

Company Name	Country	Meeting Type	Meeting Date	Proponent	Proposal Code	Proposal Code Category	Management Recommendation	ISS Recommendation	Vote Instruction	Voter Rationale
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0701	E&S Blended	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0264	Director Related	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0122	Company Articles	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0227	Company Articles	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0595	Company Articles	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0122	Company Articles	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0549	Compensation	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0549	Compensation	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0201	Director Election	For	Against	For	Despite board independence falling below our expectations, we are satisfied that support for Mr. Burkhalter to remain on the board is justified as his experience is valuable to the company
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0201	Director Election	For	Against	Against	Board independence is only 57% and the audit committee is only 33% independent. As a consequence, a vote AGAINST Martin Zwysig is justified because he has exceeded recommended tenure as he was first appointed in April 2011
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0271	Director Related	For	Against	Against	A vote AGAINST is warranted as the Chairman of the board should be an independent NED and Mr. Burkhalter is the CEO of Belimo Automation and so does not meet our criteria for the role of Chairman.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0201	Director Election	For	Against	Against	In conjunction with the resolution above, a vote AGAINST is warranted due to a lack of board independence.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0178	Director Related	For	Against	For	Support is warranted for the re-appointment of Sandra Emme due to the progress made on gender diversity over recent years.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0178	Director Related	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0178	Director Related	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0178	Director Related	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0110	Routine Business	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	Switzerland	Annual	25-Mar-24	Management	M0125	Routine Business	For	Against	Against	A vote AGAINST this item is warranted on the basis that new and unknown items or counterproposals might not be in shareholders' best interest.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0151	Routine Business	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0104	Routine Business	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0570	Compensation	For	For	For	We believe that support for this item is warranted.

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Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M2101	Compensation	For	Against	Against	A vote AGAINST this item is warranted due to increases made to the pay opportunities with limited performance conditions and flexibility in the award criteria. In addition, amendments have been made to policies without further shareholder votes.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0550	Compensation	For	Against	Against	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0550	Compensation	For	Against	Against	A vote AGAINST this item is warranted due a failure to present the amended 2023 policies for the new chairman and the new CEO.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0570	Compensation	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0570	Compensation	For	Against	Against	A vote AGAINST is warranted on the basis of an increase in the base salary of the CEO without sufficient explanation as well as limited disclosure of targets for variable pay.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0201	Director Election	For	Against	Against	A vote AGAINST is justified due to poor governance surrounding remuneration procedures.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0318	Capitalization	For	Against	For	A vote FOR this item is justified as we are comfortable that management will not use the authority to prevent takeovers.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0126	Company Articles	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0329	Capitalization	For	Against	For	A vote FOR this item is justified as we are comfortable that management will not use the authority to prevent takeovers.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0331	Capitalization	For	Against	For	A vote FOR this item is justified as we are comfortable that management will not use the authority to prevent takeovers.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0323	Capitalization	For	Against	For	A vote FOR this item is justified as we are comfortable that management will not use the authority to prevent takeovers.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0384	Capitalization	For	Against	For	A vote FOR this item is justified as we are comfortable that management will not use the authority to prevent takeovers.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0337	Capitalization	For	Against	For	A vote FOR this item is justified as we are comfortable that management will not use the authority to prevent takeovers.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0326	Capitalization	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0510	Compensation	For	Against	For	Support for this item is warranted as this measure encourages employee alignment with shareholders.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0507	Compensation	For	Against	For	A vote FOR is warranted as we are satisfied that the stock option plan proposals meet our requirements and will be exercised responsibly.
Sartorius Stedim Biotech SA	France	Annual/Special	26-Mar-24	Management	M0374	Capitalization	For	For	For	We believe that support for this item is warranted.
Alfen NV	Netherlands	Annual	09-Apr-24	Management	M0164	Routine Business				
Alfen NV	Netherlands	Annual	09-Apr-24	Management	M0150	Routine Business				
Alfen NV	Netherlands	Annual	09-Apr-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Alfen NV	Netherlands	Annual	09-Apr-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.

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Alfen NV	Netherlands	Annual	09-Apr-24	Management	M0181	Routine Business				
Alfen NV	Netherlands	Annual	09-Apr-24	Management	M0137	Miscellaneous				
Alfen NV	Netherlands	Annual	09-Apr-24	Management	M0152	Routine Business				
Alfen NV	Netherlands	Annual	09-Apr-24	Management	M0260	Director Related	For	For	For	We believe that support for this item is warranted.
Alfen NV	Netherlands	Annual	09-Apr-24	Management	M0261	Director Related	For	For	For	We believe that support for this item is warranted.
Alfen NV	Netherlands	Annual	09-Apr-24	Management	M0570	Compensation	For	For	For	We believe that support for this item is warranted.
Alfen NV	Netherlands	Annual	09-Apr-24	Management	M0298	Director Related	For	For	For	We believe that support for this item is warranted.
Alfen NV	Netherlands	Annual	09-Apr-24	Management	M0250	Director Election	For	For	For	We believe that support for this item is warranted.
Alfen NV	Netherlands	Annual	09-Apr-24	Management	M0126	Company Articles	For	For	For	We believe that support for this item is warranted.
Alfen NV	Netherlands	Annual	09-Apr-24	Management	M0126	Company Articles	For	Against	For	Given that the company explains in the notes to the agenda that this possibility of organising virtual-only meetings is only in exceptional circumstances and for extraordinary meetings with limited uncontroversial items, we are happy to support management and grant the requested permissions. A recent meeting with management has provided comfort that there are effective governance mechanisms in place and support is warranted.
Alfen NV	Netherlands	Annual	09-Apr-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Alfen NV	Netherlands	Annual	09-Apr-24	Management	M0318	Capitalization	For	For	For	We believe that support for this item is warranted.
Alfen NV	Netherlands	Annual	09-Apr-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Alfen NV	Netherlands	Annual	09-Apr-24	Management	M0165	Routine Business				
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0701	E&S Blended	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0107	Routine Business	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0264	Director Related	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0135	Routine Business	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0122	Company Articles	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0811	Routine Business	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0203	Director Related	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0122	Company Articles	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0271	Director Related	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0178	Director Related	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0178	Director Related	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0178	Director Related	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0178	Director Related	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0110	Routine Business	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0549	Compensation	For	For	For	We believe that support for this item is warranted.

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Tecan Group AG	Switzerland	Annual	18-Apr-24	Management	M0125	Routine Business	For	Against	Against	A vote AGAINST this item is warranted on the basis that new and unknown items or counterproposals might not be in shareholders' best interest
MSCI Inc.	USA	Annual	23-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
MSCI Inc.	USA	Annual	23-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
MSCI Inc.	USA	Annual	23-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
MSCI Inc.	USA	Annual	23-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
MSCI Inc.	USA	Annual	23-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
MSCI Inc.	USA	Annual	23-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
MSCI Inc.	USA	Annual	23-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
MSCI Inc.	USA	Annual	23-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
MSCI Inc.	USA	Annual	23-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
MSCI Inc.	USA	Annual	23-Apr-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
MSCI Inc.	USA	Annual	23-Apr-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
MSCI Inc.	USA	Annual	23-Apr-24	Shareholder	S0423	Social	Against	Against	Against	A vote AGAINST this proposal is warranted on the basis that MSCI actively monitors investment sanctions and guidance that might affect the inclusion of Chinese companies in its indices. The company is committed to transparency and adheres to international benchmark principles, as a consequence we are confident that MSCI is already taking adequate steps to manage its indices responsibly.
Bachem Holding AG	Switzerland	Annual	24-Apr-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Bachem Holding AG	Switzerland	Annual	24-Apr-24	Management	M0550	Compensation	For	Against	Against	A vote AGAINST is warranted because of inadequate disclosure on variable payouts, lack of a clear payout cap for STI and guaranteed LTI shares without performance conditions. In addition, only 86.9% of shareholders supported the 2022 remuneration report at the 2023 AGM, which implies a level of dissent that can be considered high considering the shareholder structure and management have failed to address this.
Bachem Holding AG	Switzerland	Annual	24-Apr-24	Management	M0701	E&S Blended	For	For	For	We believe that support for this item is warranted.
Bachem Holding AG	Switzerland	Annual	24-Apr-24	Management	M0264	Director Related	For	For	For	We believe that support for this item is warranted.
Bachem Holding AG	Switzerland	Annual	24-Apr-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Bachem Holding AG	Switzerland	Annual	24-Apr-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
Bachem Holding AG	Switzerland	Annual	24-Apr-24	Management	M0549	Compensation	For	For	For	We believe that support for this item is warranted.
Bachem Holding AG	Switzerland	Annual	24-Apr-24	Management	M0201	Director Election	For	Against	For	We support the re-election of Bachem's board members due to their capital allocation record and expertise, acknowledging the company's family ownership by the Grogg family and its composition of highly qualified individuals.
Bachem Holding AG	Switzerland	Annual	24-Apr-24	Management	M0201	Director Election	For	Against	For	We support the re-election of Bachem's board members due to their capital allocation record and expertise, acknowledging the company's family ownership by the Grogg family and its composition of highly qualified individuals.

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Badger Meter, Inc.	USA	Annual	26-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Badger Meter, Inc.	USA	Annual	26-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Badger Meter, Inc.	USA	Annual	26-Apr-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Badger Meter, Inc.	USA	Annual	26-Apr-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Badger Meter, Inc.	USA	Annual	26-Apr-24	Shareholder	S0815	Social	Against	Against	Against	A vote AGAINST is justified because we are satisfied that the company provides enough information for shareholders to evaluate the effectiveness of its diversity and inclusion efforts
Cognex Corporation	USA	Annual	01-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Cognex Corporation	USA	Annual	01-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Cognex Corporation	USA	Annual	01-May-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Cognex Corporation	USA	Annual	01-May-24	Management	M0550	Compensation	For	Against	Against	A vote AGAINST the proposal is warranted. Though the annual bonus payout was reasonable for the year in review, the program has a potential for payments significantly above target. These potential above-target payments also appear to be based solely on the compensation committee's discretion. Further, though the performance criterion in the annual equity program is rigorous and is measured over a multi-year period, a significant majority of the annual equity grant does not utilize pre-set performance criteria.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0164	Routine Business				
BioGaia AB	Sweden	Annual	07-May-24	Management	M0168	Routine Business	For	For	For	We believe that support for this item is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0169	Routine Business	For	For	For	We believe that support for this item is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0129	Routine Business	For	For	For	We believe that support for this item is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0117	Routine Business	For	For	For	We believe that support for this item is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0170	Routine Business	For	For	For	We believe that support for this item is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0198	Routine Business				
BioGaia AB	Sweden	Annual	07-May-24	Management	M0150	Routine Business				
BioGaia AB	Sweden	Annual	07-May-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0264	Director Related	For	For	For	We believe that support for this item is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0202	Director Related	For	For	For	We believe that support for this item is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0158	Compensation	For	For	For	We believe that support for this item is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0201	Director Election	For	Against	Against	A vote AGAINST this item is warranted due to the tenure of this director which might impact independence.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0201	Director Election	For	Against	For	A vote FOR this item is warranted as we are happy that Peter Rothschild has led the board well as the founder of the company.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0271	Director Related	For	Against	For	Whilst the combination of CEO and Chair roles does not meet best practice standards, we are happy that Peter Rothschild has led the board well as the founder of the company. As a consequence, we feel that support is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.

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BioGaia AB	Sweden	Annual	07-May-24	Management	M0294	Director Related	For	For	For	We believe that support for this item is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0550	Compensation	For	Against	For	A vote FOR is warranted because we are satisfied that the remuneration arrangements have been implemented fairly and are aligned with shareholder interests.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0570	Compensation	For	For	For	We believe that support for this item is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0501	Compensation	For	For	For	We believe that support for this item is warranted.
BioGaia AB	Sweden	Annual	07-May-24	Management	M0165	Routine Business				
IDEX Corporation	USA	Annual	07-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
IDEX Corporation	USA	Annual	07-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
IDEX Corporation	USA	Annual	07-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
IDEX Corporation	USA	Annual	07-May-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
IDEX Corporation	USA	Annual	07-May-24	Management	M0522	Compensation	For	For	For	We believe that support for this item is warranted.
IDEX Corporation	USA	Annual	07-May-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
IDEX Corporation	USA	Annual	07-May-24	Shareholder	S0815	Social	Against	Against	Against	A vote AGAINST is justified because we are satisfied that the company provides enough information for shareholders to evaluate the effectiveness of its diversity and inclusion efforts.
Technogym SpA	Italy	Annual/Special	07-May-24	Management	M0105	Routine Business	For	For	For	A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.
Technogym SpA	Italy	Annual/Special	07-May-24	Management	M0152	Routine Business	For	For	For	A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.
Technogym SpA	Italy	Annual/Special	07-May-24	Management	M0570	Compensation	For	Against	For	A vote FOR is warranted on the basis that the introduction of a "challenge" plan should serve to motivate key management.
Technogym SpA	Italy	Annual/Special	07-May-24	Management	M0550	Compensation	For	Against	For	A vote FOR is warranted as disclosure has improved over the year in question following suggestions from proxy advisors, the company has now detailed the methods for calculating severance pay for key managers under the National Collective Labour Agreement, and has also set a limit on their bonus as part of the stability plan.
Technogym SpA	Italy	Annual/Special	07-May-24	Shareholder	S0225	Director Related	None	For	For	
Technogym SpA	Italy	Annual/Special	07-May-24	Shareholder	S0222	Director Related	None	For	For	
Technogym SpA	Italy	Annual/Special	07-May-24	Shareholder	S0275	Director Election	None	Against	For	A vote FOR this slate is warranted. Shareholders can support only one slate and we are satisfied that this slate represents a board profile that will act in the interests of shareholders.
Technogym SpA	Italy	Annual/Special	07-May-24	Shareholder	S0275	Director Election	None	For	Against	A vote AGAINST is necessary as shareholders can only support one slate.

Company Name	Country	Meeting Type	Meeting Date	Proponent	Proposal Code	Proposal Code Category	Management Recommendation	ISS Recommendation	Vote Instruction	Voter Rationale
Technogym SpA	Italy	Annual/Special	07-May-24	Shareholder	S0250	Director Election	None	Against	For	Whilst the combination of CEO and Chair roles does not meet best practice standards, we are happy that Nerio Alessandri has led the board well as the founder of the company. As a consequence, we feel that support is warranted.
Technogym SpA	Italy	Annual/Special	07-May-24	Shareholder	S0222	Director Related	None	Against	For	A vote FOR is warranted as the aggregate remuneration proposed for non-executive directors appears reasonable.
Technogym SpA	Italy	Annual/Special	07-May-24	Management	M0136	Audit Related	For	For	For	
Technogym SpA	Italy	Annual/Special	07-May-24	Management	M0507	Compensation	For	Against	For	A vote FOR is warranted as the structure of this compensation plan appears to use relevant metrics to determine the payment of awards.
Technogym SpA	Italy	Annual/Special	07-May-24	Management	M0346	Capitalization	For	For	For	
Technogym SpA	Italy	Annual/Special	07-May-24	Management	M0544	Compensation	For	Against	For	A vote FOR is warranted as the structure of this compensation plan appears to use relevant metrics to determine the payment of awards.
Trex Company, Inc.	USA	Annual	07-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Trex Company, Inc.	USA	Annual	07-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Trex Company, Inc.	USA	Annual	07-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Trex Company, Inc.	USA	Annual	07-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Trex Company, Inc.	USA	Annual	07-May-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Trex Company, Inc.	USA	Annual	07-May-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Rational AG	Germany	Annual	08-May-24	Management	M0150	Routine Business				
Rational AG	Germany	Annual	08-May-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Rational AG	Germany	Annual	08-May-24	Management	M0260	Director Related	For	For	For	We believe that support for this item is warranted.
Rational AG	Germany	Annual	08-May-24	Management	M0261	Director Related	For	For	For	We believe that support for this item is warranted.
Rational AG	Germany	Annual	08-May-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Rational AG	Germany	Annual	08-May-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Rational AG	Germany	Annual	08-May-24	Management	M0106	Company Articles	For	For	For	We believe that support for this item is warranted.
Rational AG	Germany	Annual	08-May-24	Management	M0250	Director Election	For	For	For	We believe that support for this item is warranted.
Rational AG	Germany	Annual	08-May-24	Management	M0250	Director Election	For	Against	For	A vote FOR is warranted as it is in all shareholders' interest when majority shareholders are on the board to govern the company.
Rational AG	Germany	Annual	08-May-24	Management	M0250	Director Election	For	For	For	We believe that support for this item is warranted.
Rational AG	Germany	Annual	08-May-24	Management	M0250	Director Election	For	For	For	A vote FOR is justified as there is no indication that Clarissa Kaefer is not independent and her election would serve to improve the gender diversity of the board.
Rational AG	Germany	Annual	08-May-24	Management	M0250	Director Election	For	Against	For	A vote FOR is warranted as Mr Lintz is appointed as a shareholder representative and so is aligned with other stakeholders.
Tyler Technologies, Inc.	USA	Annual	09-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tyler Technologies, Inc.	USA	Annual	09-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tyler Technologies, Inc.	USA	Annual	09-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tyler Technologies, Inc.	USA	Annual	09-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tyler Technologies, Inc.	USA	Annual	09-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tyler Technologies, Inc.	USA	Annual	09-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tyler Technologies, Inc.	USA	Annual	09-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tyler Technologies, Inc.	USA	Annual	09-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tyler Technologies, Inc.	USA	Annual	09-May-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Tyler Technologies, Inc.	USA	Annual	09-May-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Tyler Technologies, Inc.	USA	Annual	09-May-24	Management	M0524	Compensation	For	For	For	We believe that support for this item is warranted.

Company Name	Country	Meeting Type	Meeting Date	Proponent	Proposal Code	Proposal Code Category	Management Recommendation	ISS Recommendation	Vote Instruction	Voter Rationale
Xylem Inc.	USA	Annual	16-May-24	Management	M0552	Compensation	One Year	One Year	One Year	We believe that support for this item is warranted.
Power Integrations, Inc.	USA	Annual	17-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Power Integrations, Inc.	USA	Annual	17-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Power Integrations, Inc.	USA	Annual	17-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Power Integrations, Inc.	USA	Annual	17-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Power Integrations, Inc.	USA	Annual	17-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Power Integrations, Inc.	USA	Annual	17-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Power Integrations, Inc.	USA	Annual	17-May-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Power Integrations, Inc.	USA	Annual	17-May-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Power Integrations, Inc.	USA	Annual	17-May-24	Shareholder	S0311	Corporate Governance	None	For	For	We believe that support for this item is warranted.
ANSYS, Inc.	USA	Special	22-May-24	Management	M0405	Strategic Transactions	For	For	For	
ANSYS, Inc.	USA	Special	22-May-24	Management	M0566	Compensation	For	For	For	
ANSYS, Inc.	USA	Special	22-May-24	Management	M0617	Takeover Related	For	For	For	
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0164	Routine Business				
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0168	Routine Business	For	For	For	These are routine meeting formalities.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0169	Routine Business	For	For	For	These are routine meeting formalities.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0117	Routine Business	For	For	For	These are routine meeting formalities.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0170	Routine Business	For	For	For	These are routine meeting formalities.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0129	Routine Business	For	For	For	These are routine meeting formalities.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0150	Routine Business				
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0198	Routine Business				
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M1301	Director Related	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M1301	Director Related	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0202	Director Related	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0158	Compensation	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0271	Director Related	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0294	Director Related	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0550	Compensation	For	Against	Against	A vote AGAINST is warranted on the basis that there is a discrepancy of SEK 888,000 related to reporting the ex-CEOs variable remuneration. This is not explained in the remuneration report or the annual report.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0570	Compensation	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Sdiptech AB	Sweden	Annual	22-May-24	Management	M0507	Compensation	For	Against	Against	A vote AGAINST is warranted because the

Company Name	Country	Meeting Type	Meeting Date	Proponent	Proposal Code	Proposal Code Category	Management Recommendation	ISS Recommendation	Vote Instruction	Voter Rationale
Sdipotech AB	Sweden	Annual	22-May-24	Management	M0346	Capitalization	For	Against	For	A vote FOR is warranted as the proposal aligns with general guidelines on repurchase authorisations despite the provision of shares for the 2024 LTIP, which has a performance period that is considered too short.
Sdipotech AB	Sweden	Annual	22-May-24	Management	M0165	Routine Business				
Bentley Systems, Incorporated	USA	Annual	23-May-24	Management	M0201	Director Election	For	Withhold	For	Support for the election of directors is warranted as the
Bentley Systems, Incorporated	USA	Annual	23-May-24	Management	M0201	Director Election	For	Withhold	For	Support for the election of directors is warranted as the
Bentley Systems, Incorporated	USA	Annual	23-May-24	Management	M0201	Director Election	For	Withhold	For	Support for the election of directors is warranted as the
Bentley Systems, Incorporated	USA	Annual	23-May-24	Management	M0201	Director Election	For	Withhold	For	Support for the election of directors is warranted as the
Bentley Systems, Incorporated	USA	Annual	23-May-24	Management	M0201	Director Election	For	Withhold	For	Support for the election of directors is warranted as the
Bentley Systems, Incorporated	USA	Annual	23-May-24	Management	M0201	Director Election	For	Withhold	For	Support for the election of directors is warranted as the
Bentley Systems, Incorporated	USA	Annual	23-May-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Bentley Systems, Incorporated	USA	Annual	23-May-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
TransMedics Group, Inc.	USA	Annual	23-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
TransMedics Group, Inc.	USA	Annual	23-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
TransMedics Group, Inc.	USA	Annual	23-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
TransMedics Group, Inc.	USA	Annual	23-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
TransMedics Group, Inc.	USA	Annual	23-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
TransMedics Group, Inc.	USA	Annual	23-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
TransMedics Group, Inc.	USA	Annual	23-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
TransMedics Group, Inc.	USA	Annual	23-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
TransMedics Group, Inc.	USA	Annual	23-May-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
TransMedics Group, Inc.	USA	Annual	23-May-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
YASKAWA Electric Corp.	Japan	Annual	29-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
YASKAWA Electric Corp.	Japan	Annual	29-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
YASKAWA Electric Corp.	Japan	Annual	29-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
YASKAWA Electric Corp.	Japan	Annual	29-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bruker Corporation	USA	Annual	30-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bruker Corporation	USA	Annual	30-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bruker Corporation	USA	Annual	30-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bruker Corporation	USA	Annual	30-May-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Bruker Corporation	USA	Annual	30-May-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Alarm.com Holdings, Inc.	USA	Annual	05-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Alarm.com Holdings, Inc.	USA	Annual	05-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Alarm.com Holdings, Inc.	USA	Annual	05-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Alarm.com Holdings, Inc.	USA	Annual	05-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Alarm.com Holdings, Inc.	USA	Annual	05-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Alarm.com Holdings, Inc.	USA	Annual	05-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Alarm.com Holdings, Inc.	USA	Annual	05-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Alarm.com Holdings, Inc.	USA	Annual	05-Jun-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Alarm.com Holdings, Inc.	USA	Annual	05-Jun-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Alarm.com Holdings, Inc.	USA	Annual	05-Jun-24	Management	M0552	Compensation	One Year	One Year	One Year	We believe that support for this item is warranted.
Alarm.com Holdings, Inc.	USA	Annual	05-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
SolarEdge Technologies, Inc.	USA	Annual	05-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
SolarEdge Technologies, Inc.	USA	Annual	05-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
SolarEdge Technologies, Inc.	USA	Annual	05-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
SolarEdge Technologies, Inc.	USA	Annual	05-Jun-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
SolarEdge Technologies, Inc.	USA	Annual	05-Jun-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Energy Recovery Inc.	USA	Annual	06-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Energy Recovery Inc.	USA	Annual	06-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Energy Recovery Inc.	USA	Annual	06-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.

Company Name	Country	Meeting Type	Meeting Date	Proponent	Proposal Code	Proposal Code Category	Management Recommendation	ISS Recommendation	Vote Instruction	Voter Rationale
Energy Recovery Inc.	USA	Annual	06-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Energy Recovery Inc.	USA	Annual	06-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Energy Recovery Inc.	USA	Annual	06-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Energy Recovery Inc.	USA	Annual	06-Jun-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Energy Recovery Inc.	USA	Annual	06-Jun-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Exponent, Inc.	USA	Annual	06-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Exponent, Inc.	USA	Annual	06-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Exponent, Inc.	USA	Annual	06-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Exponent, Inc.	USA	Annual	06-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Exponent, Inc.	USA	Annual	06-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Exponent, Inc.	USA	Annual	06-Jun-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Exponent, Inc.	USA	Annual	06-Jun-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Exponent, Inc.	USA	Annual	06-Jun-24	Management	M0524	Compensation	For	For	For	We believe that support for this item is warranted.
ANSYS, Inc.	USA	Annual	07-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
ANSYS, Inc.	USA	Annual	07-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
ANSYS, Inc.	USA	Annual	07-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
ANSYS, Inc.	USA	Annual	07-Jun-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
ANSYS, Inc.	USA	Annual	07-Jun-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
ANSYS, Inc.	USA	Annual	07-Jun-24	Shareholder	S0235	Corporate Governance	Against	For	Against	A vote AGAINST this item is warranted as there are existing mechanisms for shareholders to feedback to management and engage effectively without calling costly special meetings. Only 16% of S&P 500 and 13.5% of Russell 3000 companies allow shareholders to call special meetings with just a10% threshold, indicating that this is not a widespread practice.
Veeva Systems Inc.	USA	Annual	12-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Veeva Systems Inc.	USA	Annual	12-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Veeva Systems Inc.	USA	Annual	12-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Veeva Systems Inc.	USA	Annual	12-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Veeva Systems Inc.	USA	Annual	12-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Veeva Systems Inc.	USA	Annual	12-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Veeva Systems Inc.	USA	Annual	12-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Veeva Systems Inc.	USA	Annual	12-Jun-24	Management	M0201	Director Election	For	Against	For	Whilst an external position as CEO of vTv Therapeutics may represent a significant time commitment alongside NED roles, we are comforted to see that attendance at Veeva board meetings is still high. As a consequence, we believe that support for the re-election of Mr Sekhri is warranted.
Veeva Systems Inc.	USA	Annual	12-Jun-24	Management	M0201	Director Election	For	Against	For	Support for the re-election of Mr Wallach is warranted on the basis that he is the company's co-founder and therefore offers excellent insights and leadership that is important for the future of the company.
Veeva Systems Inc.	USA	Annual	12-Jun-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Veeva Systems Inc.	USA	Annual	12-Jun-24	Management	M0212	Director Related	For	For	For	We believe that support for this item is warranted.
Veeva Systems Inc.	USA	Annual	12-Jun-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Balchem Corporation	USA	Annual	20-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Balchem Corporation	USA	Annual	20-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Balchem Corporation	USA	Annual	20-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.

Company Name	Country	Meeting Type	Meeting Date	Proponent	Proposal Code	Proposal Code Category	Management Recommendation	ISS Recommendation	Vote Instruction	Voter Rationale
Balchem Corporation	USA	Annual	20-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Balchem Corporation	USA	Annual	20-Jun-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Balchem Corporation	USA	Annual	20-Jun-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Nova Ltd.	Israel	Annual	20-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Nova Ltd.	Israel	Annual	20-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Nova Ltd.	Israel	Annual	20-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Nova Ltd.	Israel	Annual	20-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Nova Ltd.	Israel	Annual	20-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Nova Ltd.	Israel	Annual	20-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Nova Ltd.	Israel	Annual	20-Jun-24	Management	M0564	Compensation	For	For	For	We believe that support for this item is warranted.
Nova Ltd.	Israel	Annual	20-Jun-24	Management	M0106	Company Articles	For	For	For	We believe that support for this item is warranted.
Nova Ltd.	Israel	Annual	20-Jun-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Nova Ltd.	Israel	Annual	20-Jun-24	Management	M0272	No Research	None	Refer	Against	
Shionogi & Co., Ltd.	Japan	Annual	20-Jun-24	Management	M0152	Routine Business	For	For	Do Not Vote	
Shionogi & Co., Ltd.	Japan	Annual	20-Jun-24	Management	M0201	Director Election	For	For	Do Not Vote	
Shionogi & Co., Ltd.	Japan	Annual	20-Jun-24	Management	M0201	Director Election	For	For	Do Not Vote	
Shionogi & Co., Ltd.	Japan	Annual	20-Jun-24	Management	M0201	Director Election	For	For	Do Not Vote	
Shionogi & Co., Ltd.	Japan	Annual	20-Jun-24	Management	M0201	Director Election	For	For	Do Not Vote	
Shionogi & Co., Ltd.	Japan	Annual	20-Jun-24	Management	M0201	Director Election	For	For	Do Not Vote	
Shionogi & Co., Ltd.	Japan	Annual	20-Jun-24	Management	M0280	Director Related	For	For	Do Not Vote	
Shionogi & Co., Ltd.	Japan	Annual	20-Jun-24	Management	M0280	Director Related	For	For	Do Not Vote	
Terna Energy SA	Greece	Annual	20-Jun-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Terna Energy SA	Greece	Annual	20-Jun-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Terna Energy SA	Greece	Annual	20-Jun-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
Terna Energy SA	Greece	Annual	20-Jun-24	Management	M0198	Routine Business	For	For	For	We believe that support for this item is warranted.
Terna Energy SA	Greece	Annual	20-Jun-24	Management	M0198	Routine Business				
Terna Energy SA	Greece	Annual	20-Jun-24	Management	M0264	Director Related	For	For	For	We believe that support for this item is warranted.
Terna Energy SA	Greece	Annual	20-Jun-24	Management	M0263	Director Related	For	For	For	We believe that support for this item is warranted.
Terna Energy SA	Greece	Annual	20-Jun-24	Management	M0550	Compensation	For	Against	Against	A vote AGAINST is warranted on the basis that the company granted significant share-based awards to executives that vested in under three years, and did not disclose performance conditions. Additionally, one executive is not involved in a performance-based plan that would align his interests with those of the shareholders.
Terna Energy SA	Greece	Annual	20-Jun-24	Management	M0136	Audit Related	For	For	For	We believe that support for this item is warranted.
Terna Energy SA	Greece	Annual	20-Jun-24	Management	M0175	Routine Business				
Azbil Corp.	Japan	Annual	25-Jun-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Azbil Corp.	Japan	Annual	25-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Azbil Corp.	Japan	Annual	25-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Azbil Corp.	Japan	Annual	25-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Azbil Corp.	Japan	Annual	25-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Azbil Corp.	Japan	Annual	25-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Azbil Corp.	Japan	Annual	25-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Azbil Corp.	Japan	Annual	25-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Azbil Corp.	Japan	Annual	25-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Azbil Corp.	Japan	Annual	25-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Azbil Corp.	Japan	Annual	25-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Azbil Corp.	Japan	Annual	25-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Azbil Corp.	Japan	Annual	25-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Nihon M&A Center Holdings Inc.	Japan	Annual	25-Jun-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Nihon M&A Center Holdings Inc.	Japan	Annual	25-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.

Company Name	Country	Meeting Type	Meeting Date	Proponent	Proposal Code	Proposal Code Category	Management Recommendation	ISS Recommendation	Vote Instruction	Voter Rationale
Halma Plc	United Kingdom	Annual	25-Jul-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Halma Plc	United Kingdom	Annual	25-Jul-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Halma Plc	United Kingdom	Annual	25-Jul-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Halma Plc	United Kingdom	Annual	25-Jul-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Halma Plc	United Kingdom	Annual	25-Jul-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Halma Plc	United Kingdom	Annual	25-Jul-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Halma Plc	United Kingdom	Annual	25-Jul-24	Management	M0109	Audit Related	For	For	For	We believe that support for this item is warranted.
Halma Plc	United Kingdom	Annual	25-Jul-24	Management	M0379	Capitalization	For	For	For	We believe that support for this item is warranted.
Halma Plc	United Kingdom	Annual	25-Jul-24	Management	M0163	Social	For	For	For	We believe that support for this item is warranted.
Halma Plc	United Kingdom	Annual	25-Jul-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Halma Plc	United Kingdom	Annual	25-Jul-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Halma Plc	United Kingdom	Annual	25-Jul-24	Management	M0318	Capitalization	For	For	For	We believe that support for this item is warranted.
Halma Plc	United Kingdom	Annual	25-Jul-24	Management	M0623	Takeover Related	For	For	For	We believe that support for this item is warranted.
Ryman Healthcare Limited	New Zealand	Annual	01-Aug-24	Management	M0136	Audit Related	For	For	For	We believe that support for this item is warranted.
Ryman Healthcare Limited	New Zealand	Annual	01-Aug-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Ryman Healthcare Limited	New Zealand	Annual	01-Aug-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Masimo Corporation	USA	Proxy Contest	19-Sep-24	Management	M0299	Director Election	For	Do Not Vote	For	We have decided to support management because we are wary of Politan's intentions and believe that the underlying business is strong.
Masimo Corporation	USA	Proxy Contest	19-Sep-24	Management	M0299	Director Election	For	Do Not Vote	For	We have decided to support management because we are wary of Politan's intentions and believe that the underlying business is strong.
Masimo Corporation	USA	Proxy Contest	19-Sep-24	Shareholder	S0299	Director Election	Withhold	Do Not Vote	Withhold	We have decided to support management because we are wary of Politan's intentions and believe that the underlying business is strong.
Masimo Corporation	USA	Proxy Contest	19-Sep-24	Shareholder	S0299	Director Election	Withhold	Do Not Vote	Withhold	We have decided to support management because we are wary of Politan's intentions and believe that the underlying business is strong.
Masimo Corporation	USA	Proxy Contest	19-Sep-24	Management	M0101	Audit Related	For	Do Not Vote	For	We have decided to support management because we are wary of Politan's intentions and believe that the underlying business is strong.
Masimo Corporation	USA	Proxy Contest	19-Sep-24	Management	M0550	Compensation	For	Do Not Vote	For	We have decided to support management because we are wary of Politan's intentions and believe that the underlying business is strong.
Masimo Corporation	USA	Proxy Contest	19-Sep-24	Shareholder	S0126	Company Articles	Against	Do Not Vote	Against	We have decided to support management because we are wary of Politan's intentions and believe that the underlying business is strong.
Masimo Corporation	USA	Proxy Contest	19-Sep-24	Shareholder	S0299	Director Election	For	For	Do Not Vote	DO NOT VOTE on this card.
Masimo Corporation	USA	Proxy Contest	19-Sep-24	Shareholder	S0299	Director Election	For	For	Do Not Vote	DO NOT VOTE on this card.
Masimo Corporation	USA	Proxy Contest	19-Sep-24	Management	M0299	Director Election	Withhold	Withhold	Do Not Vote	DO NOT VOTE on this card.
Masimo Corporation	USA	Proxy Contest	19-Sep-24	Management	M0299	Director Election	Withhold	Withhold	Do Not Vote	DO NOT VOTE on this card.
Masimo Corporation	USA	Proxy Contest	19-Sep-24	Management	M0101	Audit Related	For	For	Do Not Vote	DO NOT VOTE on this card.
Masimo Corporation	USA	Proxy Contest	19-Sep-24	Management	M0550	Compensation	Against	For	Do Not Vote	DO NOT VOTE on this card.
Masimo Corporation	USA	Proxy Contest	19-Sep-24	Management	M0126	Company Articles	For	For	Do Not Vote	DO NOT VOTE on this card.
IDP Education Limited	Australia	Annual	15-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
IDP Education Limited	Australia	Annual	15-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
IDP Education Limited	Australia	Annual	15-Oct-24	Management	M0550	Compensation	For	Against	Against	The item warrants a vote against due to a lack of transparency around STI targets, excessive CEO pay increases, poorly justified one-off retention payments and weak LTI performance measures.

Company Name	Country	Meeting Type	Meeting Date	Proponent	Proposal Code	Proposal Code Category	Management Recommendation	ISS Recommendation	Vote Instruction	Voter Rationale
IDP Education Limited	Australia	Annual	15-Oct-24	Management	M0593	Compensation	For	Against	Against	A vote against is warranted due to an increase in the CEO's LTI opportunity and reduced EPS growth targets, which are seen as misaligned with performance.
IDP Education Limited	Australia	Annual	15-Oct-24	Management	M0593	Compensation	For	Against	Against	The item is opposed as the service rights lack performance conditions and contribute to excessive remuneration.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0202	Director Related	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0228	Director Related	For	For	For	We believe that support for this item is warranted.
Terna Energy SA	Greece	Extraordinary Sha	06-Nov-24	Management	M0454	Strategic Transactions	For	Against	For	The fixed sale price of has already been agreed and will be confirmed by third-party valuation, ensuring a fair and transparent process. The EGM will focus solely on the spin-off and not the sale, and as a result we believe that we should vote FOR the proposal.
Mani, Inc.	Japan	Annual	25-Nov-24	Management	M0461	Company Articles	For	For	For	We believe that support for this item is warranted.
Mani, Inc.	Japan	Annual	25-Nov-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Mani, Inc.	Japan	Annual	25-Nov-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Mani, Inc.	Japan	Annual	25-Nov-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Mani, Inc.	Japan	Annual	25-Nov-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Mani, Inc.	Japan	Annual	25-Nov-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Mani, Inc.	Japan	Annual	25-Nov-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Mani, Inc.	Japan	Annual	25-Nov-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Technogym SpA	Italy	Extraordinary Sha	03-Dec-24	Management	M0135	Routine Business	For	For	For	We believe that support for this item is warranted.
Technogym SpA	Italy	Extraordinary Sha	03-Dec-24	Management	M0650	Takeover Related	For	Against	Against	A vote AGAINST this proposal is warranted because it deviates from the "one share, one vote" principle, which is considered best practice. Granting these enhanced voting rights risks entrenching management and undermining active stewardship.
Technogym SpA	Italy	Extraordinary Sha	03-Dec-24	Management	M0190	Routine Business	For	Against	For	A vote FOR this item is justified on the basis that increased flexibility in conducting meetings is generally positive, although we intend to monitor any potential misuse of this flexibility to stifle open discussion.
Stride, Inc.	USA	Annual	05-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Stride, Inc.	USA	Annual	05-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Stride, Inc.	USA	Annual	05-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.

Company Name	Country	Meeting Type	Meeting Date	Proponent	Proposal Code	Proposal Code Category	Management Recommendation	ISS Recommendation	Vote Instruction	Voter Rationale
Stride, Inc.	USA	Annual	05-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Stride, Inc.	USA	Annual	05-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Stride, Inc.	USA	Annual	05-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Stride, Inc.	USA	Annual	05-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Stride, Inc.	USA	Annual	05-Dec-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Stride, Inc.	USA	Annual	05-Dec-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0107	Routine Business	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0136	Audit Related	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0379	Capitalization	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0318	Capitalization	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0348	Capitalization	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0507	Compensation	For	For	For	We believe that support for this item is warranted.