

Company Name	Country	Meeting Type	Meeting Date	Proponent	Proposal Code	Proposal Code Category	Management Recommendation	ISS Recommendation	Vote Instruction	Voter Rationale
Marel hf	Iceland	Annual	20-Mar-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Marel hf	Iceland	Annual	20-Mar-24	Management	M0570	Compensation	For	For	For	We believe that support for this item is warranted.
Marel hf	Iceland	Annual	20-Mar-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
Marel hf	Iceland	Annual	20-Mar-24	Management	M0109	Audit Related	For	For	For	We believe that support for this item is warranted.
Marel hf	Iceland	Annual	20-Mar-24	Management	M0544	Compensation	For	For	For	We believe that support for this item is warranted.
Marel hf	Iceland	Annual	20-Mar-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Marel hf	Iceland	Annual	20-Mar-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Marel hf	Iceland	Annual	20-Mar-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Marel hf	Iceland	Annual	20-Mar-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Marel hf	Iceland	Annual	20-Mar-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Marel hf	Iceland	Annual	20-Mar-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Marel hf	Iceland	Annual	20-Mar-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Marel hf	Iceland	Annual	20-Mar-24	Management	M0318	Capitalization	For	For	For	We believe that support for this item is warranted.
Marel hf	Iceland	Annual	20-Mar-24	Management	M0175	Routine Business				
Hufvudstaden AB	Sweden	Annual	21-Mar-24	Management	M0164	Routine Business				
Hufvudstaden AB	Sweden	Annual	21-Mar-24	Management	M0168	Routine Business	For	For	For	These are routine meeting formalities.
Hufvudstaden AB	Sweden	Annual	21-Mar-24	Management	M0169	Routine Business	For	For	For	These are routine meeting formalities.
Hufvudstaden AB	Sweden	Annual	21-Mar-24	Management	M0117	Routine Business	For	For	For	These are routine meeting formalities.
Hufvudstaden AB	Sweden	Annual	21-Mar-24	Management	M0129	Routine Business	For	For	For	These are routine meeting formalities.
Hufvudstaden AB	Sweden	Annual	21-Mar-24	Management	M0170	Routine Business	For	For	For	These are routine meeting formalities.
Hufvudstaden AB	Sweden	Annual	21-Mar-24	Management	M0198	Routine Business				
Hufvudstaden AB	Sweden	Annual	21-Mar-24	Management	M0150	Routine Business				
Hufvudstaden AB	Sweden	Annual	21-Mar-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	Sweden	Annual	21-Mar-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	Sweden	Annual	21-Mar-24	Management	M0262	Director Related	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	Sweden	Annual	21-Mar-24	Management	M0202	Director Related	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	Sweden	Annual	21-Mar-24	Management	M0158	Compensation	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	Sweden	Annual	21-Mar-24	Management	M0224	Director Election	For	Against	For	We feel that support is warranted on this occasion because we trust that the board members are able to undertake their roles and take decisions that are in the interests of shareholders.
Hufvudstaden AB	Sweden	Annual	21-Mar-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	Sweden	Annual	21-Mar-24	Management	M0346	Capitalization	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	Sweden	Annual	21-Mar-24	Management	M0165	Routine Business				
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	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.

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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 Zwyssig 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	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.
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	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	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.

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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.
VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0701	E&S Blended	For	For	For	We believe that support for this item is warranted.
VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0264	Director Related	For	For	For	We believe that support for this item is warranted.
VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0201	Director Election	For	Against	Against	A vote AGAINST is justified on the basis of a lack of board independence.
VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0201	Director Election	For	Against	Against	A vote AGAINST is justified on the basis of a lack of board independence.
VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0201	Director Election	For	For	For	A vote FOR is warranted as there is no evidence to suggest a lack of independence.
VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0201	Director Election	For	For	For	A vote FOR is warranted as there is no evidence to suggest a lack of independence.
VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0201	Director Election	For	For	For	A vote FOR is justified as the company recognise that this director does not meet the threshold for independence.
VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0178	Director Related	For	Against	Against	A vote AGAINST is warranted as the remuneration committee should be made up of independent directors.
VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0178	Director Related	For	Against	For	Matthias Reinhart is not considered independent. However, we are satisfied that he is a valuable member of the Compensation Committee that helps to guide prudent remuneration decisions.

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VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0178	Director Related	For	Against	Against	A vote AGAINST is warranted as the remuneration committee should be made up of independent directors.
VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0110	Routine Business	For	For	For	We believe that support for this item is warranted.
VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0549	Compensation	For	Against	For	We are satisfied that remuneration decisions are aligned with shareholder interests and so believe that support is warranted.
VZ Holding AG	Switzerland	Annual	08-Apr-24	Management	M0549	Compensation	For	Against	For	We are satisfied that remuneration decisions are aligned with shareholder interests and so believe that support is warranted.
VZ Holding AG	Switzerland	Annual	08-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.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0164	Routine Business				
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0168	Routine Business	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0169	Routine Business	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0137	Miscellaneous	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0129	Routine Business	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0117	Routine Business	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0170	Routine Business	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0198	Routine Business				
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0150	Routine Business				
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M1301	Director Related	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0202	Director Related	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0109	Audit Related	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Avanza Bank Holding AB	Sweden	Annual	11-Apr-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
Fortnox AB	Sweden	Annual	11-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Fortnox AB	Sweden	Annual	11-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Fortnox AB	Sweden	Annual	11-Apr-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Fortnox AB	Sweden	Annual	11-Apr-24	Management	M0294	Director Related	For	For	For	We believe that support for this item is warranted.
Fortnox AB	Sweden	Annual	11-Apr-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Fortnox AB	Sweden	Annual	11-Apr-24	Management	M0519	Compensation	For	For	For	We believe that support for this item is warranted.
Fortnox AB	Sweden	Annual	11-Apr-24	Management	M0544	Compensation	For	For	For	We believe that support for this item is warranted.
Fortnox AB	Sweden	Annual	11-Apr-24	Management	M0544	Compensation	For	For	For	We believe that support for this item is warranted.
Fortnox AB	Sweden	Annual	11-Apr-24	Management	M0544	Compensation	For	For	For	We believe that support for this item is warranted.
Fortnox AB	Sweden	Annual	11-Apr-24	Management	M0545	Compensation	For	For	For	We believe that support for this item is warranted.
Fortnox AB	Sweden	Annual	11-Apr-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Fortnox AB	Sweden	Annual	11-Apr-24	Management	M0165	Routine Business				
Carel Industries SpA	Italy	Annual/Special	18-Apr-24	Management	M0126	Company Articles	For	Against	For	A vote FOR these amendments is warranted as the option to hold meetings online allows for greater flexibility.
Carel Industries SpA	Italy	Annual/Special	18-Apr-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Carel Industries SpA	Italy	Annual/Special	18-Apr-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Carel Industries SpA	Italy	Annual/Special	18-Apr-24	Management	M0202	Director Related	For	For	For	We believe that support for this item is warranted.
Carel Industries SpA	Italy	Annual/Special	18-Apr-24	Management	M0236	Director Related	For	For	For	We believe that support for this item is warranted.
Carel Industries SpA	Italy	Annual/Special	18-Apr-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 the slate proposed by management represents a board profile that will act in the interests of shareholders.
Carel Industries SpA	Italy	Annual/Special	18-Apr-24	Shareholder	S0275	Director Election	None	For	Against	A vote AGAINST is necessary as shareholders can only support one slate.
Carel Industries SpA	Italy	Annual/Special	18-Apr-24	Shareholder	S0250	Director Election	None	For	For	We believe that support for this item is warranted.
Carel Industries SpA	Italy	Annual/Special	18-Apr-24	Shareholder	S0250	Director Election	None	For	For	We believe that support for this item is warranted.
Carel Industries SpA	Italy	Annual/Special	18-Apr-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
Carel Industries SpA	Italy	Annual/Special	18-Apr-24	Shareholder	S0281	Audit Related	None	Against	For	A vote FOR this slate is warranted. Shareholders can support only one slate and we are satisfied that the slate proposed by management is suitable. A vote FOR this slate is warranted. Shareholders can support only one slate and we are satisfied that the slate proposed by management represents a board profile that will act in the interests of shareholders.
Carel Industries SpA	Italy	Annual/Special	18-Apr-24	Shareholder	S0281	Audit Related	None	For	Against	A vote AGAINST is necessary as shareholders can only support one slate.
Carel Industries SpA	Italy	Annual/Special	18-Apr-24	Shareholder	S0284	Audit Related	None	For	For	We believe that support for this item is warranted.
Carel Industries SpA	Italy	Annual/Special	18-Apr-24	Management	M0213	Director Related	For	For	For	We believe that support for this item is warranted.
Carel Industries SpA	Italy	Annual/Special	18-Apr-24	Management	M0570	Compensation	For	For	For	We believe that support for this item is warranted.
Carel Industries SpA	Italy	Annual/Special	18-Apr-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Carel Industries SpA	Italy	Annual/Special	18-Apr-24	Management	M0507	Compensation	For	Against	For	A vote FOR this item is warranted because we trust management makes shareholder friendly decision as they are the majority shareholders.
Carel Industries SpA	Italy	Annual/Special	18-Apr-24	Management	M0346	Capitalization	For	For	For	We believe that support for this item is warranted.
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.

Company Name	Country	Meeting Type	Meeting Date	Proponent	Proposal Code	Proposal Code Category	Management Recommendation	ISS Recommendation	Vote Instruction	Voter Rationale
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	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.
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
Brembo SpA	Italy	Annual/Special	23-Apr-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Brembo SpA	Italy	Annual/Special	23-Apr-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Brembo SpA	Italy	Annual/Special	23-Apr-24	Management	M0149	Routine Business				
Brembo SpA	Italy	Annual/Special	23-Apr-24	Management	M0149	Routine Business				
Brembo SpA	Italy	Annual/Special	23-Apr-24	Management	M0570	Compensation	For	Against	Against	This warrants a vote AGAINST due to concerns over excessive termination payments, lack of transparency in LTIP targets, significant discretionary bonuses, and overly broad powers to make exceptions to the stated compensation policy.
Brembo SpA	Italy	Annual/Special	23-Apr-24	Management	M0550	Compensation	For	Against	Against	A vote AGAINST this item is warranted due to the payment of significant one-off bonuses not directly linked to pre-determined performance conditions during the year in question.
Brembo SpA	Italy	Annual/Special	23-Apr-24	Management	M0318	Capitalization	For	For	For	We believe that support for this item is warranted.
Brembo SpA	Italy	Annual/Special	23-Apr-24	Management	M0135	Routine Business	For	For	For	We believe that support for this item is warranted.
Brembo SpA	Italy	Annual/Special	23-Apr-24	Management	M0377	Company Articles	For	Against	Against	A vote AGAINST is warranted on the basis that the potential for dilution of ownership and alteration of control dynamics without direct shareholder input is seen as detrimental to the principles of good corporate governance and shareholder rights.
Brembo SpA	Italy	Annual/Special	23-Apr-24	Management	M0122	Company Articles	For	Against	Against	A vote AGAINST is warranted on the basis that the potential for dilution of ownership and alteration of control dynamics without direct shareholder input is seen as detrimental to the principles of good corporate governance and shareholder rights.
Plejd AB	Sweden	Annual	23-Apr-24	Management	M0168	Routine Business	For	For	For	We believe that support for this item is warranted.
Plejd AB	Sweden	Annual	23-Apr-24	Management	M0169	Routine Business	For	For	For	We believe that support for this item is warranted.
Plejd AB	Sweden	Annual	23-Apr-24	Management	M0129	Routine Business	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
Plejd AB	Sweden	Annual	23-Apr-24	Management	M0117	Routine Business	For	For	For	We believe that support for this item is warranted.
Plejd AB	Sweden	Annual	23-Apr-24	Management	M0170	Routine Business	For	For	For	We believe that support for this item is warranted.
Plejd AB	Sweden	Annual	23-Apr-24	Management	M0150	Routine Business				
Plejd AB	Sweden	Annual	23-Apr-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Plejd AB	Sweden	Annual	23-Apr-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Plejd AB	Sweden	Annual	23-Apr-24	Management	M0264	Director Related	For	For	For	We believe that support for this item is warranted.
Plejd AB	Sweden	Annual	23-Apr-24	Management	M0158	Compensation	For	For	For	We believe that support for this item is warranted.
Plejd AB	Sweden	Annual	23-Apr-24	Management	M0224	Director Election	For	For	For	We believe that support for this item is warranted.
Plejd AB	Sweden	Annual	23-Apr-24	Management	M0294	Director Related	For	For	For	We believe that support for this item is warranted.
Plejd AB	Sweden	Annual	23-Apr-24	Management	M0171	Director Related	For	For	For	We believe that support for this item is warranted.
Plejd AB	Sweden	Annual	23-Apr-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Plejd AB	Sweden	Annual	23-Apr-24	Management	M0501	Compensation	For	For	For	We believe that support for this item is warranted.
Plejd AB	Sweden	Annual	23-Apr-24	Management	M0165	Routine Business				
Reply SpA	Italy	Annual	23-Apr-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Reply SpA	Italy	Annual	23-Apr-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Reply SpA	Italy	Annual	23-Apr-24	Shareholder	S0225	Director Related	None	For	For	We believe that support for this item is warranted.
Reply SpA	Italy	Annual	23-Apr-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 the slate proposed by management represents a board profile that will act in the interests of shareholders.
Reply SpA	Italy	Annual	23-Apr-24	Shareholder	S0275	Director Election	None	For	Against	A vote AGAINST is necessary as shareholders can only support one slate.
Reply SpA	Italy	Annual	23-Apr-24	Shareholder	S0250	Director Election	None	Against	Against	A vote AGAINST is justified on the basis that the roles of CEO and Chairman are combined.
Reply SpA	Italy	Annual	23-Apr-24	Shareholder	S0222	Director Related	None	For	For	We believe that support for this item is warranted.
Reply SpA	Italy	Annual	23-Apr-24	Shareholder	S0281	Audit Related	None	Against	For	A vote FOR this slate is warranted. Shareholders can support only one slate and we are satisfied that the slate proposed by management represents a board profile that will act in the interests of shareholders.
Reply SpA	Italy	Annual	23-Apr-24	Shareholder	S0281	Audit Related	None	For	Against	A vote AGAINST is necessary as shareholders can only support one slate.
Reply SpA	Italy	Annual	23-Apr-24	Shareholder	S0222	Director Related	None	For	For	We believe that support for this item is warranted.
Reply SpA	Italy	Annual	23-Apr-24	Management	M0346	Capitalization	For	For	For	We believe that support for this item is warranted.
Reply SpA	Italy	Annual	23-Apr-24	Management	M0570	Compensation	For	Against	For	A vote FOR is warranted on the basis that the remuneration has always been measured and effective.
Reply SpA	Italy	Annual	23-Apr-24	Management	M0550	Compensation	For	Against	For	A vote FOR is warranted on the basis that the remuneration has always been measured and effective.
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.

Company Name	Country	Meeting Type	Meeting Date	Proponent	Proposal Code	Proposal Code Category	Management Recommendation	ISS Recommendation	Vote Instruction	Voter Rationale
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.
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.
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	M0178	Director Related	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	M0178	Director Related	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	M0178	Director Related	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	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Bachem Holding AG	Switzerland	Annual	24-Apr-24	Management	M0110	Routine Business	For	For	For	We believe that support for this item is warranted.
Bachem Holding AG	Switzerland	Annual	24-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.
Moncler SpA	Italy	Annual	24-Apr-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Moncler SpA	Italy	Annual	24-Apr-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Moncler SpA	Italy	Annual	24-Apr-24	Management	M0550	Compensation	For	Against	For	A vote FOR is warranted. The remuneration arrangements have been well explained and we are satisfied that the payout associated with the 2021-2023 LTIP has been justified against financial and ESG targets.
Moncler SpA	Italy	Annual	24-Apr-24	Management	M0346	Capitalization	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
Moncler SpA	Italy	Annual	24-Apr-24	Management	M0507	Compensation	For	Against	For	A vote FOR is justified as we are happy that the level of disclosure provided is in line with industry peers.
Technoprobe SpA	Italy	Annual/Special	24-Apr-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Technoprobe SpA	Italy	Annual/Special	24-Apr-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Technoprobe SpA	Italy	Annual/Special	24-Apr-24	Management	M0570	Compensation	For	Against	Against	This warrants a vote AGAINST due to concerns over termination payments and overly broad powers to make exceptions to the stated compensation policy.
Technoprobe SpA	Italy	Annual/Special	24-Apr-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Technoprobe SpA	Italy	Annual/Special	24-Apr-24	Shareholder	S0225	Director Related	None	For	For	We believe that support for this item is warranted.
Technoprobe SpA	Italy	Annual/Special	24-Apr-24	Shareholder	S0222	Director Related	None	For	For	We believe that support for this item is warranted.
Technoprobe SpA	Italy	Annual/Special	24-Apr-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 the slate proposed by management represents a board profile that will act in the interests of shareholders.
Technoprobe SpA	Italy	Annual/Special	24-Apr-24	Shareholder	S0275	Director Election	None	For	Against	A vote AGAINST is necessary as shareholders can only support one slate.
Technoprobe SpA	Italy	Annual/Special	24-Apr-24	Shareholder	S0250	Director Election	None	For	For	We believe that support for this item is warranted.
Technoprobe SpA	Italy	Annual/Special	24-Apr-24	Shareholder	S0222	Director Related	None	For	For	We believe that support for this item is warranted.
Technoprobe SpA	Italy	Annual/Special	24-Apr-24	Shareholder	S0281	Audit Related	None	Against	For	A vote FOR this slate is warranted. Shareholders can support only one slate and we are satisfied that the slate proposed by management represents a board profile that will act in the interests of shareholders.
Technoprobe SpA	Italy	Annual/Special	24-Apr-24	Shareholder	S0281	Audit Related	None	For	Against	A vote AGAINST is necessary as shareholders can only support one slate.
Technoprobe SpA	Italy	Annual/Special	24-Apr-24	Shareholder	S0284	Audit Related	None	For	For	We believe that support for this item is warranted.
Technoprobe SpA	Italy	Annual/Special	24-Apr-24	Shareholder	S0222	Director Related	None	For	For	We believe that support for this item is warranted.
Technoprobe SpA	Italy	Annual/Special	24-Apr-24	Management	M0507	Compensation	For	Against	Against	This warrants a vote AGAINST due to the lack of any performance conditions linked to the achievement of specific company goals and the plan includes provisions for accelerated vesting of awards in the event of a takeover bid which may not may not align executive compensation with the long-term interests of shareholders.
Technoprobe SpA	Italy	Annual/Special	24-Apr-24	Management	M0346	Capitalization	For	For	For	We believe that support for this item is warranted.
Technoprobe SpA	Italy	Annual/Special	24-Apr-24	Management	M0190	Routine Business	For	For	For	We believe that support for this item is warranted.
Technoprobe SpA	Italy	Annual/Special	24-Apr-24	Management	M0358	Capitalization	For	Against	For	A vote FOR is justified as this would offer financial flexibility to the company.
Technoprobe SpA	Italy	Annual/Special	24-Apr-24	Management	M0126	Company Articles	For	Against	For	A vote FOR is warranted due to the beneficial flexibility that online meeting offers.
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0164	Routine Business				
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0168	Routine Business	For	For	For	We believe that support for this item is warranted.
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0169	Routine Business	For	For	For	We believe that support for this item is warranted.
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0129	Routine Business	For	For	For	We believe that support for this item is warranted.
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0117	Routine Business	For	For	For	We believe that support for this item is warranted.
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0170	Routine Business	For	For	For	We believe that support for this item is warranted.
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0198	Routine Business				
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0150	Routine Business				
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0264	Director Related	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
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0202	Director Related	For	For	For	We believe that support for this item is warranted.
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0214	Director Election	For	Against	For	A vote FOR this item is warranted on the basis that we are satisfied that this represents a board profile that will act in the interests of shareholders.
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0101	Audit Related	For	Against	Against	A vote AGAINST this item is warranted on the basis that we prefer the appointed external auditor to not engage in additional non-audit work for investee companies. Where external auditors perform additional non-audit work for the company, payment for this non-audit work should not exceed 70% of audit fee
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0294	Director Related	For	For	For	We believe that support for this item is warranted.
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0570	Compensation	For	Against	For	A vote FOR is warranted because we are satisfied that the company's remuneration arrangements are aligned with shareholder interests.
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0507	Compensation	For	For	For	We believe that support for this item is warranted.
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0331	Capitalization	For	Against	For	A vote FOR is warranted because we believe that that the creation of this pool of capital will allow management to act with flexibility and potentially benefit shareholders.
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Biotage AB	Sweden	Annual	25-Apr-24	Management	M0165	Routine Business				
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0550	Compensation	For	Against	Against	A vote AGAINST this resolution is warranted due to insufficient information on the CEO compensation package and the performance outcomes relating to the 2023 variable remuneration awards.
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0701	E&S Blended	For	For	For	We believe that support for this item is warranted.
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0264	Director Related	For	For	For	We believe that support for this item is warranted.
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0271	Director Related	For	For	For	We believe that support for this item is warranted.
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0178	Director Related	For	For	For	We believe that support for this item is warranted.
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0178	Director Related	For	For	For	We believe that support for this item is warranted.
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0178	Director Related	For	For	For	We believe that support for this item is warranted.
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0110	Routine Business	For	For	For	We believe that support for this item is warranted.
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
Kardex Holding AG	Switzerland	Annual	25-Apr-24	Management	M0549	Compensation	For	For	For	We believe that support for this item is warranted.
Kardex Holding AG	Switzerland	Annual	25-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.
XP Power Ltd.	Singapore	Annual	25-Apr-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
XP Power Ltd.	Singapore	Annual	25-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
XP Power Ltd.	Singapore	Annual	25-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
XP Power Ltd.	Singapore	Annual	25-Apr-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
Thule Group AB	Sweden	Annual	26-Apr-24	Management	M0201	Director Election	For	Against	Against	A vote AGAINST is justified as Johan Westman is considered overboarded due to an external executive position.
Thule Group AB	Sweden	Annual	26-Apr-24	Management	M0201	Director Election	For	Against	Against	A vote AGAINST is justified as Helene Willberg is considered overboarded due to 6 external directorships.
Thule Group AB	Sweden	Annual	26-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Thule Group AB	Sweden	Annual	26-Apr-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Thule Group AB	Sweden	Annual	26-Apr-24	Management	M0271	Director Related	For	For	For	We believe that support for this item is warranted.
Thule Group AB	Sweden	Annual	26-Apr-24	Management	M0109	Audit Related	For	For	For	We believe that support for this item is warranted.
Thule Group AB	Sweden	Annual	26-Apr-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Thule Group AB	Sweden	Annual	26-Apr-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Thule Group AB	Sweden	Annual	26-Apr-24	Management	M0165	Routine Business				
Mips AB	Sweden	Annual	07-May-24	Management	M0164	Routine Business				
Mips AB	Sweden	Annual	07-May-24	Management	M0168	Routine Business	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0169	Routine Business				
Mips AB	Sweden	Annual	07-May-24	Management	M0117	Routine Business				
Mips AB	Sweden	Annual	07-May-24	Management	M0170	Routine Business	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0129	Routine Business	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0150	Routine Business				
Mips AB	Sweden	Annual	07-May-24	Management	M0150	Routine Business				
Mips AB	Sweden	Annual	07-May-24	Management	M0198	Routine Business				
Mips AB	Sweden	Annual	07-May-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M1301	Director Related	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0202	Director Related	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0109	Audit Related	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0271	Director Related	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0570	Compensation	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0318	Capitalization	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0374	Capitalization	For	For	For	We believe that support for this item is warranted.
Mips AB	Sweden	Annual	07-May-24	Management	M0165	Routine Business				

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	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.
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.
AAK AB	Sweden	Annual	08-May-24	Management	M0164	Routine Business				
AAK AB	Sweden	Annual	08-May-24	Management	M0168	Routine Business	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0169	Routine Business	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0129	Routine Business	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
AAK AB	Sweden	Annual	08-May-24	Management	M0117	Routine Business				
AAK AB	Sweden	Annual	08-May-24	Management	M0170	Routine Business	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0198	Routine Business				
AAK AB	Sweden	Annual	08-May-24	Management	M0150	Routine Business				
AAK AB	Sweden	Annual	08-May-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M1301	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0202	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0109	Audit Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0201	Director Election	For	Against	For	We feel that support is warranted on this occasion because we trust that the board members are able to undertake their roles and take decisions that are in the interests of shareholders.
AAK AB	Sweden	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0201	Director Election	For	Against	For	We feel that support is warranted on this occasion because we trust that the board members are able to undertake their roles and take decisions that are in the interests of shareholders.
AAK AB	Sweden	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0271	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0171	Director Related	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0570	Compensation	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0507	Compensation	For	Against	Against	A vote AGAINST this item is warranted as the LTIP arrangements are not subject to performance and vesting periods that are three years or longer.
AAK AB	Sweden	Annual	08-May-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0346	Capitalization	For	For	For	We believe that support for this item is warranted.
AAK AB	Sweden	Annual	08-May-24	Management	M0165	Routine Business				
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0104	Routine Business	For	For	For	We believe that support for this item is warranted.
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0701	E&S Blended	For	For	For	We believe that support for this item is warranted.
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0108	Routine Business	For	For	For	We believe that support for this item is warranted.
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0264	Director Related	For	For	For	We believe that support for this item is warranted.
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0202	Director Related	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
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0126	Company Articles	For	For	For	We believe that support for this item is warranted.
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0623	Takeover Related	For	For	For	We believe that support for this item is warranted.
MERLIN Properties SOCIMI SA	Spain	Annual	08-May-24	Management	M0138	Routine Business	For	For	For	We believe that support for this item is warranted.
MTU Aero Engines AG	Germany	Annual	08-May-24	Management	M0150	Routine Business				
MTU Aero Engines AG	Germany	Annual	08-May-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
MTU Aero Engines AG	Germany	Annual	08-May-24	Management	M0260	Director Related	For	For	For	We believe that support for this item is warranted.
MTU Aero Engines AG	Germany	Annual	08-May-24	Management	M0261	Director Related	For	For	For	We believe that support for this item is warranted.
MTU Aero Engines AG	Germany	Annual	08-May-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
MTU Aero Engines AG	Germany	Annual	08-May-24	Management	M0137	Miscellaneous	For	For	For	We believe that support for this item is warranted.
MTU Aero Engines AG	Germany	Annual	08-May-24	Management	M0250	Director Election	For	For	For	We believe that support for this item is warranted.
MTU Aero Engines AG	Germany	Annual	08-May-24	Management	M0570	Compensation	For	Against	For	A vote FOR this resolution is warranted on the basis that proposed policy has been well justified and we have confidence that the remuneration arrangements align management and shareholder interests. The company conducted a consultation during 2023 and stakeholder feedback has been used to construct the new policy, including the use of ESG metrics as part of the compensation plan.
MTU Aero Engines AG	Germany	Annual	08-May-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
MTU Aero Engines AG	Germany	Annual	08-May-24	Management	M0346	Capitalization	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0164	Routine Business				
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0168	Routine Business	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0169	Routine Business	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0129	Routine Business	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0117	Routine Business	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0170	Routine Business	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0198	Routine Business				
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0150	Routine Business				
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M1301	Director Related	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0202	Director Related	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0219	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
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0109	Audit Related	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0271	Director Related	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0294	Director Related	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0318	Capitalization	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0501	Compensation	For	Against	For	Support is warranted following engagement that confirmed that the remuneration arrangements adhere to market standards and are aligned with shareholder interests.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0544	Compensation	For	Against	For	Support is warranted following engagement that confirmed that the remuneration arrangements adhere to market standards and are aligned with shareholder interests.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0544	Compensation	For	Against	For	Support is warranted following engagement that confirmed that the remuneration arrangements adhere to market standards and are aligned with shareholder interests.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0544	Compensation	For	Against	For	Support is warranted following engagement that confirmed that the remuneration arrangements adhere to market standards and are aligned with shareholder interests.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0544	Compensation	For	Against	For	Support is warranted following engagement that confirmed that the remuneration arrangements adhere to market standards and are aligned with shareholder interests.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0570	Compensation	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
NCAB Group AB	Sweden	Annual	08-May-24	Management	M0165	Routine Business				
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.

Company Name	Country	Meeting Type	Meeting Date	Proponent	Proposal Code	Proposal Code Category	Management Recommendation	ISS Recommendation	Vote Instruction	Voter Rationale
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.
Clarkson Plc	United Kingdom	Annual	09-May-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Clarkson Plc	United Kingdom	Annual	09-May-24	Management	M0550	Compensation	For	Against	For	It is felt that support is justified for this item on the basis that Andi Case is a broking revenue generator that engages with clients at a global level and promotes Clarkson as their partner. The current remuneration structure is a reflection of a dual role of Ship Broker and Executive. The current remuneration structure is similar to other players in this market. This is a highly competitive market where competitors are non-listed companies. Current remuneration for Andi Case (CEO) and Jeff Woyda (CFO) is based on long-standing legally binding contractual arrangements. A change in the current remuneration structure may have financial implications (i.e., loss of revenues if Andi decided to leave).
Clarkson Plc	United Kingdom	Annual	09-May-24	Management	M0107	Routine Business	For	For	For	We believe that support for this item is warranted.
Clarkson Plc	United Kingdom	Annual	09-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Clarkson Plc	United Kingdom	Annual	09-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Clarkson Plc	United Kingdom	Annual	09-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Clarkson Plc	United Kingdom	Annual	09-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Clarkson Plc	United Kingdom	Annual	09-May-24	Management	M0201	Director Election	For	Against	For	It is felt that support is justified for this item on the basis that we understand the reasoning behind the remuneration arrangements.
Clarkson Plc	United Kingdom	Annual	09-May-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Clarkson Plc	United Kingdom	Annual	09-May-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Clarkson Plc	United Kingdom	Annual	09-May-24	Management	M0109	Audit Related	For	For	For	We believe that support for this item is warranted.
Clarkson Plc	United Kingdom	Annual	09-May-24	Management	M0379	Capitalization	For	For	For	We believe that support for this item is warranted.
Clarkson Plc	United Kingdom	Annual	09-May-24	Management	M0163	Social	For	For	For	We believe that support for this item is warranted.
Clarkson Plc	United Kingdom	Annual	09-May-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Clarkson Plc	United Kingdom	Annual	09-May-24	Management	M0318	Capitalization	For	For	For	We believe that support for this item is warranted.
Clarkson Plc	United Kingdom	Annual	09-May-24	Management	M0623	Takeover Related	For	For	For	We believe that support for this item is warranted.
SOL SpA	Italy	Annual/Special	10-May-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
SOL SpA	Italy	Annual/Special	10-May-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
SOL SpA	Italy	Annual/Special	10-May-24	Management	M0570	Compensation	For	Against	For	Support for this item is warranted as we believe that the quality of management is strong, pay is conservative, incentives are very well aligned and relations/engagement with minority shareholders is good. As a consequence we are happy to support the proposed compensation arrangements.
SOL SpA	Italy	Annual/Special	10-May-24	Management	M0550	Compensation	For	Against	For	A vote FOR this item is warranted as the remuneration arrangements for the year in question have been conservative and aligned with the interests of minority shareholders.
SOL SpA	Italy	Annual/Special	10-May-24	Shareholder	S0222	Director Related	None	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
SOL SpA	Italy	Annual/Special	10-May-24	Management	M0136	Audit Related	For	For	For	We believe that support for this item is warranted.
SOL SpA	Italy	Annual/Special	10-May-24	Management	M0126	Company Articles	For	Against	For	We are satisfied that the suggested amendments will not lead to an erosion of shareholder rights. As a consequence we will vote FOR this item.
CTS Eventim AG & Co. KGaA	Germany	Annual	14-May-24	Management	M0150	Routine Business				
CTS Eventim AG & Co. KGaA	Germany	Annual	14-May-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
CTS Eventim AG & Co. KGaA	Germany	Annual	14-May-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
CTS Eventim AG & Co. KGaA	Germany	Annual	14-May-24	Management	M0270	Director Related	For	For	For	We believe that support for this item is warranted.
CTS Eventim AG & Co. KGaA	Germany	Annual	14-May-24	Management	M0261	Director Related	For	For	For	We believe that support for this item is warranted.
CTS Eventim AG & Co. KGaA	Germany	Annual	14-May-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
CTS Eventim AG & Co. KGaA	Germany	Annual	14-May-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
CTS Eventim AG & Co. KGaA	Germany	Annual	14-May-24	Management	M0572	Compensation	For	For	For	We believe that support for this item is warranted.
CTS Eventim AG & Co. KGaA	Germany	Annual	14-May-24	Management	M0550	Compensation	For	Against	Against	A vote AGAINST this item is warranted due to inadequate disclosures, unjustified executive bonuses and ignored shareholder dissent.
CTS Eventim AG & Co. KGaA	Germany	Annual	14-May-24	Management	M0570	Compensation	For	Against	Against	A vote AGAINST this resolution is warranted due to undefined fixed remuneration levels, unclear severance details, a vaguely defined and uncapped new LTI, and excessive discretionary powers for special bonuses.
IMCD NV	Netherlands	Annual	14-May-24	Management	M0164	Routine Business				
IMCD NV	Netherlands	Annual	14-May-24	Management	M0150	Routine Business				
IMCD NV	Netherlands	Annual	14-May-24	Management	M0181	Routine Business				
IMCD NV	Netherlands	Annual	14-May-24	Management	M0550	Compensation	For	Against	Against	A vote AGAINST is warranted due to concerns about the unjustified €1,000,000 sign-on award and the maximum 2023 STI payout given to executive Valerie Diele-Braun. The discretionary bonuses awarded to Diele-Braun, who has yet to prove her effectiveness, lack a clear rationale.
IMCD NV	Netherlands	Annual	14-May-24	Management	M0150	Routine Business				
IMCD NV	Netherlands	Annual	14-May-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
IMCD NV	Netherlands	Annual	14-May-24	Management	M0137	Miscellaneous				
IMCD NV	Netherlands	Annual	14-May-24	Management	M0107	Routine Business	For	For	For	We believe that support for this item is warranted.
IMCD NV	Netherlands	Annual	14-May-24	Management	M0260	Director Related	For	For	For	We believe that support for this item is warranted.
IMCD NV	Netherlands	Annual	14-May-24	Management	M0261	Director Related	For	For	For	We believe that support for this item is warranted.
IMCD NV	Netherlands	Annual	14-May-24	Management	M0570	Compensation	For	For	For	We believe that support for this item is warranted.
IMCD NV	Netherlands	Annual	14-May-24	Management	M0572	Compensation	For	For	For	We believe that support for this item is warranted.
IMCD NV	Netherlands	Annual	14-May-24	Management	M0250	Director Election	For	For	For	We believe that support for this item is warranted.
IMCD NV	Netherlands	Annual	14-May-24	Management	M0250	Director Election	For	For	For	We believe that support for this item is warranted.
IMCD NV	Netherlands	Annual	14-May-24	Management	M0379	Capitalization	For	For	For	We believe that support for this item is warranted.
IMCD NV	Netherlands	Annual	14-May-24	Management	M0314	Capitalization	For	For	For	We believe that support for this item is warranted.
IMCD NV	Netherlands	Annual	14-May-24	Management	M0318	Capitalization	For	For	For	We believe that support for this item is warranted.
IMCD NV	Netherlands	Annual	14-May-24	Management	M0165	Routine Business				
Melexis NV	Belgium	Annual	14-May-24	Management	M0150	Routine Business				
Melexis NV	Belgium	Annual	14-May-24	Management	M0150	Routine Business				
Melexis NV	Belgium	Annual	14-May-24	Management	M0149	Routine Business				
Melexis NV	Belgium	Annual	14-May-24	Management	M0151	Routine Business	For	For	For	We believe that support for this item is warranted.
Melexis NV	Belgium	Annual	14-May-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Melexis NV	Belgium	Annual	14-May-24	Management	M0264	Director Related	For	For	For	We believe that support for this item is warranted.
Melexis NV	Belgium	Annual	14-May-24	Management	M0263	Director Related	For	For	For	We believe that support for this item is warranted.
Melexis NV	Belgium	Annual	14-May-24	Management	M0109	Audit Related	For	For	For	We believe that support for this item is warranted.
Melexis NV	Belgium	Annual	14-May-24	Management	M0137	Miscellaneous	For	For	For	We believe that support for this item is warranted.
Marshalls Plc	United Kingdom	Annual	15-May-24	Management	M0105	Routine Business	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
Advanced Medical Solutions Group Plc	United Kingdom	Annual	12-Jun-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Advanced Medical Solutions Group Plc	United Kingdom	Annual	12-Jun-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Advanced Medical Solutions Group Plc	United Kingdom	Annual	12-Jun-24	Management	M0136	Audit Related	For	For	For	We believe that support for this item is warranted.
Advanced Medical Solutions Group Plc	United Kingdom	Annual	12-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Advanced Medical Solutions Group Plc	United Kingdom	Annual	12-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Advanced Medical Solutions Group Plc	United Kingdom	Annual	12-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Advanced Medical Solutions Group Plc	United Kingdom	Annual	12-Jun-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Advanced Medical Solutions Group Plc	United Kingdom	Annual	12-Jun-24	Management	M0107	Routine Business	For	For	For	We believe that support for this item is warranted.
Advanced Medical Solutions Group Plc	United Kingdom	Annual	12-Jun-24	Management	M0538	Compensation	For	For	For	We believe that support for this item is warranted.
Advanced Medical Solutions Group Plc	United Kingdom	Annual	12-Jun-24	Management	M0507	Compensation	For	For	For	We believe that support for this item is warranted.
Advanced Medical Solutions Group Plc	United Kingdom	Annual	12-Jun-24	Management	M0553	Compensation	For	For	For	We believe that support for this item is warranted.
Advanced Medical Solutions Group Plc	United Kingdom	Annual	12-Jun-24	Management	M0379	Capitalization	For	For	For	We believe that support for this item is warranted.
Advanced Medical Solutions Group Plc	United Kingdom	Annual	12-Jun-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Advanced Medical Solutions Group Plc	United Kingdom	Annual	12-Jun-24	Management	M0318	Capitalization	For	For	For	We believe that support for this item is warranted.
Esker SA	France	Annual/Special	19-Jun-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Esker SA	France	Annual/Special	19-Jun-24	Management	M0104	Routine Business	For	For	For	We believe that support for this item is warranted.
Esker SA	France	Annual/Special	19-Jun-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Esker SA	France	Annual/Special	19-Jun-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
Esker SA	France	Annual/Special	19-Jun-24	Management	M0123	Non-Routine Business	For	For	For	We believe that support for this item is warranted.
Esker SA	France	Annual/Special	19-Jun-24	Management	M0250	Director Election	For	For	For	We believe that support for this item is warranted.
Esker SA	France	Annual/Special	19-Jun-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Esker SA	France	Annual/Special	19-Jun-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Esker SA	France	Annual/Special	19-Jun-24	Management	M0318	Capitalization	For	For	For	We believe that support for this item is warranted.
Esker SA	France	Annual/Special	19-Jun-24	Management	M0374	Capitalization	For	For	For	We believe that support for this item is warranted.
Esker SA	France	Annual/Special	19-Jun-24	Management	M0507	Compensation	For	For	For	We believe that support for this item is warranted.
Esker SA	France	Annual/Special	19-Jun-24	Management	M0331	Capitalization	For	Against	For	Support is warranted because it allows the company to issue equity or equity-linked securities without preemptive rights, providing flexibility for capital raising and aligning with the broader strategic goals, while the total dilution impact remains within acceptable limits.
Esker SA	France	Annual/Special	19-Jun-24	Management	M0323	Capitalization	For	Against	For	Support is warranted because it enables the company to issue equity or equity-linked securities through private placements, which can attract strategic investors and facilitate targeted capital increases without significantly diluting existing shareholders.
Esker SA	France	Annual/Special	19-Jun-24	Management	M0367	Capitalization	For	For	For	We believe that support for this item is warranted.
Esker SA	France	Annual/Special	19-Jun-24	Management	M0384	Capitalization	For	Against	For	Support is warranted because the item authorises the board to increase capital in response to additional demand, enhancing the company's ability to meet unforeseen capital requirements efficiently, with a limited impact on shareholder dilution
Esker SA	France	Annual/Special	19-Jun-24	Management	M0510	Compensation	For	For	For	We believe that support for this item is warranted.
Esker SA	France	Annual/Special	19-Jun-24	Management	M0116	Routine Business	For	For	For	We believe that support for this item is warranted.
Big Yellow Group Plc	United Kingdom	Annual	18-Jul-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Big Yellow Group Plc	United Kingdom	Annual	18-Jul-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Big Yellow Group Plc	United Kingdom	Annual	18-Jul-24	Management	M0510	Compensation	For	For	For	We believe that support for this item is warranted.
Big Yellow Group Plc	United Kingdom	Annual	18-Jul-24	Management	M0507	Compensation	For	For	For	We believe that support for this item is warranted.
Big Yellow Group Plc	United Kingdom	Annual	18-Jul-24	Management	M0107	Routine Business	For	For	For	We believe that support for this item is warranted.
Big Yellow Group Plc	United Kingdom	Annual	18-Jul-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
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0117	Routine Business	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0117	Routine Business	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0170	Routine Business	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0150	Routine Business				
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M1301	Director Related	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M1302	Director Related	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0202	Director Related	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0202	Director Related	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0219	Compensation	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0109	Audit Related	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0201	Director Election	For	Against	Against	Vote AGAINST due to compromised independence after 20 years on the board, affecting audit committee effectiveness.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0201	Director Election	For	Against	For	Vote FOR in recognition of his contributions and knowledge, despite not being an independent director.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0228	Director Related	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0228	Director Related	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0271	Director Related	For	Against	Against	Vote AGAINST to support the need for an independent Board Chair to improve board composition and independence.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0550	Compensation	For	Against	Against	Vote AGAINST due to ongoing concerns about transparency and the performance metric structure.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0326	Capitalization	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0507	Compensation	For	Against	For	Vote FOR as the vesting period is adequate, despite ISS concerns over the annual assessment process.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0346	Capitalization	For	For	For	We believe that support for this item is warranted.
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0175	Routine Business				
Sectra AB	Sweden	Annual	10-Sep-24	Management	M0165	Routine Business				

Company Name	Country	Meeting Type	Meeting Date	Proponent	Proposal Code	Proposal Code Category	Management Recommendation	ISS Recommendation	Vote Instruction	Voter Rationale
Reply SpA	Italy	Extraordinary Share	17-Sep-24	Management	M0190	Routine Business	For	Against	For	A vote FOR this proposal is warranted as it increases flexibility in conducting meetings. However, we will remain vigilant to ensure this flexibility is not misused to stifle open discussion.
Reply SpA	Italy	Extraordinary Share	17-Sep-24	Management	M0650	Takeover Related	For	Against	Against	A vote AGAINST this proposal is justified. Although it is intended to benefit long-term shareholders by rewarding them with additional voting rights, we are concerned about the potential for management entrenchment and the departure from the "one share, one vote" governance standard.
Reply SpA	Italy	Extraordinary Share	17-Sep-24	Management	M0358	Capitalization	For	Against	Against	A vote AGAINST this proposal is warranted as the proposed 20% share capital increase exceeds the recommended limits.
Games Workshop Group Plc	United Kingdom	Annual	18-Sep-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Games Workshop Group Plc	United Kingdom	Annual	18-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Games Workshop Group Plc	United Kingdom	Annual	18-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Games Workshop Group Plc	United Kingdom	Annual	18-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Games Workshop Group Plc	United Kingdom	Annual	18-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Games Workshop Group Plc	United Kingdom	Annual	18-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Games Workshop Group Plc	United Kingdom	Annual	18-Sep-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Games Workshop Group Plc	United Kingdom	Annual	18-Sep-24	Management	M0109	Audit Related	For	For	For	We believe that support for this item is warranted.
Games Workshop Group Plc	United Kingdom	Annual	18-Sep-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Games Workshop Group Plc	United Kingdom	Annual	18-Sep-24	Management	M0570	Compensation	For	For	For	We believe that support for this item is warranted.
Games Workshop Group Plc	United Kingdom	Annual	18-Sep-24	Management	M0379	Capitalization	For	For	For	We believe that support for this item is warranted.
Games Workshop Group Plc	United Kingdom	Annual	18-Sep-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Games Workshop Group Plc	United Kingdom	Annual	18-Sep-24	Management	M0318	Capitalization	For	For	For	We believe that support for this item is warranted.
Kainos Group Plc	United Kingdom	Annual	24-Sep-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Kainos Group Plc	United Kingdom	Annual	24-Sep-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Kainos Group Plc	United Kingdom	Annual	24-Sep-24	Management	M0107	Routine Business	For	For	For	We believe that support for this item is warranted.
Kainos Group Plc	United Kingdom	Annual	24-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Kainos Group Plc	United Kingdom	Annual	24-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Kainos Group Plc	United Kingdom	Annual	24-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Kainos Group Plc	United Kingdom	Annual	24-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Kainos Group Plc	United Kingdom	Annual	24-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Kainos Group Plc	United Kingdom	Annual	24-Sep-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Kainos Group Plc	United Kingdom	Annual	24-Sep-24	Management	M0109	Audit Related	For	For	For	We believe that support for this item is warranted.
Kainos Group Plc	United Kingdom	Annual	24-Sep-24	Management	M0379	Capitalization	For	For	For	We believe that support for this item is warranted.
Kainos Group Plc	United Kingdom	Annual	24-Sep-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Kainos Group Plc	United Kingdom	Annual	24-Sep-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Kainos Group Plc	United Kingdom	Annual	24-Sep-24	Management	M0318	Capitalization	For	For	For	We believe that support for this item is warranted.
Kainos Group Plc	United Kingdom	Annual	24-Sep-24	Management	M0623	Takeover Related	For	For	For	We believe that support for this item is warranted.
ChemoMetec A/S	Denmark	Annual	10-Oct-24	Management	M0168	Routine Business				
ChemoMetec A/S	Denmark	Annual	10-Oct-24	Management	M0150	Routine Business				
ChemoMetec A/S	Denmark	Annual	10-Oct-24	Management	M0151	Routine Business	For	For	For	We believe that support for this item is warranted.
ChemoMetec A/S	Denmark	Annual	10-Oct-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
ChemoMetec A/S	Denmark	Annual	10-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
ChemoMetec A/S	Denmark	Annual	10-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
ChemoMetec A/S	Denmark	Annual	10-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
ChemoMetec A/S	Denmark	Annual	10-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
ChemoMetec A/S	Denmark	Annual	10-Oct-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
ChemoMetec A/S	Denmark	Annual	10-Oct-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.

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ChemoMetec A/S	Denmark	Annual	10-Oct-24	Management	M0570	Compensation	For	Against	Against	We are voting against the proposed remuneration policy due to a lack of clear justification for the high bonus thresholds, including the 250% cap on short-term incentives. Additionally, there remains significant uncertainty regarding the implementation of the ESG-related performance component, with no specific KPIs or metrics provided. The inclusion of uncapped discretionary mandates, which management states are seldom used, further raises concerns about governance and compensation structure.
ChemoMetec A/S	Denmark	Annual	10-Oct-24	Management	M0318	Capitalization	For	For	For	We believe that support for this item is warranted.
ChemoMetec A/S	Denmark	Annual	10-Oct-24	Management	M0116	Routine Business	For	For	For	We believe that support for this item is warranted.
Technogym SpA	Italy	Extraordinary Shareholders Meeting	03-Dec-24	Management	M0135	Routine Business	For	For	For	We believe that support for this item is warranted.
Technogym SpA	Italy	Extraordinary Shareholders Meeting	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 Shareholders Meeting	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.
Technoprobe SpA	Italy	Ordinary Shareholders Meeting	20-Dec-24	Management	M0137	Miscellaneous	For	Against	For	Supporting this resolution aligns with our policy, which permits non-audit fees up to 70% of audit fees. The proposed fees, at 53.5%, fall comfortably within this limit. While it may be preferable for the company to appoint a different auditor for sustainability work, the proposal remains compliant with our guidelines and does not warrant opposition.
Technoprobe SpA	Italy	Ordinary Shareholders Meeting	20-Dec-24	Management	M0220	Director Election	For	Against	For	While Mr Smith's appointment reduces the board's gender diversity to 22%, he meets all other governance requirements and brings substantial value as the CEO and Chair of Teradyne, a key customer and 10% shareholder in the company. Furthermore, as he is not a member of the nominations committee, he should not be held directly accountable for addressing board diversity prior to his recruitment. Given his qualifications and the strategic importance of his role, we believe opposing his appointment would be disproportionate and therefore recommend supporting this proposal.