mgmt	For	Withhold	Withhold

## TPG Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2f	Elect Todd Sisitskyas Member of Executive Committee	Mgmt	For	Withhold	Withhold
2g	Elect David Trujillo as Member of Executive Committee	Mgmt	For	Withhold	Withhold
2h	Elect Anilu Vazquez-Ubarri as Member of Executive Committee	Mgmt	For	Withhold	Withhold
2i	Elect Jon Winkelried as Member of Executive Committee	Mgmt	For	Withhold	Withhold
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Ares Management Corporation

Meeting Date: 06/06/2025

Country: USA

Ticker: ARES

Record Date: 04/07/2025

Meeting Type: Annual

Primary Security ID: 03990B101

Shares Voted: 6,452

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael J Arougheti	Mgmt	For	Against	Against
1b	Elect Director Ashish Bhutani	Mgmt	For	For	For
1c	Elect Director Antoinette Bush	Mgmt	For	Against	Against
1d	Elect Director R. Kipp deVeer	Mgmt	For	Against	Against
1e	Elect Director Paul G. Joubert	Mgmt	For	For	For
1f	Elect Director David B. Kaplan	Mgmt	For	Against	Against
1g	Elect Director Michael Lynton	Mgmt	For	For	For
1h	Elect Director Eileen Naughton	Mgmt	For	For	For
1i	Elect Director Judy D. Olian	Mgmt	For	Against	Against
1j	Elect Director Antony P. Ressler	Mgmt	For	Against	Against
1k	Elect Director Bennett Rosenthal	Mgmt	For	Against	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year

## Digital Realty Trust, Inc.

Meeting Date: 06/06/2025

Country: USA

Ticker: DLR

Record Date: 04/07/2025

Meeting Type: Annual

Primary Security ID: 253868103

Shares Voted: 3,389

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director VeraLinn "Dash" Jamieson	Mgmt	For	For	For
1b	Elect Director Kevin J. Kennedy	Mgmt	For	For	For
1c	Elect Director William G. LaPerch	Mgmt	For	For	For
1d	Elect Director Jean F.H.P. Mandeville	Mgmt	For	For	For
1e	Elect Director Afshin Mohebbi	Mgmt	For	For	For
1f	Elect Director Mark R. Patterson	Mgmt	For	For	For
1g	Elect Director Andrew P. Power	Mgmt	For	For	For
1h	Elect Director Mary Hogan Preusse	Mgmt	For	For	For
1i	Elect Director Susan Swanezy	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Adopt a Policy on Human Right to Water	SH	Against	For	For

## The TJX Companies, Inc.

Meeting Date: 06/10/2025

Country: USA

Ticker: TJX

Record Date: 04/15/2025

Meeting Type: Annual

Primary Security ID: 872540109

Shares Voted: 4,131

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose B. Alvarez	Mgmt	For	For	For
1b	Elect Director Alan M. Bennett	Mgmt	For	For	For
1c	Elect Director Rosemary T. Berkery	Mgmt	For	For	For
1d	Elect Director David T. Ching	Mgmt	For	For	For
1e	Elect Director C. Kim Goodwin	Mgmt	For	For	For

## The TJX Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Ernie Herrman	Mgmt	For	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For	For
1h	Elect Director Carol Meyrowitz	Mgmt	For	For	For
1i	Elect Director Jackwyn L. Nemerov	Mgmt	For	For	For
1j	Elect Director Charles F. Wagner, Jr.	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## DENSO Corp.

**Meeting Date:** 06/13/2025      **Country:** Japan      **Ticker:** 6902  
**Record Date:** 03/31/2025      **Meeting Type:** Annual  
**Primary Security ID:** J12075107

**Shares Voted:** 15,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arima, Koji	Mgmt	For	For	For
1.2	Elect Director Hayashi, Shinnosuke	Mgmt	For	For	For
1.3	Elect Director Matsui, Yasushi	Mgmt	For	For	For
1.4	Elect Director Yamazaki, Yasuhiko	Mgmt	For	For	For
1.5	Elect Director Toyoda, Akio	Mgmt	For	For	For
1.6	Elect Director Kushida, Shigeki	Mgmt	For	For	For
1.7	Elect Director Mitsuya, Yuko	Mgmt	For	For	For
1.8	Elect Director Joseph P. Schmelzeis, Jr	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Niwa, Motomi	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Hayashi, Katsunori	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Baba, Kumiko	Mgmt	For	For	For

## KDDI Corp.

Meeting Date: 06/18/2025

Country: Japan

Ticker: 9433

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J31843105

Shares Voted: 9,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 75	Mgmt	For	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Takahashi, Makoto	Mgmt	For	For	For
3.2	Elect Director Matsuda, Hiromichi	Mgmt	For	For	For
3.3	Elect Director Kuwahara, Yasuaki	Mgmt	For	For	For
3.4	Elect Director Saishoji, Nanae	Mgmt	For	For	For
3.5	Elect Director Takezawa, Hiroshi	Mgmt	For	For	For
3.6	Elect Director Katsuki, Tomohiko	Mgmt	For	For	For
3.7	Elect Director Yamaguchi, Goro	Mgmt	For	For	For
3.8	Elect Director Yamamoto, Keiji	Mgmt	For	For	For
3.9	Elect Director Tannowa, Tsutomu	Mgmt	For	For	For
3.10	Elect Director Okawa, Junko	Mgmt	For	For	For
3.11	Elect Director Okumiya, Kyoko	Mgmt	For	For	For
3.12	Elect Director Ando, Makoto	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

## Grand City Properties SA

Meeting Date: 06/24/2025

Country: Luxembourg

Ticker: GYC

Record Date: 06/10/2025

Meeting Type: Annual

Primary Security ID: L4459Y100

Shares Voted: 48,987

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Receive Board's Report	Mgmt			
2.	Receive Auditor's Report	Mgmt			

## Grand City Properties SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.	Approve Financial Statements	Mgmt	For	For	For
4.	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
5.	Approve Allocation of Income	Mgmt	For	For	For
6.	Approve Discharge of Directors	Mgmt	For	For	For
7.	Reelect Scot Wardlaw as Independent Director	Mgmt	For	For	For
8.	Reelect Monica Porfilio as Independent Director	Mgmt	For	For	For
9.	Reelect Markus Leininger as Independent Director	Mgmt	For	For	For
10.	Reelect Simone Runge-Brandner as Non-Executive Director	Mgmt	For	For	For
11.	Reelect Christian Windfuhr as Executive Director	Mgmt	For	For	For
12.	Renew Appointment of KPMG Audit S.a r.l as Auditor	Mgmt	For	For	For
13.	Approve Remuneration Report	Mgmt	For	Against	Against

## Hydro One Limited

**Meeting Date:** 06/24/2025

**Country:** Canada

**Ticker:** H

**Record Date:** 04/28/2025

**Meeting Type:** Annual/Special

**Primary Security ID:** 448811208

**Shares Voted:** 18,616

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Decrease in the Minimum Number of Directors from Ten to Eight	Mgmt	For	For	For
2A	Elect Director David Hay	Mgmt	For	For	For
2B	Elect Director David Lebeter	Mgmt	For	For	For
2C	Elect Director Stacey Mowbray	Mgmt	For	For	For
2D	Elect Director Mitch Panciuk	Mgmt	For	For	For
2E	Elect Director Mark Podlasly	Mgmt	For	For	For
2F	Elect Director Helga Reidel	Mgmt	For	For	For
2G	Elect Director Melissa Sonberg	Mgmt	For	For	For
2H	Elect Director Brian Vaasjo	Mgmt	For	For	For
2I	Elect Director Susan Wolburgh Jenah	Mgmt	For	For	For

## Hydro One Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

## Mastercard Incorporated

Meeting Date: 06/24/2025

Country: USA

Ticker: MA

Record Date: 04/25/2025

Meeting Type: Annual

Primary Security ID: 57636Q104

Shares Voted: 809

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	For	For
1b	Elect Director Candido Bracher	Mgmt	For	For	For
1c	Elect Director Richard K. Davis	Mgmt	For	For	For
1d	Elect Director Julius Genachowski	Mgmt	For	For	For
1e	Elect Director Choon Phong Goh	Mgmt	For	For	For
1f	Elect Director Oki Matsumoto	Mgmt	For	For	For
1g	Elect Director Michael Miebach	Mgmt	For	For	For
1h	Elect Director Youngme Moon	Mgmt	For	For	For
1i	Elect Director Rima Qureshi	Mgmt	For	For	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
1k	Elect Director Harit Talwar	Mgmt	For	For	For
1l	Elect Director Lance Ugгла	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
5	Amend Articles of Incorporation to Remove Industry Director Concept	Mgmt	For	For	For
6	Amend Certificate of Incorporation	Mgmt	For	For	For
7	Oversee and Report on a Racial Equity Audit	SH	Against	For	For

## Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Discrimination Risks of Affirmative Action Initiatives	SH	Against	Against	Against

## NVIDIA Corporation

Meeting Date: 06/25/2025

Country: USA

Ticker: NVDA

Record Date: 04/28/2025

Meeting Type: Annual

Primary Security ID: 67066G104

Shares Voted: 3,321

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	For	For
1b	Elect Director Tench Coxé	Mgmt	For	For	For
1c	Elect Director John O. Dabiri	Mgmt	For	For	For
1d	Elect Director Persis S. Drell	Mgmt	For	For	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For	For
1f	Elect Director Dawn Hudson	Mgmt	For	For	For
1g	Elect Director Harvey C. Jones	Mgmt	For	For	For
1h	Elect Director Melissa B. Lora	Mgmt	For	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	For	For
1j	Elect Director Ellen Ochoa	Mgmt	For	For	For
1k	Elect Director A. Brooke Seawell	Mgmt	For	For	For
1l	Elect Director Aarti Shah	Mgmt	For	For	For
1m	Elect Director Mark A. Stevens	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirements	Mgmt	For	For	For
5	Amend Right to Call Special Meeting	SH	Against	Against	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Against	Against
7	Enhance Workforce Data Reporting	SH	Against	For	For

Meeting Date: 06/26/2025

Country: United Kingdom

Ticker: III

Record Date: 06/24/2025

Meeting Type: Annual

Primary Security ID: G88473148

Shares Voted: 18,053

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

## Care Property Invest

**Meeting Date:** 06/26/2025

**Country:** Belgium

**Ticker:** CPINV

**Record Date:** 06/12/2025

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** B1464S103

**Shares Voted:** 21,283

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1	Receive Special Board Report Re: Authorized Capital	Mgmt			
2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

## Equity Residential

**Meeting Date:** 06/26/2025

**Country:** USA

**Ticker:** EQR

**Record Date:** 03/31/2025

**Meeting Type:** Annual

**Primary Security ID:** 29476L107

**Shares Voted:** 8,648

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Angela M. Aman	Mgmt	For	For	For
1b	Elect Director Linda Walker Bynoe	Mgmt	For	For	For
1c	Elect Director Mary Kay Haben	Mgmt	For	For	For
1d	Elect Director Ann C. Hoff	Mgmt	For	For	For
1e	Elect Director Tahsinul Zia Huque	Mgmt	For	For	For
1f	Elect Director Nina P. Jones	Mgmt	For	For	For
1g	Elect Director David J. Neithercut	Mgmt	For	For	For
1h	Elect Director Mark J. Parrell	Mgmt	For	For	For
1i	Elect Director Mark S. Shapiro	Mgmt	For	For	For
1j	Elect Director Stephen E. Sterrett	Mgmt	For	For	For

## Equity Residential

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

## Aedifica SA

**Meeting Date:** 07/11/2025      **Country:** Belgium      **Ticker:** AED  
**Record Date:** 06/27/2025      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** B0130A108

Shares Voted: 14,075

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1	Receive Special Reports Pursuant to Articles 7:179 and 7:197 of the Belgian Companies and Associations Code and Article 26 of the Law of 12 May 2014 on Regulated Real Estate Companies	Mgmt			
2	Increase Share Capital by Contribution in Kind in Accordance to the Exchange Offer Agreement with Cofinimmo SA (Exchange Ratio of 1.185)	Mgmt	For	For	For
3	Authorize Implementation of Approved Resolutions	Mgmt	For	For	For
4	Amend Article 6 of the Articles of Association	Mgmt	For	For	For
5	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

## Intermediate Capital Group Plc

**Meeting Date:** 07/16/2025      **Country:** United Kingdom      **Ticker:** ICG  
**Record Date:** 07/14/2025      **Meeting Type:** Annual  
**Primary Security ID:** G4807D192

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Re-elect William Rucker as Director	Mgmt	For	Against	Against
7	Elect Sonia Baxendale as Director	Mgmt	For	For	For
8	Re-elect David Bicarregui as Director	Mgmt	For	For	For
9	Re-elect Benoit Durteste as Director	Mgmt	For	For	For
10	Re-elect Antje Hensel-Roth as Director	Mgmt	For	For	For
11	Re-elect Virginia Holmes as Director	Mgmt	For	For	For
12	Re-elect Rosemary Leith as Director	Mgmt	For	For	For
13	Re-elect Matthew Lester as Director	Mgmt	For	For	For
14	Re-elect Andrew Sykes as Director	Mgmt	For	For	For
15	Re-elect Stephen Welton as Director	Mgmt	For	For	For
16	Approve Sharesave Plan	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Approve Change of Company Name to ICG PLC	Mgmt	For	For	For

## Castellum AB

**Meeting Date:** 07/18/2025

**Country:** Sweden

**Ticker:** CAST

**Record Date:** 07/10/2025

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** W2084X107

Shares Voted: 42,252

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Wilhelm Luning as Chair of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt			
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Determine Number of Members (7) and Deputy Members of Board (0)	Mgmt	For	For	For
7	Approve Remuneration of Directors	Mgmt	For	For	For
8.1a	Elect Ralf Spann as New Director	Mgmt	For	Against	Against
8.1b	Elect Marita Loft as New Director	Mgmt	For	Against	Against
8.1c	Elect Leif Norburg as New Director	Mgmt	For	Against	Against
8.1d	Elect Knut Rost as New Director	Mgmt	For	Against	Against
8.1e	Elect Stefan Wallander as New Director	Mgmt	For	Against	Against
8.2	Elect Ralf Spann as Board Chair	Mgmt	For	Against	Against
9	Close Meeting	Mgmt			

## Retail Estates SA

**Meeting Date:** 07/22/2025

**Country:** Belgium

**Ticker:** RET

**Record Date:** 07/08/2025

**Meeting Type:** Annual

**Primary Security ID:** B7081U108

Shares Voted: 5,606

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt			
	Receive Directors' Reports (Non-Voting)	Mgmt			

## Retail Estates SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
6	Approve Discharge of Directors	Mgmt	For	For	For
7	Approve Discharge of Auditors	Mgmt	For	For	For
8	Approve Co-optation of Marleen Willekens as Independent Director	Mgmt	For	For	For
9	Elect Koen Nevens as Director	Mgmt	For	For	For
10	Reelect Jan De Nys as Director	Mgmt	For	For	For
11	Reelect Kara De Smet as Director	Mgmt	For	For	For
12	Reelect Dirk Vanderschrick as Independent Director	Mgmt	For	For	For
13	Reelect Michel Van Geyte as Director	Mgmt	For	For	For
14	Reelect Kathleen Van den Neste as Independent Director	Mgmt	For	For	For
15	Reelect Ann Gaeremynck as Independent Director	Mgmt	For	For	For
16	Approve Remuneration of the Chairman of the Board of Directors	Mgmt	For	For	For
17	Approve Indexation Remuneration of Non-Executive Directors	Mgmt	For	For	For
18	Approve Remuneration Policy	Mgmt	For	Against	Against
19	Approve Change-of-Control Clause Re: Financing Agreements	Mgmt	For	For	For
20	Receive Directors' Reports of SVK NV (Non-Voting)	Mgmt			
21	Receive Auditors' Reports of SVK NV (Non-Voting)	Mgmt			
22	Adopt Financial Statements of SVK NV	Mgmt	For	For	For
23	Approve Discharge of Directors of SVK NV	Mgmt	For	For	For
24	Approve Discharge of Auditors of SVK NV	Mgmt	For	For	For

## Investment AB Latour

**Meeting Date:** 08/18/2025

**Country:** Sweden

**Ticker:** LATO.B

**Record Date:** 08/08/2025

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** W5R10B108

**Shares Voted:** 31,294

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
8	Elect Helene Barnekow as New Director	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of SEK 3.3 Million for Chair and SEK 1.2 Million for Other Directors with the Exception of the CEO	Mgmt	For	For	For
10	Close Meeting	Mgmt			

## Prosus NV

**Meeting Date:** 08/20/2025

**Country:** Netherlands

**Ticker:** PRX

**Record Date:** 07/23/2025

**Meeting Type:** Annual

**Primary Security ID:** N7163R103

**Shares Voted:** 9,610

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Receive Annual Report (Non-Voting)	Mgmt			
2.	Approve Remuneration Report	Mgmt	For	Against	Against
3.	Adopt Financial Statements	Mgmt	For	For	For
4.	Approve Allocation of Income	Mgmt	For	For	For
5.	Approve Discharge of Executive Directors	Mgmt	For	For	For

## Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
7.	Approve Remuneration Policy	Mgmt	For	Against	Against
8.	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
9.	Elect Phuthi Mahanyele-Dabengwa as Executive Director	Mgmt	For	For	For
10.	Elect Nico Marais as Executive Director	Mgmt	For	For	For
11.1.	Reelect Koos Bekker as Director	Mgmt	For	Against	Against
11.2.	Reelect Sharmistha Dubey as Director	Mgmt	For	For	For
11.3.	Reelect Debra Meyer as Director	Mgmt	For	For	For
11.4	Reelect Steve Pacak as Director	Mgmt	For	Against	Against
12.	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
13.	Appoint Deloitte Accountants B.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
14.	Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
15.	Authorize Repurchase of Shares	Mgmt	For	Against	Against
16.	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For	For
17.	Discuss Voting Results	Mgmt			
18.	Close Meeting	Mgmt			

## Blackstone Secured Lending Fund

**Meeting Date:** 09/25/2025

**Country:** USA

**Ticker:** BXSL

**Record Date:** 06/27/2025

**Meeting Type:** Annual

**Primary Security ID:** 09261X102

**Shares Voted:** 33,934

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vikrant Sawhney	Mgmt	For	For	For
1b	Elect Director James F. Clark	Mgmt	For	Withhold	Withhold
1c	Elect Director Vicki L. Fuller	Mgmt	For	Withhold	Withhold

## Blackstone Secured Lending Fund

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Singapore Exchange Limited

Meeting Date: 10/09/2025

Country: Singapore

Ticker: S68

Record Date:

Meeting Type: Annual

Primary Security ID: Y79946102

Shares Voted: 47,909

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Julie Gao as Director	Mgmt	For	For	For
3b	Elect Lim Chin Hu as Director	Mgmt	For	For	For
3c	Elect Loh Boon Chye as Director	Mgmt	For	For	For
4	Approve Directors' Fees to be Paid to the Chairman	Mgmt	For	For	For
5	Approve Directors' Fees to be Paid to All Directors (Other than the Chief Executive Officer)	Mgmt	For	For	For
6	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7	Elect Soh Shin Yann Susan as Director	Mgmt	For	For	For
8	Approve Issuance of Shares Pursuant to the Singapore Exchange Limited Scrip Dividend Scheme	Mgmt	For	For	For
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For

## Entra ASA

Meeting Date: 10/10/2025

Country: Norway

Ticker: ENTRA

Record Date: 10/03/2025

Meeting Type: Extraordinary Shareholders

Primary Security ID: R2R8A2105

Shares Voted: 62,131

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
5	Elect Directors	Mgmt	For	For	For
6	Elect Members of Nominating Committee	Mgmt	For	For	For

Automatic Data Processing, Inc.

Meeting Date: 11/12/2025      Country: USA      Ticker: ADP  
 Record Date: 09/15/2025      Meeting Type: Annual  
 Primary Security ID: 053015103

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Bisson	Mgmt	For	For	
1b	Elect Director Maria Black	Mgmt	For	For	
1c	Elect Director David V. Goeckeler	Mgmt	For	For	
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	
1e	Elect Director Francine S. Katsoudas	Mgmt	For	For	
1f	Elect Director Nazzic S. Keene	Mgmt	For	For	
1g	Elect Director Karen S. Lynch	Mgmt	For	For	
1h	Elect Director Thomas J. Lynch	Mgmt	For	For	
1i	Elect Director Scott F. Powers	Mgmt	For	For	
1j	Elect Director Carlos A. Rodriguez	Mgmt	For	For	
1k	Elect Director Robert H. Swan	Mgmt	For	For	
1l	Elect Director Sandra S. Wijnberg	Mgmt	For	For	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	

## Automatic Data Processing, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	

## Cisco Systems, Inc.

Meeting Date: 12/16/2025

Country: USA

Ticker: CSCO

Record Date: 10/17/2025

Meeting Type: Annual

Primary Security ID: 17275R102

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael D. Capellas	Mgmt	For	For	
1b	Elect Director Mark Garrett	Mgmt	For	For	
1c	Elect Director John D. Harris, II	Mgmt	For	For	
1d	Elect Director Kristina M. Johnson	Mgmt	For	For	
1e	Elect Director Sarah Rae Murphy	Mgmt	For	For	
1f	Elect Director Charles H. Robbins	Mgmt	For	For	
1g	Elect Director Daniel H. Schulman	Mgmt	For	For	
1h	Elect Director Marianna Tessel	Mgmt	For	For	
1i	Elect Director Kevin Weil	Mgmt	For	For	
2	Amend Omnibus Stock Plan	Mgmt	For	For	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	
5	Assess and Report on Positive Financial Value of Company's Inclusion Programs	SH	Against	Against	

## **Annex II : SIGNIFICANT VOTES**

Company Name	Meeting Date	Proposal Text	Vote Instruction	Vote Rationale	Vote Against Management
Brookfield Asset Management Ltd.	27-Jan-25	Approve Arrangement Resolution	Against	Vote AGAINST the arrangement resolution as the proposed articles bundled with the transaction are designed to provide Brookfield with a majority of board seats, compared to currently half of the board seats, for as long as BN holds at least 20 percent of the sum of Class A Shares and Class B Shares, thus further diminishing voting rights of other Class A Shareholders.	Yes
Brookfield Asset Management Ltd.	27-Jan-25	Approve Increase in Number of Directors from Twelve to Fourteen	Against	Vote AGAINST this resolution as it is being sought in connection with the arrangement (Item 1), which is not supported.	Yes
Visa Inc.	28-Jan-25	Report on Lobbying Payments and Policy	For	A vote FOR this proposal is warranted. Additional disclosure of the dues paid to trade associations and the percentage of dues used for lobbying would better position shareholders to evaluate the alignment between the company's political efforts and stated goals.	Yes
Visa Inc.	28-Jan-25	Report on Gender-Based Compensation and Benefits Inequities	Against	A vote AGAINST this resolution is warranted as the company appears to provide competitive health benefits, and there is no evidence that the company is offering health care in a discriminatory manner.	No
The Sage Group plc.	06-Feb-25	Approve Remuneration Policy	Against	A vote AGAINST this item is considered warranted as material concerns are identified with the quantum and nature of the recruitment award. Under the proposed policy, new joiners may be granted an enhanced LTI award capped at 650% of base salary which may be made as a combination of performance and restricted shares. Separately, the maximum LTIP award opportunity will increase from 300% to 400% of salary under the proposed policy. The increase to total pay opportunity achieved through the increase in salary and LTIP opportunities are considerable and may not receive universal support. However, the Company's rationale is acknowledged, and these have not contributed to the negative vote recommendation on this occasion.	Yes
Multi Units France - Amundi EURO STOXX 50 Daily (-2x) Inverse UCITS ETF	28-Feb-25	Approve Auditors' Special Report on Related-Party Transactions	Against	The absence of the report merits a vote AGAINST this proposal.	Yes
Kojamo Oyj	13-Mar-25	Approve Remuneration Report (Advisory Vote)	Against	A vote AGAINST this proposal is warranted because the proposed remuneration report is below par in relation to market standards, especially concerning the vaguely defined maximum cap for CEO's remuneration. It is noted that the company's disclosure of individual weights for the CEO's STIP has improved from last year's report. However, the remuneration report would need further improvement, particularly regarding the maximum cap for CEO's pay and disclosure of actual outcomes of the weighted STIP metrics.	Yes

Kojamo Oyj	13-Mar-25	Reelect Mikael Aro (Chair), Kari Kauniskangas, Anne Koutonen, Mikko Mursula, Veronica Lindholm, Andreas Segal and Annica Anas as Directors	Against	A vote AGAINST this proposal is warranted as candidate Anne Koutonen is considered overboarded.	Yes
Swiss Prime Site AG	13-Mar-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 counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	Yes
QUALCOMM Incorporated	18-Mar-25	Report on Climate Risk in Retirement Plan Options	For	A vote FOR this resolution is warranted. While the company offers an option to employees that want to invest more responsibly, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.	Yes
Argan SA	20-Mar-25	Approve Remuneration Policy of Chairman of the Management Board	Against	Votes AGAINST these remuneration policies (Items 9 and 10) are warranted as: * The base salary of the CEO and Francis Albertinelli is increasing on a recurring basis without any rationale provided by the company * An LTIP could be granted to executives without any information disclosed on it. * The disclosure regarding the performance criteria attached to the other compensation element (collective bonus scheme) is limited * The exceptional remuneration policy has no cap.	Yes
Argan SA	20-Mar-25	Approve Remuneration Policy of Management Board Members	Against	Votes AGAINST these remuneration policies (Items 9 and 10) are warranted as: * The base salary of the CEO and Francis Albertinelli is increasing on a recurring basis without any rationale provided by the company * An LTIP could be granted to executives without any information disclosed on it. * The disclosure regarding the performance criteria attached to the other compensation element (collective bonus scheme) is limited * The exceptional remuneration policy has no cap.	Yes
Argan SA	20-Mar-25	Approve Compensation of Ronan Le Lan, Chairman of the Management Board	Against	Votes AGAINST items 12-13 and 15-16 are warranted as: * The company fails to disclose any achievements of the criteria attached to the collective bonuses (profit-sharing but more importantly, the one linked to new leases); * The company awarded LTI awards to these corporate officers even though such attribution was not explicitly included in the remuneration policy for FY 2024, and the duration of the plan cannot be considered long term oriented enough * Disclosure on performance achievement underlying the proportion of awards that vested in 2024 and 2025 is below market standard. Moreover, parts of the 2022 plan vested in 2023 and 2024, which cannot be considered long-term oriented. A qualified vote FOR Item 14 is warranted given that the executive is not receiving a stock grant and did not have any shares vesting in 2025, thus mitigating our concerns.	Yes

Argan SA	20-Mar-25	Approve Compensation of Francis Albertinelli, Management Board Member	Against	Votes AGAINST items 12-13 and 15-16 are warranted as: * The company fails to disclose any achievements of the criteria attached to the collective bonuses (profit-sharing but more importantly, the one linked to new leases); * The company awarded LTI awards to these corporate officers even though such attribution was not explicitly included in the remuneration policy for FY 2024, and the duration of the plan cannot be considered long term oriented enough * Disclosure on performance achievement underlying the proportion of awards that vested in 2024 and 2025 is below market standard. Moreover, parts of the 2022 plan vested in 2023 and 2024, which cannot be considered long-term oriented. A qualified vote FOR Item 14 is warranted given that the executive is not receiving a stock grant and did not have any shares vesting in 2025, thus mitigating our concerns.	Yes
Argan SA	20-Mar-25	Approve Compensation of Aymar de Germay, Management Board Member	Against	Votes AGAINST items 12-13 and 15-16 are warranted as: * The company fails to disclose any achievements of the criteria attached to the collective bonuses (profit-sharing but more importantly, the one linked to new leases); * The company awarded LTI awards to these corporate officers even though such attribution was not explicitly included in the remuneration policy for FY 2024, and the duration of the plan cannot be considered long term oriented enough * Disclosure on performance achievement underlying the proportion of awards that vested in 2024 and 2025 is below market standard. Moreover, parts of the 2022 plan vested in 2023 and 2024, which cannot be considered long-term oriented. A qualified vote FOR Item 14 is warranted given that the executive is not receiving a stock grant and did not have any shares vesting in 2025, thus mitigating our concerns.	Yes
Argan SA	20-Mar-25	Approve Compensation of Stephane Cassagne, Management Board Member	Against	Votes AGAINST items 12-13 and 15-16 are warranted as: * The company fails to disclose any achievements of the criteria attached to the collective bonuses (profit-sharing but more importantly, the one linked to new leases); * The company awarded LTI awards to these corporate officers even though such attribution was not explicitly included in the remuneration policy for FY 2024, and the duration of the plan cannot be considered long term oriented enough * Disclosure on performance achievement underlying the proportion of awards that vested in 2024 and 2025 is below market standard. Moreover, parts of the 2022 plan vested in 2023 and 2024, which cannot be considered long-term oriented. A qualified vote FOR Item 14 is warranted given that the executive is not receiving a stock grant and did not have any shares vesting in 2025, thus mitigating our concerns.	Yes
Argan SA	20-Mar-25	Reelect Jean-Claude Le Lan as Supervisory Board Member	Against	A vote AGAINST incumbent nominating committee member Hubert Rodarie is warranted for lack of diversity on the board. Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 33.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 33.3 percent vs 50 percent recommended) (Items 19 and 20). A vote AGAINST the	Yes

				non-independent audit committee members on ballot is warranted as the level of independence at the audit committee level lies below recommended guidelines (Item 20). A vote AGAINST the non-independent remuneration committee member(s) on ballot is warranted as the level of independence at the remuneration committee level lies below recommended guidelines (Item 20). A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 21)	
Argan SA	20-Mar-25	Reelect Hubert Rodarie as Supervisory Board Member	Against	A vote AGAINST incumbent nominating committee member Hubert Rodarie is warranted for lack of diversity on the board. Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 33.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 33.3 percent vs 50 percent recommended) (Items 19 and 20). A vote AGAINST the non-independent audit committee members on ballot is warranted as the level of independence at the audit committee level lies below recommended guidelines (Item 20). A vote AGAINST the non-independent remuneration committee member(s) on ballot is warranted as the level of independence at the remuneration committee level lies below recommended guidelines (Item 20). A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 21)	Yes
Argan SA	20-Mar-25	Appoint Veronique Le Lan as Censor	Against	Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations.	Yes
Argan SA	20-Mar-25	Appoint Florence Habib-Deloncle as Censor	Against	Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations.	Yes
Argan SA	20-Mar-25	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.	Yes
Argan SA	20-Mar-25	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 25 Million	Against	* Votes AGAINST Items 28-33 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 29 to 33 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 35 is warranted as it limits shareholder dilution under all authorizations together	Yes
Argan SA	20-Mar-25	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Against	* Votes AGAINST Items 28-33 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 29 to 33 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 35 is warranted as it limits shareholder dilution under all authorizations together	Yes
Argan SA	20-Mar-25	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements	Against	* Votes AGAINST Items 28-33 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 29 to 33 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the	Yes

				total limit proposed under Item 35 is warranted as it limits shareholder dilution under all authorizations together	
Argan SA	20-Mar-25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against	* Votes AGAINST Items 28-33 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 29 to 33 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 35 is warranted as it limits shareholder dilution under all authorizations together	Yes
Argan SA	20-Mar-25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against	* Votes AGAINST Items 28-33 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 29 to 33 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 35 is warranted as it limits shareholder dilution under all authorizations together	Yes
Argan SA	20-Mar-25	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Against	* Votes AGAINST Items 28-33 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 29 to 33 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 35 is warranted as it limits shareholder dilution under all authorizations together	Yes
Sika AG	25-Mar-25	Reelect Justin Howell as Director	Against	A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.	Yes
Sika AG	25-Mar-25	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Against	A vote AGAINST incumbent nominating committee chair Justin Howell is warranted for lack of diversity on the board. A vote FOR the remaining director nominee(s) is warranted.	Yes
Sika AG	25-Mar-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 counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	Yes
Novo Nordisk A/S	27-Mar-25	Reelect Helge Lund (Chair) as Director	Abstain	A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. A vote FOR the remaining director nominees is warranted.	Yes
Novo Nordisk A/S	27-Mar-25	Reelect Henrik Poulsen (Vice Chair) as Director	Abstain	A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the	Yes

				candidates represent the primary beneficiary of the superior voting rights. A vote FOR the remaining director nominees is warranted.	
Novo Nordisk A/S	27-Mar-25	Reelect Kasim Kutay as Director	Abstain	A vote ABSTAIN from incumbent nominating committee chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. A vote FOR the remaining director nominees is warranted.	Yes
Novo Nordisk A/S	27-Mar-25	Approve Proposal Regarding Regulated Working Conditions at Construction Sites	Against	A vote AGAINST this item is warranted because the proposal lacks a compelling rationale.	No
Xior Student Housing NV	04-Apr-25	Renew Authorization to Increase Share Capital by Various Means within the Framework of Authorized Capital	Against	A vote AGAINST Item 1.2.a is warranted because the potential increase without preemptive rights of 20 percent of the issued capital is excessive and not in the interest of shareholders. A vote FOR Item 1.2.b is warranted because the potential increase without preemptive rights is not considered to be excessive (10 percent).	Yes
Carrier Global Corporation	09-Apr-25	Report on Lobbying Payments and Policy	For	A vote FOR this resolution is warranted, as greater disclosure would allow shareholders to better evaluate the company's lobbying activities.	Yes
Telefonica SA	09-Apr-25	Ratify Appointment of and Elect Marc Thomas Murtra Millar as Director	Against	A vote AGAINST Marc Murtra is warranted as he serves as board chairman and de facto CEO. Support for SEPI's representative and nomination committee member Carlos Oca a Orbis is nonetheless qualified considering the recent abrupt leadership changes. A vote FOR the remaining director nominees is warranted at this time.	Yes
Telefonica SA	09-Apr-25	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against	A vote AGAINST these items is warranted because the potential dilution from these authorizations exceeds the 10 percent guideline for generic capital increase requests without pre-emptive rights and issuance of convertible debt.	Yes
Telefonica SA	09-Apr-25	Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 25 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Against	A vote AGAINST these items is warranted because the potential dilution from these authorizations exceeds the 10 percent guideline for generic capital increase requests without pre-emptive rights and issuance of convertible debt.	Yes
Telefonica SA	09-Apr-25	Advisory Vote on Remuneration Report	Against	A vote AGAINST this item is warranted due to the excessive severance payments in favor of former executive chair Jose Maria Alvarez-Pallete Lopez.	Yes
Zurich Insurance Group AG	09-Apr-25	Reelect Michel Lies as Director and Board Chair	Against	A vote AGAINST incumbent nominating committee chair Michel Lies is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.	Yes
Zurich Insurance Group AG	09-Apr-25	Reappoint Michel Lies as Member of the Compensation Committee	Against	A vote AGAINST incumbent nominating committee chair Michel Lies is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.	Yes

Zurich Insurance Group AG	09-Apr-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 counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	Yes
National Bank of Canada	24-Apr-25	SP 1: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	For	A vote FOR this shareholder proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.	Yes
National Bank of Canada	24-Apr-25	SP 2: Advisory Vote on Environmental Policies	For	A vote FOR this shareholder proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change-related risks. Such information would also allow shareholders to express their opinions on the climate risk management practices of the company. Shareholders should note that the bank, along with Canada's other major banks, departed from the Net-Zero Banking Alliance (NZBA) in January 2025. It should be additionally noted that the company has not set targets approved by the Science-based Targets Initiative (SBTi) and the bank's existing emission reduction targets fail to be covering an entire medium-term plan.	Yes
National Bank of Canada	24-Apr-25	SP 3: Report on Forced Labor and Child Labor in Lending Profiles	For	A vote FOR this shareholder proposal is warranted, as additional disclosure on the company's approach to addressing forced labor and child labor in its loan portfolios would enhance investor understanding of how the company is managing risk in the entities that it finances. Additionally, increased transparency on related policies and due diligence could provide assurance to the shareholders of the company's efforts to mitigate said risks.	Yes
Pfizer Inc.	24-Apr-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	A vote AGAINST this proposal is warranted. Although the company's annual and long-term incentive programs were sufficiently tied to objective performance criteria, the compensation committee modified certain in-cycle LTI awards to provide additional opportunity to earn the awards despite the fact that those awards would likely otherwise not have been earned under their original schedules. In addition, concern is raised regarding the repeated lowering of annual incentive targets that are then achieved above target, as well as failure to disclose the forward-looking target for the FY24 LTI performance award.	Yes
Pfizer Inc.	24-Apr-25	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against	A vote AGAINST this resolution is warranted. The company is considered to provide adequate disclosure related to its anti-discrimination policies.	No
Catena AB	28-Apr-25	Reelect Gustaf Hermelin as Director	Against	A vote FOR candidates Helene Briggert (Item 15.c), Caesar Afors (Item 15.e), and Vesna Jovic (Item 15.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Independence A vote AGAINST candidates Gustaf Hermelin (item 15.a), Katarina Wallin (Item 15.b), Lennart Mauritzson (Item 15.d, and Joost Uwents (Item 15.g) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Remuneration Committee A vote AGAINST candidates Katarina	Yes

				Wallin (Item 15.b) and Lennart Mauritzson (Item 15.d) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.	
Catena AB	28-Apr-25	Reelect Katarina Wallin as Director	Against	A vote FOR candidates Helene Briggert (Item 15.c), Caesar Afors (Item 15.e), and Vesna Jovic (Item 15.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Independence A vote AGAINST candidates Gustaf Hermelin (item 15.a), Katarina Wallin (Item 15.b), Lennart Mauritzson (Item 15.d, and Joost Uwents (Item 15.g) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Remuneration Committee A vote AGAINST candidates Katarina Wallin (Item 15.b) and Lennart Mauritzson (Item 15.d) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.	Yes
Catena AB	28-Apr-25	Reelect Lennart Mauritzson as Director	Against	A vote FOR candidates Helene Briggert (Item 15.c), Caesar Afors (Item 15.e), and Vesna Jovic (Item 15.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Independence A vote AGAINST candidates Gustaf Hermelin (item 15.a), Katarina Wallin (Item 15.b), Lennart Mauritzson (Item 15.d, and Joost Uwents (Item 15.g) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Remuneration Committee A vote AGAINST candidates Katarina Wallin (Item 15.b) and Lennart Mauritzson (Item 15.d) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.	Yes
Catena AB	28-Apr-25	Reelect Joost Uwents as Director	Against	A vote FOR candidates Helene Briggert (Item 15.c), Caesar Afors (Item 15.e), and Vesna Jovic (Item 15.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Independence A vote AGAINST candidates Gustaf Hermelin (item 15.a), Katarina Wallin (Item 15.b), Lennart Mauritzson (Item 15.d, and Joost Uwents (Item 15.g) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Remuneration Committee A vote AGAINST candidates Katarina Wallin (Item 15.b) and Lennart Mauritzson (Item 15.d) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.	Yes
Catena AB	28-Apr-25	Elect Lennart Mauritzson 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.	Yes
Catena AB	28-Apr-25	Approve Remuneration Report	Against	A vote AGAINST this item is warranted because of lagged and insufficient disclosure of the STIP.	Yes
Entra ASA	29-Apr-25	Approve Remuneration Statement	Against	A vote AGAINST this proposal is warranted because the remuneration report is below par in relation to market standards, especially with regards to the discretionary component for half of the STIP, in addition to the LTIP structure, including backward looking performance criteria as well as a pay-for-failure mechanism.	Yes

Entra ASA	29-Apr-25	Approve Equity Plan Financing Through Repurchase of Shares	Against	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan which is not aligned with market practice, including backward looking performance criteria and a pay-for-failure mechanism.	Yes
Entra ASA	29-Apr-25	Approve Remuneration Statement	Against	A vote AGAINST this proposal is warranted because the remuneration report is below par in relation to market standards, especially with regards to the discretionary component for half of the STIP, in addition to the LTIP structure, including backward looking performance criteria as well as a pay-for-failure mechanism.	Yes
Entra ASA	29-Apr-25	Approve Equity Plan Financing Through Repurchase of Shares	Against	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan which is not aligned with market practice, including backward looking performance criteria and a pay-for-failure mechanism.	Yes
Aker ASA	30-Apr-25	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against	A vote AGAINST this item is warranted because equity-based compensation is subject to annual performance period. Additionally, the policy has an uncapped discretionary mandate.	Yes
Aker ASA	30-Apr-25	Approve Remuneration Statement (Advisory)	Against	A vote AGAINST this item is warranted because the CEO's bonus is based on a discretionary assessment, and the variable performance criteria and outcome are not disclosed with regard to other executives.	Yes
Aker ASA	30-Apr-25	Reelect Frank Ove Reite (Deputy Chair), Karen Simon and Kristin Krohn Devold as Directors	Against	A vote AGAINST this proposal is warranted for the following reasons: - The overall level of independence of the board falls below one-third. - Less than half of the members on the audit committee are considered independent. - The chairman of the audit committee is non-independent.	Yes
Aker ASA	30-Apr-25	Authorize Share Repurchase Program in Connection with Incentive Plan	Against	A vote AGAINST is warranted as the company has not provided information regarding the said plan.	Yes
Warehouses De Pauw SCA	30-Apr-25	Authorize Increase in Share Capital of up to 20 Percent of Authorized Capital Without Preemptive Rights by Various Means	Against	A vote FOR Item 2.1, 2.2, and 2.3b is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend; and * The third proposal is not considered excessive and is limited to 10 percent of the issued share capital. A vote AGAINST Item 2.3a is warranted because the authorization is in excess of commonly used safeguards regarding volume as it authorized the board to issue shares up to 20 percent of issued capital and limit or restrict preemptive rights.	Yes
Warehouses De Pauw SCA	30-Apr-25	Authorize Increase in Share Capital of up to 20 Percent of Authorized Capital Without Preemptive Rights by Various Means	Against	A vote FOR Item 2.1, 2.2, and 2.3b is warranted because: * The first proposal would respect the rights of existing shareholders by applying either preemptive rights or priority allocation rights, while the authorization does not exceed 50 percent of the issued share capital; * The second proposal has no concerns with regard to the possibility to issue shares for the purpose of an optional dividend; and * The third proposal is not considered excessive and is limited to 10 percent of the issued share capital. A vote AGAINST Item 2.3a is warranted because the authorization is in excess of commonly used safeguards regarding volume as it authorized the board to issue shares up to 20 percent of issued capital and limit or restrict preemptive rights.	Yes

Groupe Bruxelles Lambert SA	02-May-25	Reelect Claude Genereux as Director	Against	A vote AGAINST incumbent nominating committee chair Jacques Veyrat is warranted for lack of diversity on the board. A vote AGAINST non-independent nominees Claude Genereux and Alexandra Soto is warranted as the board lacks independence. Furthermore, concerns are raised as both nominees are affiliated as shareholder representatives of the primary beneficiaries of the company's unequal voting structure (through loyalty voting). A vote FOR the remaining director nominees is warranted.	Yes
Groupe Bruxelles Lambert SA	02-May-25	Reelect Alexandra Soto as Director	Against	A vote AGAINST incumbent nominating committee chair Jacques Veyrat is warranted for lack of diversity on the board. A vote AGAINST non-independent nominees Claude Genereux and Alexandra Soto is warranted as the board lacks independence. Furthermore, concerns are raised as both nominees are affiliated as shareholder representatives of the primary beneficiaries of the company's unequal voting structure (through loyalty voting). A vote FOR the remaining director nominees is warranted.	Yes
Groupe Bruxelles Lambert SA	02-May-25	Reelect Jacques Veyrat as Director	Against	A vote AGAINST incumbent nominating committee chair Jacques Veyrat is warranted for lack of diversity on the board. A vote AGAINST non-independent nominees Claude Genereux and Alexandra Soto is warranted as the board lacks independence. Furthermore, concerns are raised as both nominees are affiliated as shareholder representatives of the primary beneficiaries of the company's unequal voting structure (through loyalty voting). A vote FOR the remaining director nominees is warranted.	Yes
Groupe Bruxelles Lambert SA	02-May-25	Approve Remuneration Policy	Against	A vote AGAINST is warranted because * It is proposed to move away from the sole performance condition under the stock option plan without a compelling rationale; * The limited disclosure on realization of value through company subsidiaries; and * The lacking compelling rationale regarding the significant increase of the board chair and vice chair fees.	Yes
Groupe Bruxelles Lambert SA	02-May-25	Reelect Claude Genereux as Director	Against	A vote AGAINST incumbent nominating committee chair Jacques Veyrat is warranted for lack of diversity on the board. A vote AGAINST non-independent nominees Claude Genereux and Alexandra Soto is warranted as the board lacks independence. Furthermore, concerns are raised as both nominees are affiliated as shareholder representatives of the primary beneficiaries of the company's unequal voting structure (through loyalty voting). A vote FOR the remaining director nominees is warranted.	Yes
Groupe Bruxelles Lambert SA	02-May-25	Reelect Alexandra Soto as Director	Against	A vote AGAINST incumbent nominating committee chair Jacques Veyrat is warranted for lack of diversity on the board. A vote AGAINST non-independent nominees Claude Genereux and Alexandra Soto is warranted as the board lacks independence. Furthermore, concerns are raised as both nominees are affiliated as shareholder representatives of the primary beneficiaries of the company's unequal voting structure (through loyalty voting). A vote FOR the remaining director nominees is warranted.	Yes
Groupe Bruxelles Lambert SA	02-May-25	Reelect Jacques Veyrat as Director	Against	A vote AGAINST incumbent nominating committee chair Jacques Veyrat is warranted for lack of diversity on the board. A vote AGAINST non-independent nominees Claude Genereux and Alexandra Soto is warranted as the board lacks	Yes

				independence. Furthermore, concerns are raised as both nominees are affiliated as shareholder representatives of the primary beneficiaries of the company's unequal voting structure (through loyalty voting). A vote FOR the remaining director nominees is warranted.	
Groupe Bruxelles Lambert SA	02-May-25	Approve Remuneration Policy	Against	A vote AGAINST is warranted because * It is proposed to move away from the sole performance condition under the stock option plan without a compelling rationale; * The limited disclosure on realization of value through company subsidiaries; and * The lacking compelling rationale regarding the significant increase of the board chair and vice chair fees.	Yes
Groupe Bruxelles Lambert SA	02-May-25	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Against	A vote AGAINST is warranted because the proposed authorization would be for an excessive volume (10 percent).	Yes
Groupe Bruxelles Lambert SA	02-May-25	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Against	A vote AGAINST is warranted because the proposed authorization would be for an excessive volume (10 percent).	Yes
Berkshire Hathaway Inc.	03-May-25	Elect Director Warren E. Buffett	Withhold	WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicate poor stewardship. WITHHOLD votes are warranted for the incumbent chair of the audit committee, Susan (Sue) Decker, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. WITHHOLD votes for CEO/Chair Warren Buffett are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining director nominees are warranted.	Yes
Berkshire Hathaway Inc.	03-May-25	Elect Director Stephen B. Burke	Withhold	WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for compensation committee members Stephen Burke, Kenneth	Yes

				Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicate poor stewardship. WITHHOLD votes are warranted for the incumbent chair of the audit committee, Susan (Sue) Decker, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. WITHHOLD votes for CEO/Chair Warren Buffett are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining director nominees are warranted.	
Berkshire Hathaway Inc.	03-May-25	Elect Director Kenneth I. Chenault	Withhold	WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicate poor stewardship. WITHHOLD votes are warranted for the incumbent chair of the audit committee, Susan (Sue) Decker, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. WITHHOLD votes for CEO/Chair Warren Buffett are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining director nominees are warranted.	Yes
Berkshire Hathaway Inc.	03-May-25	Elect Director Susan L. Decker	Withhold	WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas	Yes

				<p>Murphy Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicate poor stewardship. WITHHOLD votes are warranted for the incumbent chair of the audit committee, Susan (Sue) Decker, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. WITHHOLD votes for CEO/Chair Warren Buffett are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining director nominees are warranted.</p>	
Berkshire Hathaway Inc.	03-May-25	Elect Director Charlotte Guyman	Withhold	<p>WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicate poor stewardship. WITHHOLD votes are warranted for the incumbent chair of the audit committee, Susan (Sue) Decker, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. WITHHOLD votes for CEO/Chair Warren Buffett are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore</p>	Yes

				be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining director nominees are warranted.	
Berkshire Hathaway Inc.	03-May-25	Elect Director Thomas S. Murphy, Jr.	Withhold	WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicate poor stewardship. WITHHOLD votes are warranted for the incumbent chair of the audit committee, Susan (Sue) Decker, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. WITHHOLD votes for CEO/Chair Warren Buffett are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Vote FOR the remaining director nominees are warranted.	Yes
Berkshire Hathaway Inc.	03-May-25	Report on Clean Energy Supply Financing Ratio	For	A vote FOR the resolution asking for the company to disclose its clean energy financing ratio is warranted as it will give shareholders increased information on how the bank is progressing on its goal to align its financing activities with a net zero by 2050 pathway, its fossil fuel policy, and actions regarding corporate responsibility.	Yes
Berkshire Hathaway Inc.	03-May-25	Establish Board Committee on Artificial Intelligence	For	A vote FOR this proposal is warranted because the establishment of a board committee on artificial intelligence should serve to further strengthen the company's ability to manage risks associated with the development and deployment of AI and other related issues.	Yes
Castellum AB	07-May-25	Approve Remuneration Report	Against	A vote AGAINST this item is warranted because the company provides lagged disclosure regarding the short-term incentive plan where the reported criteria and outcome concern remuneration paid during the year in review, but earned in 2023.	Yes
Eurazeo SE	07-May-25	Approve Remuneration Policy of Management Board Members	Against	A vote AGAINST is warranted as: * The base salary of one executive and LTI caps of all executives are increasing, and the company's rationale is not compelling, * Both STI and LTI have compensatory effects that could create misalignments between remuneration and performance. * The LTIP performance conditions may appear generous in vesting * The severance payment lacks	Yes

				stringency * The exceptional compensation of the STI is now uncapped with looser award conditions.	
Eurazeo SE	07-May-25	Approve Compensation Report of Corporate Officers	Against	A vote AGAINST is warranted given the repeated significant dissent the company has faced on compensation items over previous AGMs.	Yes
Gilead Sciences, Inc.	07-May-25	Require Independent Board Chair	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.	Yes
Gilead Sciences, Inc.	07-May-25	Adopt Comprehensive Human Rights Policy and Human Rights Due Diligence Process	For	A vote FOR this proposal is warranted. In light of the recent significant controversies and because the company specifically acknowledges that access and availability of its medications is one of its most material ESG factors, the adoption of a comprehensive human rights policy inclusive of the company's own operations and conducting human rights due diligence appears prudent at this time.	Yes
Investor AB	07-May-25	Approve Remuneration Report	Against	A vote AGAINST this item is warranted due to the poor disclosure of the annual bonus performance criteria.	Yes
Investor AB	07-May-25	Reelect Tom Johnstone, CBE as Director	Against	Diversity A vote AGAINST incumbent nominating committee member Jacob Wallenberg is warranted for lack of diversity on the board. Independence A vote AGAINST candidates Thomas (Tom) Johnstone (Item 14.D), Mats Rahmstrom (Item 14.G), Grace Reksten Skaugen (Item 14.H), Hans Straberg (Item 14.I), Jacob Wallenberg (Item 14.J), Marcus Wallenberg (Item 14.K) and Fred Wallenberg (Item 14.M) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidates Grace Reksten Skaugen (Item 14.H) and Jacob Wallenberg (Item 14.J) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chair Grace Reksten Skaugen is non-independent. Remuneration Committee A vote AGAINST candidates Thomas (Tom) Johnstone (Item 14.D), Jacob Wallenberg (Item 14.J) and Hans Straberg (Item 14.I) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Overboarding A vote AGAINST candidate Marcus Wallenberg (Item 14.K) is warranted due to them being considered overboarded. Unequal voting rights A vote AGAINST candidates Jacob Wallenberg (Item 14.J), Marcus Wallenberg (14.L) and Fred Wallenberg (14.M) is warranted due to them being affiliated with the primary beneficiary of the company's unequal voting rights share structure. Votes FOR the remaining director candidates are warranted.	Yes
Investor AB	07-May-25	Reelect Mats Rahmstrom as Director	Against	Diversity A vote AGAINST incumbent nominating committee member Jacob Wallenberg is warranted for lack of diversity on the board. Independence A vote AGAINST candidates Thomas (Tom) Johnstone (Item 14.D), Mats Rahmstrom (Item 14.G), Grace Reksten Skaugen (Item 14.H), Hans Straberg (Item 14.I), Jacob Wallenberg (Item 14.J), Marcus Wallenberg (Item 14.K) and Fred Wallenberg (Item 14.M) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidates Grace Reksten Skaugen (Item 14.H) and Jacob	Yes

				Wallenberg (Item 14.J) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chair Grace Reksten Skaugen is non-independent. Remuneration Committee A vote AGAINST candidates Thomas (Tom) Johnstone (Item 14.D), Jacob Wallenberg (Item 14.J) and Hans Straberg (Item 14.I) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Overboarding A vote AGAINST candidate Marcus Wallenberg (Item 14.K) is warranted due to them being considered overboarded. Unequal voting rights A vote AGAINST candidates Jacob Wallenberg (Item 14.J), Marcus Wallenberg (14.L) and Fred Wallenberg (14.M) is warranted due to them being affiliated with the primary beneficiary of the company's unequal voting rights share structure. Votes FOR the remaining director candidates are warranted.	
Investor AB	07-May-25	Reelect Grace Reksten Skaugen as Director	Against	Diversity A vote AGAINST incumbent nominating committee member Jacob Wallenberg is warranted for lack of diversity on the board. Independence A vote AGAINST candidates Thomas (Tom) Johnstone (Item 14.D), Mats Rahmstrom (Item 14.G), Grace Reksten Skaugen (Item 14.H), Hans Straberg (Item 14.I), Jacob Wallenberg (Item 14.J), Marcus Wallenberg (Item 14.K) and Fred Wallenberg (Item 14.M) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidates Grace Reksten Skaugen (Item 14.H) and Jacob Wallenberg (Item 14.J) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chair Grace Reksten Skaugen is non-independent. Remuneration Committee A vote AGAINST candidates Thomas (Tom) Johnstone (Item 14.D), Jacob Wallenberg (Item 14.J) and Hans Straberg (Item 14.I) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Overboarding A vote AGAINST candidate Marcus Wallenberg (Item 14.K) is warranted due to them being considered overboarded. Unequal voting rights A vote AGAINST candidates Jacob Wallenberg (Item 14.J), Marcus Wallenberg (14.L) and Fred Wallenberg (14.M) is warranted due to them being affiliated with the primary beneficiary of the company's unequal voting rights share structure. Votes FOR the remaining director candidates are warranted.	Yes
Investor AB	07-May-25	Reelect Hans Straberg as Director	Against	Diversity A vote AGAINST incumbent nominating committee member Jacob Wallenberg is warranted for lack of diversity on the board. Independence A vote AGAINST candidates Thomas (Tom) Johnstone (Item 14.D), Mats Rahmstrom (Item 14.G), Grace Reksten Skaugen (Item 14.H), Hans Straberg (Item 14.I), Jacob Wallenberg (Item 14.J), Marcus Wallenberg (Item 14.K) and Fred Wallenberg (Item 14.M) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidates Grace Reksten Skaugen (Item 14.H) and Jacob Wallenberg (Item 14.J) is warranted due to their non-independent status on the	Yes

				<p>audit committee with insufficient level of overall independence. Additionally, the audit committee chair Grace Reksten Skaugen is non-independent.</p> <p>Remuneration Committee A vote AGAINST candidates Thomas (Tom) Johnstone (Item 14.D), Jacob Wallenberg (Item 14.J) and Hans Straberg (Item 14.I) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Overboarding A vote AGAINST candidate Marcus Wallenberg (Item 14.K) is warranted due to them being considered overboarded. Unequal voting rights A vote AGAINST candidates Jacob Wallenberg (Item 14.J), Marcus Wallenberg (14.L) and Fred Wallenberg (14.M) is warranted due to them being affiliated with the primary beneficiary of the company's unequal voting rights share structure. Votes FOR the remaining director candidates are warranted.</p>	
Investor AB	07-May-25	Reelect Jacob Wallenberg as Director	Against	<p>Diversity A vote AGAINST incumbent nominating committee member Jacob Wallenberg is warranted for lack of diversity on the board. Independence A vote AGAINST candidates Thomas (Tom) Johnstone (Item 14.D), Mats Rahmstrom (Item 14.G), Grace Reksten Skaugen (Item 14.H), Hans Straberg (Item 14.I), Jacob Wallenberg (Item 14.J), Marcus Wallenberg (Item 14.K) and Fred Wallenberg (Item 14.M) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidates Grace Reksten Skaugen (Item 14.H) and Jacob Wallenberg (Item 14.J) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chair Grace Reksten Skaugen is non-independent.</p> <p>Remuneration Committee A vote AGAINST candidates Thomas (Tom) Johnstone (Item 14.D), Jacob Wallenberg (Item 14.J) and Hans Straberg (Item 14.I) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Overboarding A vote AGAINST candidate Marcus Wallenberg (Item 14.K) is warranted due to them being considered overboarded. Unequal voting rights A vote AGAINST candidates Jacob Wallenberg (Item 14.J), Marcus Wallenberg (14.L) and Fred Wallenberg (14.M) is warranted due to them being affiliated with the primary beneficiary of the company's unequal voting rights share structure. Votes FOR the remaining director candidates are warranted.</p>	Yes
Investor AB	07-May-25	Reelect Marcus Wallenberg as Director	Against	<p>Diversity A vote AGAINST incumbent nominating committee member Jacob Wallenberg is warranted for lack of diversity on the board. Independence A vote AGAINST candidates Thomas (Tom) Johnstone (Item 14.D), Mats Rahmstrom (Item 14.G), Grace Reksten Skaugen (Item 14.H), Hans Straberg (Item 14.I), Jacob Wallenberg (Item 14.J), Marcus Wallenberg (Item 14.K) and Fred Wallenberg (Item 14.M) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidates Grace Reksten Skaugen (Item 14.H) and Jacob Wallenberg (Item 14.J) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the</p>	Yes

				audit committee chair Grace Reksten Skaugen is non-independent. Remuneration Committee A vote AGAINST candidates Thomas (Tom) Johnstone (Item 14.D), Jacob Wallenberg (Item 14.J) and Hans Straberg (Item 14.I) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Overboarding A vote AGAINST candidate Marcus Wallenberg (Item 14.K) is warranted due to them being considered overboarded. Unequal voting rights A vote AGAINST candidates Jacob Wallenberg (Item 14.J), Marcus Wallenberg (14.L) and Fred Wallenberg (14.M) is warranted due to them being affiliated with the primary beneficiary of the company's unequal voting rights share structure. Votes FOR the remaining director candidates are warranted.	
Investor AB	07-May-25	Elect Fred Wallenberg as New Director	Against	Diversity A vote AGAINST incumbent nominating committee member Jacob Wallenberg is warranted for lack of diversity on the board. Independence A vote AGAINST candidates Thomas (Tom) Johnstone (Item 14.D), Mats Rahmstrom (Item 14.G), Grace Reksten Skaugen (Item 14.H), Hans Straberg (Item 14.I), Jacob Wallenberg (Item 14.J), Marcus Wallenberg (Item 14.K) and Fred Wallenberg (Item 14.M) is warranted due to their non-independent status on a board with an insufficient level of overall independence. Audit Committee A vote AGAINST candidates Grace Reksten Skaugen (Item 14.H) and Jacob Wallenberg (Item 14.J) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chair Grace Reksten Skaugen is non-independent. Remuneration Committee A vote AGAINST candidates Thomas (Tom) Johnstone (Item 14.D), Jacob Wallenberg (Item 14.J) and Hans Straberg (Item 14.I) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Overboarding A vote AGAINST candidate Marcus Wallenberg (Item 14.K) is warranted due to them being considered overboarded. Unequal voting rights A vote AGAINST candidates Jacob Wallenberg (Item 14.J), Marcus Wallenberg (14.L) and Fred Wallenberg (14.M) is warranted due to them being affiliated with the primary beneficiary of the company's unequal voting rights share structure. Votes FOR the remaining director candidates are warranted.	Yes
Investor AB	07-May-25	Reelect Jacob Wallenberg 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.	Yes
BCE Inc.	08-May-25	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	For	A vote FOR this shareholder proposal is recommended at this time as virtual-only meetings may, among other things, hinder meaningful exchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the likelihood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights, while most investors have repeatedly expressed a preference for hybrid meetings.	Yes
Latour Investment AB	08-May-25	Reelect Mariana Burenstam Linder, Anders Boos, Carl Douglas, Eric Douglas, Johan Hjertonsson, Ulrika	Against	A vote AGAINST incumbent nominating committee member Eric Douglas is warranted for lack of diversity on the board. A vote AGAINST this proposal is	Yes

		Kolsrud, Johan Nordstrom (Chair) and Lena Olving as Directors		warranted due to insufficient independence on the audit and remuneration committees, respectively.	
AbbVie Inc.	09-May-25	Adopt Simple Majority Vote	For	A vote FOR this proposal is warranted. The elimination of supermajority vote requirements would improve shareholder rights and approval of this non-binding item may convey to the board that shareholders may wish for it to take additional steps to ensure they are removed.	Yes
VGP SA	09-May-25	Approve Remuneration Report	Against	A vote AGAINST is warranted as we raise some concerns because the ex-post performance assessment of non-financial metrics is not provided and the company does not provide performance targets which does not allow shareholders to assess the stringency of the pay for performance. Furthermore, the company does not provide the performance achievement and assessment for the LTIP. Additionally, the company has not responded to significant minority shareholder dissent.	Yes
VGP SA	09-May-25	Approve Remuneration Report	Against	A vote AGAINST is warranted as we raise some concerns because the ex-post performance assessment of non-financial metrics is not provided and the company does not provide performance targets which does not allow shareholders to assess the stringency of the pay for performance. Furthermore, the company does not provide the performance achievement and assessment for the LTIP. Additionally, the company has not responded to significant minority shareholder dissent.	Yes
Brederode SA	14-May-25	Reelect Rene Beltjens as Director	Against	A vote AGAINST incumbent nominating committee chair Rene Beltjens is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.	Yes
Power Corporation of Canada	14-May-25	Elect Director Andre Desmarais	Against	Vote AGAINST incumbent nomination committee chair Paul Desmarais Jr. for lack of diversity on the board. Vote AGAINST Paul Desmarais Jr. and Andre Desmarais for serving as controlling shareholders on the nominating committee. Vote FOR the other proposed nominees.	Yes
Power Corporation of Canada	14-May-25	Elect Director Paul Desmarais, Jr.	Against	Vote AGAINST incumbent nomination committee chair Paul Desmarais Jr. for lack of diversity on the board. Vote AGAINST Paul Desmarais Jr. and Andre Desmarais for serving as controlling shareholders on the nominating committee. Vote FOR the other proposed nominees.	Yes
Power Corporation of Canada	14-May-25	SP 3: Advisory Vote on Environmental Policies	For	A vote FOR this proposal is warranted. Additional information on the company's plans to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.	Yes
Shurgard Self Storage Ltd.	14-May-25	Approve Remuneration Report	Against	A vote AGAINST is warranted, because the proposed remuneration is below par in relation to market standards, particularly with regard to disclosure of STI and the non-performance based LTI. We acknowledge the company provides details on the applicable financial performance metrics of STI plan (including forward looking) for each executive. However, we do raise some concerns as the level of achievement is not available for all individual metrics as the company only provides a reasonable understanding on how performance is measured and the	Yes

				according payouts. Furthermore, there is no disclosure on two metrics, TSR compared to peers and other projects/ESG (total 45 percent weight), which does not allow shareholders to assess the stringency of the pay for performance assessment, especially since the executives received maximum payout for the STI 2024. Finally, we raise serious concerns as the proposed LTI grant is non-performance based (RSU award), which is not in line with best market practice, while the company awarded the grant without any maximum cap.	
CVC Capital Partners Plc	20-May-25	Elect Rolly van Rappard as Director	Against	A vote AGAINST incumbent nomination committee chair Rolly van Rappard is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.	Yes
JPMorgan Chase & Co.	20-May-25	Require Independent Board Chair	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.	Yes
JPMorgan Chase & Co.	20-May-25	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 risks related to transition finance and a just transition, in alignment with climate change goals.	Yes
Equinix, Inc.	21-May-25	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 proposal is warranted due to the following key factors: * The plan cost is excessive * The three-year average burn rate is excessive * The plan allows broad discretion to accelerate vesting	Yes
Equinix, Inc.	21-May-25	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 provide for a more meaningful written consent right for shareholders.	Yes
Equinix, Inc.	21-May-25	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 proposal is warranted due to the following key factors: * The plan cost is excessive * The three-year average burn rate is excessive * The plan allows broad discretion to accelerate vesting	Yes
Equinix, Inc.	21-May-25	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 provide for a more meaningful written consent right for shareholders.	Yes
Partners Group Holding AG	21-May-25	Reelect Flora Zhao as Director	Against	A vote AGAINST incumbent nominating committee chair Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.	Yes
Partners Group Holding AG	21-May-25	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Against	A vote AGAINST incumbent nominating committee chair Flora Zhao is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.	Yes
Partners Group Holding AG	21-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 counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	Yes

Bentley Systems, Incorporated	22-May-25	Elect Director Barry J. Bentley	Withhold	WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Bentley, Nicholas Cumins, Barry Bentley, Keith Bentley, and Raymond Bentley for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for Governance Committee chair Janet Haugen given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Governance Committee members Janet Haugen, Kirk Griswold, and Brian Hughes for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Gregory (Greg) Bentley, Barry Bentley, Keith Bentley, and Raymond Bentley as their ownership of the supervoting shares provides them with voting power control of the company.	Yes
Bentley Systems, Incorporated	22-May-25	Elect Director Gregory S. Bentley	Withhold	WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Bentley, Nicholas Cumins, Barry Bentley, Keith Bentley, and Raymond Bentley for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for Governance Committee chair Janet Haugen given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Governance Committee members Janet Haugen, Kirk Griswold, and Brian Hughes for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Gregory (Greg) Bentley, Barry Bentley, Keith Bentley, and Raymond Bentley as their ownership of the supervoting shares provides them with voting power control of the company.	Yes
Bentley Systems, Incorporated	22-May-25	Elect Director Keith A. Bentley	Withhold	WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Bentley, Nicholas Cumins, Barry Bentley, Keith Bentley, and Raymond Bentley for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for Governance Committee chair Janet Haugen given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Governance Committee members Janet Haugen, Kirk Griswold, and Brian Hughes for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Gregory (Greg) Bentley, Barry Bentley, Keith Bentley, and Raymond Bentley as their ownership of the supervoting shares provides them with voting power control of the company.	Yes
Bentley Systems, Incorporated	22-May-25	Elect Director Raymond B. Bentley	Withhold	WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Bentley, Nicholas Cumins, Barry Bentley, Keith Bentley, and Raymond Bentley for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for Governance	Yes

				Committee chair Janet Haugen given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Governance Committee members Janet Haugen, Kirk Griswold, and Brian Hughes for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Gregory (Greg) Bentley, Barry Bentley, Keith Bentley, and Raymond Bentley as their ownership of the supervoting shares provides them with voting power control of the company.	
Bentley Systems, Incorporated	22-May-25	Elect Director Nicholas H. Cumins	Withhold	WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Bentley, Nicholas Cumins, Barry Bentley, Keith Bentley, and Raymond Bentley for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for Governance Committee chair Janet Haugen given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Governance Committee members Janet Haugen, Kirk Griswold, and Brian Hughes for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Gregory (Greg) Bentley, Barry Bentley, Keith Bentley, and Raymond Bentley as their ownership of the supervoting shares provides them with voting power control of the company.	Yes
Bentley Systems, Incorporated	22-May-25	Elect Director Kirk B. Griswold	Withhold	WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Bentley, Nicholas Cumins, Barry Bentley, Keith Bentley, and Raymond Bentley for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for Governance Committee chair Janet Haugen given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Governance Committee members Janet Haugen, Kirk Griswold, and Brian Hughes for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Gregory (Greg) Bentley, Barry Bentley, Keith Bentley, and Raymond Bentley as their ownership of the supervoting shares provides them with voting power control of the company.	Yes
Bentley Systems, Incorporated	22-May-25	Elect Director Janet B. Haugen	Withhold	WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Bentley, Nicholas Cumins, Barry Bentley, Keith Bentley, and Raymond Bentley for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for Governance Committee chair Janet Haugen given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Governance Committee	Yes

				members Janet Haugen, Kirk Griswold, and Brian Hughes for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Gregory (Greg) Bentley, Barry Bentley, Keith Bentley, and Raymond Bentley as their ownership of the supervoting shares provides them with voting power control of the company.	
Bentley Systems, Incorporated	22-May-25	Elect Director Brian F. Hughes	Withhold	WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Bentley, Nicholas Cumins, Barry Bentley, Keith Bentley, and Raymond Bentley for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for Governance Committee chair Janet Haugen given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Governance Committee members Janet Haugen, Kirk Griswold, and Brian Hughes for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Gregory (Greg) Bentley, Barry Bentley, Keith Bentley, and Raymond Bentley as their ownership of the supervoting shares provides them with voting power control of the company.	Yes
EXOR NV	22-May-25	Approve Remuneration Report	Against	A vote AGAINST is warranted because the CEO John Elkann also receives remuneration for his executive roles on EXOR investee companies Stellantis and Ferrari, raising further questions on the adequateness of a remuneration package at EXOR that is in line with fully operating companies.	Yes
EXOR NV	22-May-25	Amend Remuneration Policy	Against	A vote AGAINST is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regard to the board chair fee and the structure of the LTIP for the executive director. Furthermore, the exceptional award has no cap and associated conditions to the grant of the award, which may lead to a concerning grant of discretionary awards. Also, the potential pay for both STI and LTI is considered excessive and can lead to a total quantum of pay of EUR 20,5 million for the CEO.	Yes
EXOR NV	22-May-25	Reelect Ginevra Elkann as Non-Executive Director	Against	A vote FOR the election of Kallol Karl Guha is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST nominees Ginevra Elkann and Alessandro Nasi is warranted as the nominee are designated shareholder representatives of Giovanni Agnelli B.V. (Agnelli Family), the beneficiary of the company's unequal voting structure.	Yes
EXOR NV	22-May-25	Reelect Alessandro Nasi as Non-Executive Director	Against	A vote FOR the election of Kallol Karl Guha is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST nominees Ginevra Elkann and Alessandro Nasi is warranted as the nominee are designated shareholder representatives of Giovanni Agnelli B.V. (Agnelli Family), the beneficiary of the company's unequal voting structure.	Yes

EXOR NV	22-May-25	Approve Remuneration Report	Against	A vote AGAINST is warranted because the CEO John Elkann also receives remuneration for his executive roles on EXOR investee companies Stellantis and Ferrari, raising further questions on the adequateness of a remuneration package at EXOR that is in line with fully operating companies.	Yes
EXOR NV	22-May-25	Amend Remuneration Policy	Against	A vote AGAINST is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regard to the board chair fee and the structure of the LTIP for the executive director. Furthermore, the exceptional award has no cap and associated conditions to the grant of the award, which may lead to a concerning grant of discretionary awards. Also, the potential pay for both STI and LTI is considered excessive and can lead to a total quantum of pay of EUR 20,5 million for the CEO.	Yes
EXOR NV	22-May-25	Reelect Ginevra Elkann as Non-Executive Director	Against	A vote FOR the election of Kallol Karl Guha is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST nominees Ginevra Elkann and Alessandro Nasi is warranted as the nominee are designated shareholder representatives of Giovanni Agnelli B.V. (Agnelli Family), the beneficiary of the company's unequal voting structure.	Yes
EXOR NV	22-May-25	Reelect Alessandro Nasi as Non-Executive Director	Against	A vote FOR the election of Kallol Karl Guha is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST nominees Ginevra Elkann and Alessandro Nasi is warranted as the nominee are designated shareholder representatives of Giovanni Agnelli B.V. (Agnelli Family), the beneficiary of the company's unequal voting structure.	Yes
EXOR NV	22-May-25	Approve Remuneration Report	Against	A vote AGAINST is warranted because the CEO John Elkann also receives remuneration for his executive roles on EXOR investee companies Stellantis and Ferrari, raising further questions on the adequateness of a remuneration package at EXOR that is in line with fully operating companies.	Yes
EXOR NV	22-May-25	Amend Remuneration Policy	Against	A vote AGAINST is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regard to the board chair fee and the structure of the LTIP for the executive director. Furthermore, the exceptional award has no cap and associated conditions to the grant of the award, which may lead to a concerning grant of discretionary awards. Also, the potential pay for both STI and LTI is considered excessive and can lead to a total quantum of pay of EUR 20,5 million for the CEO.	Yes
EXOR NV	22-May-25	Reelect Ginevra Elkann as Non-Executive Director	Against	A vote FOR the election of Kallol Karl Guha is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST nominees Ginevra Elkann and Alessandro Nasi is warranted as the nominee are designated shareholder representatives of Giovanni Agnelli B.V. (Agnelli Family), the beneficiary of the company's unequal voting structure.	Yes

EXOR NV	22-May-25	Reelect Alessandro Nasi as Non-Executive Director	Against	A vote FOR the election of Kallol Karl Guha is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST nominees Ginevra Elkann and Alessandro Nasi is warranted as the nominee are designated shareholder representatives of Giovanni Agnelli B.V. (Agnelli Family), the beneficiary of the company's unequal voting structure.	Yes
Ackermans & van Haaren NV	26-May-25	Reelect Luc Bertrand as Director	Against	A vote AGAINST incumbent nominating committee chair Baron Luc Bertrand is warranted for lack of diversity on the board. A vote AGAINST the elections of Baron Luc Bertrand, Baron Jacques Delen, and Frederic van Haaren is warranted because the board is lacking sufficient independence among its members and these nominees are considered non-independent.	Yes
Ackermans & van Haaren NV	26-May-25	Reelect Jacques Delen as Director	Against	A vote AGAINST incumbent nominating committee chair Baron Luc Bertrand is warranted for lack of diversity on the board. A vote AGAINST the elections of Baron Luc Bertrand, Baron Jacques Delen, and Frederic van Haaren is warranted because the board is lacking sufficient independence among its members and these nominees are considered non-independent.	Yes
Ackermans & van Haaren NV	26-May-25	Reelect Frederic van Haaren as Director	Against	A vote AGAINST incumbent nominating committee chair Baron Luc Bertrand is warranted for lack of diversity on the board. A vote AGAINST the elections of Baron Luc Bertrand, Baron Jacques Delen, and Frederic van Haaren is warranted because the board is lacking sufficient independence among its members and these nominees are considered non-independent.	Yes
Ackermans & van Haaren NV	26-May-25	Approve Remuneration Report	Against	A vote AGAINST is warranted because the proposed remuneration is below par in relation to market standards, particularly with regard to the overall disclosure of the short-term plan which does not allow shareholders to assess the stringency of the pay-for-performance assessment. We do note that the company has introduced some level of improvements with respect to disclosure on STI non-financial metrics and targets and provided forward looking disclosure for the 2025 KPIs.	Yes
Ackermans & van Haaren NV	26-May-25	Approve Remuneration Policy	Against	A vote AGAINST is warranted because the policy continues to allow for discretionary and extraordinary awards up to 150 percent of the base salary. Severance agreements are in excess of 12 months, which is not line with Belgian best practice provisions. Furthermore, it is unclear on the basis of what consideration either target or maximum award level options are granted. However, this is not without recognizing the company's effort to clarify the pay mix and implement clearer award levels for both the STI and LTI.	Yes
EQT AB	27-May-25	Approve Remuneration of Directors in the Amount of EUR 331,500 for Chair and EUR 150,500 for Other Directors; Approve Remuneration for Committee Work	Against	A vote AGAINST this item is warranted, as the proposed fees are considered excessive.	Yes
EQT AB	27-May-25	Reelect Conni Jonsson as Director	Against	A vote AGAINST incumbent nominating committee member Conni Jonsson is warranted for lack of diversity on the board. A vote AGAINST candidate Marcus	Yes

				Wallenberg (Item 14.e) is warranted due to them being considered overboarded. A vote FOR the remaining director nominees is warranted.	
EQT AB	27-May-25	Reelect Marcus Wallenberg as Director	Against	A vote AGAINST incumbent nominating committee member Conni Jonsson is warranted for lack of diversity on the board. A vote AGAINST candidate Marcus Wallenberg (Item 14.e) is warranted due to them being considered overboarded. A vote FOR the remaining director nominees is warranted.	Yes
EQT AB	27-May-25	Reelect Conni Jonsson as Board Chair	Against	Votes AGAINST this item are warranted as the election of Conni Jonsson to the board is not supported.	Yes
EQT AB	27-May-25	Amend EQT Share Program and EQT Option Program	Against	A vote AGAINST this proposal is warranted because it would allow the company to increase the investment limits under an incentive plan with insufficient performance periods.	Yes
The Carlyle Group Inc.	29-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	A vote AGAINST this proposal is warranted. The CEO's annual bonus was half based on a pre-set financial metric with a reasonably rigorous goal, and the CEO's annual LTI award was entirely performance-based. In addition, non-CEO NEOs' performance equity awards transitioned from utilizing a one-year performance period to stock price appreciation goals measured over a multi-year period. However, significant structure and pay magnitude concerns are noted. NEOs Redett and Finn received outsized annual LTI awards and the CEO's salary is high relative to peers. Furthermore, the CEO received a sizable PSU award in FY24, despite prior proxy disclosure noting that his FY23 inducement awards were intended to serve as the CEO's only equity award opportunity for the first five years of his employment. In addition, a significant portion of the CEO's annual bonus remained based on a qualitative performance assessment and non-CEO NEOs' annual bonuses were entirely discretionary. Lastly, non-CEO NEOs' annual LTI awards were majority time-based.	Yes
D'Ieteren Group	05-Jun-25	Approve Remuneration Report	Against	A vote AGAINST is warranted, because: * Insufficient disclosure under both the STIP and LTIP, no weights, targets or achievements disclosed for the metrics. * Lack of responsiveness to shareholders' dissent.	Yes
D'Ieteren Group	05-Jun-25	Approve Remuneration Policy	Against	A vote AGAINST is warranted because the company did not disclose the proposed remuneration policy.	Yes
D'Ieteren Group	05-Jun-25	Reelect HECHO SRL, Represented by Hugo De Stoop, as Independent Director	Against	A vote AGAINST incumbent nominees Olivier Chapelle, Hugo De Stoop, Thierry le Grelle and Charles-Antoine Leunen is warranted for lack of diversity on the board.	Yes
D'Ieteren Group	05-Jun-25	Approve Co-optation of Olivier Chapelle SRL, Represented by Olivier Chapelle, as Director	Against	A vote AGAINST incumbent nominees Olivier Chapelle, Hugo De Stoop, Thierry le Grelle and Charles-Antoine Leunen is warranted for lack of diversity on the board.	Yes
D'Ieteren Group	05-Jun-25	Approve Co-optation of Norawild SRL, Represented by Thierry le Grelle, as Independent Director	Against	A vote AGAINST incumbent nominees Olivier Chapelle, Hugo De Stoop, Thierry le Grelle and Charles-Antoine Leunen is warranted for lack of diversity on the board.	Yes
D'Ieteren Group	05-Jun-25	Approve Co-optation of Alcamara BV, Represented by Charles-Antoine Leunen, as Director	Against	A vote AGAINST incumbent nominees Olivier Chapelle, Hugo De Stoop, Thierry le Grelle and Charles-Antoine Leunen is warranted for lack of diversity on the board.	Yes

TPG Inc.	05-Jun-25	Elect Director Gunther Bright	Withhold	WITHHOLD votes are warranted for non-independent director nominees James (Jim) Coulter, Jon Winkelried, Kelvin Davis, Nehal Raj, Jeffrey Rhodes, Ganendran (Ganen) Sarvananthan, Todd Sisitsky, David Trujillo, and Anilu Vazquez-Ubarri due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Jeffrey Rhodes and Ganendran (Ganen) Sarvananthan for failing to attend at least 75 percent of the total board meetings held during the fiscal year under review without disclosing the reason for the absences. WITHHOLD votes are also warranted for incumbent compensation committee members Mary Cranston, Gunther Bright, and Deborah Messemer, in the absence of a say-on-pay proposal on ballot, due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominee, Kathy Elsesser, is warranted.	Yes
TPG Inc.	05-Jun-25	Elect Director James G. ("Jim") Coulter	Withhold	WITHHOLD votes are warranted for non-independent director nominees James (Jim) Coulter, Jon Winkelried, Kelvin Davis, Nehal Raj, Jeffrey Rhodes, Ganendran (Ganen) Sarvananthan, Todd Sisitsky, David Trujillo, and Anilu Vazquez-Ubarri due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Jeffrey Rhodes and Ganendran (Ganen) Sarvananthan for failing to attend at least 75 percent of the total board meetings held during the fiscal year under review without disclosing the reason for the absences. WITHHOLD votes are also warranted for incumbent compensation committee members Mary Cranston, Gunther Bright, and Deborah Messemer, in the absence of a say-on-pay proposal on ballot, due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominee, Kathy Elsesser, is warranted.	Yes
TPG Inc.	05-Jun-25	Elect Director Mary Cranston	Withhold	WITHHOLD votes are warranted for non-independent director nominees James (Jim) Coulter, Jon Winkelried, Kelvin Davis, Nehal Raj, Jeffrey Rhodes, Ganendran (Ganen) Sarvananthan, Todd Sisitsky, David Trujillo, and Anilu Vazquez-Ubarri due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Jeffrey Rhodes and Ganendran (Ganen) Sarvananthan for failing to attend at least 75 percent of the total board meetings held during the fiscal year under review without disclosing the reason for the absences. WITHHOLD votes are also warranted for incumbent compensation committee members Mary Cranston, Gunther Bright, and Deborah Messemer, in the absence of a say-on-pay proposal on ballot, due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominee, Kathy Elsesser, is warranted.	Yes
TPG Inc.	05-Jun-25	Elect Director Kelvin Davis	Withhold	WITHHOLD votes are warranted for non-independent director nominees James (Jim) Coulter, Jon Winkelried, Kelvin Davis, Nehal Raj, Jeffrey Rhodes, Ganendran (Ganen) Sarvananthan, Todd Sisitsky, David Trujillo, and Anilu Vazquez-Ubarri due to the company's lack of a formal nominating committee	Yes

				and for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Jeffrey Rhodes and Ganendran (Ganen) Sarvananthan for failing to attend at least 75 percent of the total board meetings held during the fiscal year under review without disclosing the reason for the absences. WITHHOLD votes are also warranted for incumbent compensation committee members Mary Cranston, Gunther Bright, and Deborah Messemer, in the absence of a say-on-pay proposal on ballot, due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominee, Kathy Elsesser, is warranted.	
TPG Inc.	05-Jun-25	Elect Director Deborah M. Messemer	Withhold	WITHHOLD votes are warranted for non-independent director nominees James (Jim) Coulter, Jon Winkelried, Kelvin Davis, Nehal Raj, Jeffrey Rhodes, Ganendran (Ganen) Sarvananthan, Todd Sisitsky, David Trujillo, and Anilu Vazquez-Ubarri due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Jeffrey Rhodes and Ganendran (Ganen) Sarvananthan for failing to attend at least 75 percent of the total board meetings held during the fiscal year under review without disclosing the reason for the absences. WITHHOLD votes are also warranted for incumbent compensation committee members Mary Cranston, Gunther Bright, and Deborah Messemer, in the absence of a say-on-pay proposal on ballot, due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominee, Kathy Elsesser, is warranted.	Yes
TPG Inc.	05-Jun-25	Elect Director Nehal Raj	Withhold	WITHHOLD votes are warranted for non-independent director nominees James (Jim) Coulter, Jon Winkelried, Kelvin Davis, Nehal Raj, Jeffrey Rhodes, Ganendran (Ganen) Sarvananthan, Todd Sisitsky, David Trujillo, and Anilu Vazquez-Ubarri due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Jeffrey Rhodes and Ganendran (Ganen) Sarvananthan for failing to attend at least 75 percent of the total board meetings held during the fiscal year under review without disclosing the reason for the absences. WITHHOLD votes are also warranted for incumbent compensation committee members Mary Cranston, Gunther Bright, and Deborah Messemer, in the absence of a say-on-pay proposal on ballot, due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominee, Kathy Elsesser, is warranted.	Yes
TPG Inc.	05-Jun-25	Elect Director Jeffrey Rhodes	Withhold	WITHHOLD votes are warranted for non-independent director nominees James (Jim) Coulter, Jon Winkelried, Kelvin Davis, Nehal Raj, Jeffrey Rhodes, Ganendran (Ganen) Sarvananthan, Todd Sisitsky, David Trujillo, and Anilu Vazquez-Ubarri due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Jeffrey Rhodes and Ganendran (Ganen) Sarvananthan for failing to attend at least 75 percent of the total board meetings held during the fiscal year under review without disclosing	Yes

				the reason for the absences. WITHHOLD votes are also warranted for incumbent compensation committee members Mary Cranston, Gunther Bright, and Deborah Messemer, in the absence of a say-on-pay proposal on ballot, due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominee, Kathy Elsesser, is warranted.	
TPG Inc.	05-Jun-25	Elect Director Ganendran ("Ganen") Sarvananthan	Withhold	WITHHOLD votes are warranted for non-independent director nominees James (Jim) Coulter, Jon Winkelried, Kelvin Davis, Nehal Raj, Jeffrey Rhodes, Ganendran (Ganen) Sarvananthan, Todd Sisitsky, David Trujillo, and Anilu Vazquez-Ubarri due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Jeffrey Rhodes and Ganendran (Ganen) Sarvananthan for failing to attend at least 75 percent of the total board meetings held during the fiscal year under review without disclosing the reason for the absences. WITHHOLD votes are also warranted for incumbent compensation committee members Mary Cranston, Gunther Bright, and Deborah Messemer, in the absence of a say-on-pay proposal on ballot, due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominee, Kathy Elsesser, is warranted.	Yes
TPG Inc.	05-Jun-25	Elect Director Todd Sisitsky	Withhold	WITHHOLD votes are warranted for non-independent director nominees James (Jim) Coulter, Jon Winkelried, Kelvin Davis, Nehal Raj, Jeffrey Rhodes, Ganendran (Ganen) Sarvananthan, Todd Sisitsky, David Trujillo, and Anilu Vazquez-Ubarri due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Jeffrey Rhodes and Ganendran (Ganen) Sarvananthan for failing to attend at least 75 percent of the total board meetings held during the fiscal year under review without disclosing the reason for the absences. WITHHOLD votes are also warranted for incumbent compensation committee members Mary Cranston, Gunther Bright, and Deborah Messemer, in the absence of a say-on-pay proposal on ballot, due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominee, Kathy Elsesser, is warranted.	Yes
TPG Inc.	05-Jun-25	Elect Director David Trujillo	Withhold	WITHHOLD votes are warranted for non-independent director nominees James (Jim) Coulter, Jon Winkelried, Kelvin Davis, Nehal Raj, Jeffrey Rhodes, Ganendran (Ganen) Sarvananthan, Todd Sisitsky, David Trujillo, and Anilu Vazquez-Ubarri due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Jeffrey Rhodes and Ganendran (Ganen) Sarvananthan for failing to attend at least 75 percent of the total board meetings held during the fiscal year under review without disclosing the reason for the absences. WITHHOLD votes are also warranted for incumbent compensation committee members Mary Cranston, Gunther Bright, and Deborah Messemer, in the absence of a say-on-pay proposal on ballot, due	Yes

				to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominee, Kathy Elsesser, is warranted.	
TPG Inc.	05-Jun-25	Elect Director Anilu Vazquez-Ubarri	Withhold	WITHHOLD votes are warranted for non-independent director nominees James (Jim) Coulter, Jon Winkelried, Kelvin Davis, Nehal Raj, Jeffrey Rhodes, Ganendran (Ganen) Sarvananthan, Todd Sisitsky, David Trujillo, and Anilu Vazquez-Ubarri due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Jeffrey Rhodes and Ganendran (Ganen) Sarvananthan for failing to attend at least 75 percent of the total board meetings held during the fiscal year under review without disclosing the reason for the absences. WITHHOLD votes are also warranted for incumbent compensation committee members Mary Cranston, Gunther Bright, and Deborah Messemer, in the absence of a say-on-pay proposal on ballot, due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominee, Kathy Elsesser, is warranted.	Yes
TPG Inc.	05-Jun-25	Elect Director Jon Winkelried	Withhold	WITHHOLD votes are warranted for non-independent director nominees James (Jim) Coulter, Jon Winkelried, Kelvin Davis, Nehal Raj, Jeffrey Rhodes, Ganendran (Ganen) Sarvananthan, Todd Sisitsky, David Trujillo, and Anilu Vazquez-Ubarri due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Jeffrey Rhodes and Ganendran (Ganen) Sarvananthan for failing to attend at least 75 percent of the total board meetings held during the fiscal year under review without disclosing the reason for the absences. WITHHOLD votes are also warranted for incumbent compensation committee members Mary Cranston, Gunther Bright, and Deborah Messemer, in the absence of a say-on-pay proposal on ballot, due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominee, Kathy Elsesser, is warranted.	Yes
TPG Inc.	05-Jun-25	Elect James G. ("Jim") Coulter as Member of Executive Committee	Withhold	WITHHOLD votes are warranted for the election of members of the executive committee, given that the committee, which is entirely non-independent, has many of the powers and authorities ordinarily in the hands of a majority-independent board of directors.	Yes
TPG Inc.	05-Jun-25	Elect Kelvin Davis as Member of Executive Committee	Withhold	WITHHOLD votes are warranted for the election of members of the executive committee, given that the committee, which is entirely non-independent, has many of the powers and authorities ordinarily in the hands of a majority-independent board of directors.	Yes
TPG Inc.	05-Jun-25	Elect Nehal Raj as Member of Executive Committee	Withhold	WITHHOLD votes are warranted for the election of members of the executive committee, given that the committee, which is entirely non-independent, has many of the powers and authorities ordinarily in the hands of a majority-independent board of directors.	Yes
TPG Inc.	05-Jun-25	Elect Jeffrey Rhodes as Member of Executive Committee	Withhold	WITHHOLD votes are warranted for the election of members of the executive committee, given that the committee, which is entirely non-independent, has	Yes

				many of the powers and authorities ordinarily in the hands of a majority-independent board of directors.	
TPG Inc.	05-Jun-25	Elect Ganendran ("Ganen") Sarvananthan as Member of Executive Committee	Withhold	WITHHOLD votes are warranted for the election of members of the executive committee, given that the committee, which is entirely non-independent, has many of the powers and authorities ordinarily in the hands of a majority-independent board of directors.	Yes
TPG Inc.	05-Jun-25	Elect Todd Sisitskyas Member of Executive Committee	Withhold	WITHHOLD votes are warranted for the election of members of the executive committee, given that the committee, which is entirely non-independent, has many of the powers and authorities ordinarily in the hands of a majority-independent board of directors.	Yes
TPG Inc.	05-Jun-25	Elect David Trujillo as Member of Executive Committee	Withhold	WITHHOLD votes are warranted for the election of members of the executive committee, given that the committee, which is entirely non-independent, has many of the powers and authorities ordinarily in the hands of a majority-independent board of directors.	Yes
TPG Inc.	05-Jun-25	Elect Anilu Vazquez-Ubarri as Member of Executive Committee	Withhold	WITHHOLD votes are warranted for the election of members of the executive committee, given that the committee, which is entirely non-independent, has many of the powers and authorities ordinarily in the hands of a majority-independent board of directors.	Yes
TPG Inc.	05-Jun-25	Elect Jon Winkelried as Member of Executive Committee	Withhold	WITHHOLD votes are warranted for the election of members of the executive committee, given that the committee, which is entirely non-independent, has many of the powers and authorities ordinarily in the hands of a majority-independent board of directors.	Yes
Ares Management Corporation	06-Jun-25	Elect Director Michael J Arougheti	Against	A vote AGAINST Governance Committee members Antony Ressler, Michael Arougheti, Antoinette (Toni) Bush, and Judy Olian is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST for Michael Arougheti, R. Kipp deVeer, David Kaplan, Anthony Ressler, and Bennett Rosenthal is warranted as their ownership of the supervoting shares through Ares Partners Holdco LLC provide them with voting power control of the company. A vote AGAINST Antony Ressler and Michael Arougheti is further warranted for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.	Yes
Ares Management Corporation	06-Jun-25	Elect Director Antoinette Bush	Against	A vote AGAINST Governance Committee members Antony Ressler, Michael Arougheti, Antoinette (Toni) Bush, and Judy Olian is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST for Michael Arougheti, R. Kipp deVeer, David Kaplan, Anthony Ressler, and Bennett Rosenthal is warranted as their ownership of the supervoting shares through Ares Partners Holdco LLC provide them with voting power control of the company. A vote AGAINST Antony Ressler and Michael Arougheti is further warranted for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.	Yes
Ares Management Corporation	06-Jun-25	Elect Director R. Kipp deVeer	Against	A vote AGAINST Governance Committee members Antony Ressler, Michael Arougheti, Antoinette (Toni) Bush, and Judy Olian is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset	Yes

				provision. A vote AGAINST for Michael Arougheti, R. Kipp deVeer, David Kaplan, Anthony Ressler, and Bennett Rosenthal is warranted as their ownership of the supervoting shares through Ares Partners Holdco LLC provide them with voting power control of the company. A vote AGAINST Antony Ressler and Michael Arougheti is further warranted for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.	
Ares Management Corporation	06-Jun-25	Elect Director David B. Kaplan	Against	A vote AGAINST Governance Committee members Antony Ressler, Michael Arougheti, Antoinette (Toni) Bush, and Judy Olian is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST for Michael Arougheti, R. Kipp deVeer, David Kaplan, Anthony Ressler, and Bennett Rosenthal is warranted as their ownership of the supervoting shares through Ares Partners Holdco LLC provide them with voting power control of the company. A vote AGAINST Antony Ressler and Michael Arougheti is further warranted for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.	Yes
Ares Management Corporation	06-Jun-25	Elect Director Judy D. Olian	Against	A vote AGAINST Governance Committee members Antony Ressler, Michael Arougheti, Antoinette (Toni) Bush, and Judy Olian is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST for Michael Arougheti, R. Kipp deVeer, David Kaplan, Anthony Ressler, and Bennett Rosenthal is warranted as their ownership of the supervoting shares through Ares Partners Holdco LLC provide them with voting power control of the company. A vote AGAINST Antony Ressler and Michael Arougheti is further warranted for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.	Yes
Ares Management Corporation	06-Jun-25	Elect Director Antony P. Ressler	Against	A vote AGAINST Governance Committee members Antony Ressler, Michael Arougheti, Antoinette (Toni) Bush, and Judy Olian is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST for Michael Arougheti, R. Kipp deVeer, David Kaplan, Anthony Ressler, and Bennett Rosenthal is warranted as their ownership of the supervoting shares through Ares Partners Holdco LLC provide them with voting power control of the company. A vote AGAINST Antony Ressler and Michael Arougheti is further warranted for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.	Yes
Ares Management Corporation	06-Jun-25	Elect Director Bennett Rosenthal	Against	A vote AGAINST Governance Committee members Antony Ressler, Michael Arougheti, Antoinette (Toni) Bush, and Judy Olian is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST for Michael Arougheti, R. Kipp deVeer, David Kaplan, Anthony Ressler, and Bennett Rosenthal is warranted as their ownership of the supervoting shares through Ares Partners Holdco LLC provide them with voting power control of the company. A vote AGAINST Antony Ressler and Michael Arougheti is further warranted for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.	Yes

Ares Management Corporation	06-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	A vote AGAINST this proposal is warranted. The proxy lacks several key disclosures surrounding incentive fees and carried interest distributions, which remain large. Additionally, equity awards are outsized, and the awards granted in FY24 lack rigorous performance-vesting criteria. Disclosure surrounding additional time-vesting grants made to the CEO and another NEO in respect of certain reductions to incentive fee payments is also poor, which is particularly concerning considering each award was valued at nearly \$50 million.	Yes
Ares Management Corporation	06-Jun-25	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 shareholders a regular opportunity to opine on executive pay.	Yes
Digital Realty Trust, Inc.	06-Jun-25	Adopt a Policy on Human Right to Water	For	A vote FOR this proposal is warranted for the following reasons: * A comprehensive right to water policy, including the incorporation of the UN's definitions and declarations, would help the company address global water scarcity as a significant business factor in its global operations and promote the inclusion of water use goals; and * A comprehensive right to water policy is a safeguard that would better position the company to face potential reputational risks from disputes over water use in its global operations. Such a policy should serve to strengthen the company's existing initiatives on water use and other human rights and benefit shareholders with additional disclosures to effectively assess how the company is managing and improving its water use.	Yes
Digital Realty Trust, Inc.	06-Jun-25	Adopt a Policy on Human Right to Water	For	A vote FOR this proposal is warranted for the following reasons: * A comprehensive right to water policy, including the incorporation of the UN's definitions and declarations, would help the company address global water scarcity as a significant business factor in its global operations and promote the inclusion of water use goals; and * A comprehensive right to water policy is a safeguard that would better position the company to face potential reputational risks from disputes over water use in its global operations. Such a policy should serve to strengthen the company's existing initiatives on water use and other human rights and benefit shareholders with additional disclosures to effectively assess how the company is managing and improving its water use.	Yes
Grand City Properties SA	24-Jun-25	Approve Remuneration Report	Against	A vote AGAINST is warranted because the proposed remuneration is below par in relation to market standards, particularly with regard to the disclosure of the annual bonus, the vesting period, lack of responsiveness, and the low degree of alignment regarding the pay practices of the company compared to other peers.	Yes
Mastercard Incorporated	24-Jun-25	Oversee and Report on a Racial Equity Audit	For	A vote FOR this resolution is warranted. While Mastercard has made progress in its diversity, equity, and inclusion efforts, a third-party racial equity audit would enhance transparency and help identify opportunities for improvement supporting the company's long-term commitment to building an inclusive and sustainable digital economy.	Yes
NVIDIA Corporation	25-Jun-25	Enhance Workforce Data Reporting	For	A vote FOR this resolution is warranted, as additional diversity-related disclosures would allow shareholders to better assess the effectiveness of the company's existing diversity initiatives and its management of related risks.	Yes

Intermediate Capital Group Plc	16-Jul-25	Re-elect William Rucker as Director	Against	A vote AGAINST incumbent nomination committee chair William Rucker is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.	Yes
Castellum AB	18-Jul-25	Elect Ralf Spann as New Director	Against	A vote AGAINST these items is warranted because there is a lack of gender diversity on the board.	Yes
Castellum AB	18-Jul-25	Elect Marita Loft as New Director	Against	A vote AGAINST these items is warranted because there is a lack of gender diversity on the board.	Yes
Castellum AB	18-Jul-25	Elect Leif Norburg as New Director	Against	A vote AGAINST these items is warranted because there is a lack of gender diversity on the board.	Yes
Castellum AB	18-Jul-25	Elect Knut Rost as New Director	Against	A vote AGAINST these items is warranted because there is a lack of gender diversity on the board.	Yes
Castellum AB	18-Jul-25	Elect Stefan Wallander as New Director	Against	A vote AGAINST these items is warranted because there is a lack of gender diversity on the board.	Yes
Castellum AB	18-Jul-25	Elect Ralf Spann 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.	Yes
Retail Estates SA	22-Jul-25	Approve Remuneration Report	Against	A vote AGAINST is warranted because the company failed to provide targets and caps for each performance criteria under the STI plan. In addition, the company increased CEO's base salary by 15 percent without any compelling rationale. Furthermore, we do note that the company's remuneration report is including inconsistencies regarding the performance metrics weights under the STI plan for the CIO and CLO which does not allow shareholders to fully understand the report.	Yes
Retail Estates SA	22-Jul-25	Approve Remuneration Policy	Against	A vote AGAINST is warranted because: * the company does not provide disclosure on the weights on STI performance metrics of the variable remuneration; * the company can grant an exceptional bonus which is not linked to performance criteria; * the derogation clause is too general of nature.	Yes
Prosus NV	20-Aug-25	Approve Remuneration Report	Against	A vote AGAINST is warranted because: * The quantum of total pay package for the new CEO remains high, with the FY25 LTI grant at USD 35.5 million fair value (a once off grant for entire appointment period of four years) and future moonshot award with potential payout valued at USD 100 million * The SAR plan is not sufficiently transparent and share options are not tied to separate performance conditions. * A substantial part of the LTI awards vest before the third anniversary in deviation of best practice recommendations.	Yes
Prosus NV	20-Aug-25	Approve Remuneration Policy	Against	A vote AGAINST is warranted because: * The proposed policy remains largely unchanged and continued concern is raised with the design of the policy and the lack of responsiveness to address concerns raised by shareholders; * Continued concerns relate the (i) high quantum of the total pay package and considered to be excessive (total value of entire package for entire appointment term is valued at ca. USD 163 million), (ii) significant proportion of long-term incentives that are not performance-related, (iii) absence of clear award levels under the LTI, and (iv) a substantial portion of the LTI vests before the third anniversary and start vesting after the first anniversary of the grant.	Yes

Prosus NV	20-Aug-25	Reelect Koos Bekker as Director	Against	A vote FOR the elections of Sharmistha (Shar) Dubey, Debra Meyer, Phuthi Mahanyele-Dabengwa and Nico Marais is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the election of Stephan (Steve) Pacak is warranted because he serves as chair of the audit committee as a non-independent director, which is not in line with market practice. A vote AGAINST the elections of Jacobus (Koos) Bekker and Stephan (Steve) Pacak is warranted due to the company maintaining a share structure with unequal voting rights.	Yes
Prosus NV	20-Aug-25	Reelect Steve Pacak as Director	Against	A vote FOR the elections of Sharmistha (Shar) Dubey, Debra Meyer, Phuthi Mahanyele-Dabengwa and Nico Marais is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the election of Stephan (Steve) Pacak is warranted because he serves as chair of the audit committee as a non-independent director, which is not in line with market practice. A vote AGAINST the elections of Jacobus (Koos) Bekker and Stephan (Steve) Pacak is warranted due to the company maintaining a share structure with unequal voting rights.	Yes
Prosus NV	20-Aug-25	Authorize Repurchase of Shares	Against	A vote AGAINST is warranted because the proposal is not in line with commonly used safeguards regarding volume.	Yes
Blackstone Secured Lending Fund	25-Sept-25	Elect Director James F. Clark	Withhold	WITHHOLD votes are warranted for Governance Committee members James Clark and Vicki Fuller: (i) due to a material governance failure as the company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws; and (ii) for the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights. A vote FOR the remaining director nominee, Vikrant (Vik) Sawhney, is warranted.	Yes
Blackstone Secured Lending Fund	25-Sept-25	Elect Director Vicki L. Fuller	Withhold	WITHHOLD votes are warranted for Governance Committee members James Clark and Vicki Fuller: (i) due to a material governance failure as the company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws; and (ii) for the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights. A vote FOR the remaining director nominee, Vikrant (Vik) Sawhney, is warranted.	Yes