

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Proponent	Proposal Code	Proposal Code Category	Proposal Text	Management Recommendation	ISS Recommendation	Vote Instruction	Voter Rationale
Zscaler, Inc.	US98980G1022	USA	10-Jan-25	Annual	Management	M0201	Director Election	Elect Director Karen Blasing	For	For	For	We believe that support for this item is warranted.
Zscaler, Inc.	US98980G1022	USA	10-Jan-25	Annual	Management	M0201	Director Election	Elect Director Charles Giancarlo	For	Withhold	Withhold	A withhold vote is warranted due to the board's failure to remove or sunset the supermajority vote requirement and the classified board structure, both of which negatively affect shareholder rights.
Zscaler, Inc.	US98980G1022	USA	10-Jan-25	Annual	Management	M0201	Director Election	Elect Director Eileen Naughton	For	For	For	We believe that support for this item is warranted.
Zscaler, Inc.	US98980G1022	USA	10-Jan-25	Annual	Management	M0101	Audit Related	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	We believe that support for this item is warranted.
Zscaler, Inc.	US98980G1022	USA	10-Jan-25	Annual	Management	M0550	Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	We believe that support for this item is warranted.
Zscaler, Inc.	US98980G1022	USA	10-Jan-25	Annual	Management	M0524	Compensation	Amend Omnibus Stock Plan	For	Against	Against	A vote against this proposal is appropriate due to several problematic features, including an evergreen provision, repricing and cash buyout without shareholder approval, excessive dilution and broad discretion to accelerate vesting. The plan's overall cost and grant practices are also deemed excessive and insufficiently protective of shareholder value.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0105	Routine Business	Accept Financial Statements and Statutory Reports	For	For	For	We believe that support for this item is warranted.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0107	Routine Business	Approve Final Dividend	For	For	For	We believe that support for this item is warranted.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0201	Director Election	Re-elect David Lowden as Director	For	For	For	We believe that support for this item is warranted.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0201	Director Election	Re-elect Johnny Thomson as Director	For	For	For	We believe that support for this item is warranted.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0201	Director Election	Re-elect Chris Davies as Director	For	For	For	We believe that support for this item is warranted.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0201	Director Election	Re-elect Jennifer Ward as Director	For	For	For	We believe that support for this item is warranted.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0201	Director Election	Re-elect Geraldine Huse as Director	For	For	For	We believe that support for this item is warranted.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0201	Director Election	Re-elect Dean Finch as Director	For	For	For	We believe that support for this item is warranted.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0201	Director Election	Elect Janice Stipp as Director	For	For	For	We believe that support for this item is warranted.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0201	Director Election	Elect Katie Bickerstaffe as Director	For	For	For	We believe that support for this item is warranted.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0101	Audit Related	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	We believe that support for this item is warranted.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0109	Audit Related	Authorise Board to Fix Remuneration of Auditors	For	For	For	We believe that support for this item is warranted.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0550	Compensation	Approve Remuneration Report	For	For	For	We believe that support for this item is warranted.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0570	Compensation	Approve Remuneration Policy	For	For	For	We believe that support for this item is warranted.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0379	Capitalization	Authorise Issue of Equity	For	For	For	We believe that support for this item is warranted.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0331	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	We believe that support for this item is warranted.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0331	Capitalization	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	We believe that support for this item is warranted.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0318	Capitalization	Authorise Market Purchase of Ordinary Shares	For	For	For	We believe that support for this item is warranted.
Diploma Plc	GB0001826634	United Kingdom	15-Jan-25	Annual	Management	M0623	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	We believe that support for this item is warranted.
B&M European Value Retail SA	LU1072616219	Luxembourg	20-Jan-25	Ordinary Shareholders	Management	M0201	Director Election	Elect Euan Sutherland as Director	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0105	Routine Business	Accept Financial Statements and Statutory Reports	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0550	Compensation	Approve Remuneration Report	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0570	Compensation	Approve Remuneration Policy	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0101	Audit Related	Reappoint Grant Thornton UK LLP as Auditors	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0109	Audit Related	Authorise Board to Fix Remuneration of Auditors	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0201	Director Election	Re-elect Jill Easterbrook as Director	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0201	Director Election	Elect Ross Paterson as Director	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0201	Director Election	Re-elect James Routh as Director	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0201	Director Election	Re-elect Tracy Sheedy as Director	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0201	Director Election	Re-elect Christopher Barnes as Director	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0201	Director Election	Re-elect Andrew Kelly as Director	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0107	Routine Business	Approve Final Dividend	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0379	Capitalization	Authorise Issue of Equity	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0510	Compensation	Approve the Rules of the Tracsis plc 2025 Sharesave Scheme	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0591	Compensation	Approve the Rules of the Tracsis plc 2025 International Scheme	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0331	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0331	Capitalization	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0318	Capitalization	Authorise Market Purchase of Ordinary Shares	For	For	For	We believe that support for this item is warranted.
Tracsis Plc	GB00B28HSF71	United Kingdom	22-Jan-25	Annual	Management	M0122	Company Articles	Adopt New Articles of Association	For	For	For	We believe that support for this item is warranted.
NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0105	Routine Business	Accept Financial Statements and Statutory Reports	For	For	For	We believe that support for this item is warranted.

NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0550	Compensation	Approve Remuneration Report	For	Abstain	Abstain	The remuneration report does not provide sufficient detail on the application of the current remuneration policy, particularly regarding the justification and alignment of the exceptional LTIP award.
NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0570	Compensation	Approve Remuneration Policy	For	For	Abstain	We are concerned about the inclusion of 40% non-financial metrics in the short-term incentive plan, which lack sufficient detail to ensure robust and meaningful assessment.
NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0107	Routine Business	Approve Final Dividend	For	For	For	We believe that support for this item is warranted.
NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0101	Audit Related	Appoint PricewaterhouseCoopers LLP as Auditors	For	For	For	We believe that support for this item is warranted.
NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0109	Audit Related	Authorise Board to Fix Remuneration of Auditors	For	For	For	We believe that support for this item is warranted.
NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0201	Director Election	Re-elect Mike Maddison as Director	For	For	For	We believe that support for this item is warranted.
NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0201	Director Election	Re-elect Chris Stone as Director	For	For	For	We believe that support for this item is warranted.
NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0201	Director Election	Re-elect Julie Chakraverty as Director	For	For	For	We believe that support for this item is warranted.
NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0201	Director Election	Re-elect Jennifer Duvalier as Director	For	For	For	We believe that support for this item is warranted.
NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0201	Director Election	Re-elect Mike Ettling as Director	For	For	For	We believe that support for this item is warranted.
NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0201	Director Election	Re-elect Guy Ellis as Director	For	For	For	We believe that support for this item is warranted.
NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0201	Director Election	Re-elect Lynn Fordham as Director	For	For	For	We believe that support for this item is warranted.
NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0379	Capitalization	Authorise Issue of Equity	For	For	For	We believe that support for this item is warranted.
NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0331	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	We believe that support for this item is warranted.
NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0331	Capitalization	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	We believe that support for this item is warranted.
NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0318	Capitalization	Authorise Market Purchase of Ordinary Shares	For	For	For	We believe that support for this item is warranted.
NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0623	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	We believe that support for this item is warranted.
NCC Group Plc	GB00B01Q GK86	United Kingdom	28-Jan-25	Annual	Management	M0163	Social	Authorise UK Political Donations and Expenditure	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0105	Routine Business	Accept Financial Statements and Statutory Reports	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0550	Compensation	Approve Remuneration Report	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0570	Compensation	Approve Remuneration Policy	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0538	Compensation	Approve Amendments to the Executive Incentive Plan	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0538	Compensation	Approve Amendments to the Senior Manager Incentive Plan	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0107	Routine Business	Approve Final Dividend	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0201	Director Election	Re-elect Fiona Clutterbuck as Director	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0201	Director Election	Re-elect Michael Summersgill as Director	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0201	Director Election	Re-elect Peter Birch as Director	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0201	Director Election	Re-elect Evelyn Bourke as Director	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0201	Director Election	Re-elect Eamonn Flanagan as Director	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0201	Director Election	Re-elect Fiona Fry as Director	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0201	Director Election	Re-elect Margaret Hassall as Director	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0201	Director Election	Re-elect Les Platts as Director	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0201	Director Election	Elect Julie Chakraverty as Director	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0101	Audit Related	Appoint PricewaterhouseCoopers LLP as Auditors	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0109	Audit Related	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0379	Capitalization	Authorise Issue of Equity	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0331	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0318	Capitalization	Authorise Market Purchase of Ordinary Shares	For	For	For	We believe that support for this item is warranted.
AJ Bell Plc	GB00BFZNLB60	United Kingdom	29-Jan-25	Annual	Management	M0623	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	We believe that support for this item is warranted.
SCHOTT Pharma AG & Co. KGaA	DE000A3ENQ51	Germany	04-Feb-25	Annual	Management	M0105	Routine Business	Accept Financial Statements and Statutory Reports for Fiscal Year 2023/24	For	For	For	We believe that support for this item is warranted.
SCHOTT Pharma AG & Co. KGaA	DE000A3ENQ51	Germany	04-Feb-25	Annual	Management	M0152	Routine Business	Approve Allocation of Income and Dividends of EUR 0.16 per Share	For	For	For	We believe that support for this item is warranted.
SCHOTT Pharma AG & Co. KGaA	DE000A3ENQ51	Germany	04-Feb-25	Annual	Management	M0270	Director Related	Approve Discharge of Personally Liable Partner for Fiscal Year 2023/24	For	For	For	We believe that support for this item is warranted.
SCHOTT Pharma AG & Co. KGaA	DE000A3ENQ51	Germany	04-Feb-25	Annual	Management	M0261	Director Related	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	For	For	For	We believe that support for this item is warranted.
SCHOTT Pharma AG & Co. KGaA	DE000A3ENQ51	Germany	04-Feb-25	Annual	Management	M0101	Audit Related	Ratify KPMG AG as Auditors for Fiscal Year 2024/25	For	For	For	We believe that support for this item is warranted.

SCHOTT Pharma AG & Co. KGaA	DE000A3ENQ51	Germany	04-Feb-25	Annual	Management	M0550	Compensation	Approve Remuneration Report	For	Against	Against	A vote AGAINST is warranted on the basis that the CEO and CFO received base salary increases of 11.4% and 22.5%, respectively, without providing an explanation. Additionally, discretionary bonuses were awarded by the majority shareholder, despite the executives failing to meet the threshold EBITDA target for short-term incentives. These bonuses were granted via a derogation clause and deviate from what's considered best practice.
SCHOTT Pharma AG & Co. KGaA	DE000A3ENQ51	Germany	04-Feb-25	Annual	Management	M0250	Director Election	Elect Wolfram Carius to the Supervisory Board	For	For	For	We believe that support for this item is warranted.
SCHOTT Pharma AG & Co. KGaA	DE000A3ENQ51	Germany	04-Feb-25	Annual	Management	M0459	Strategic Transactions	Approve Affiliation Agreement with SCHOTT Pharma Mexico GmbH	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0105	Routine Business	Accept Financial Statements and Statutory Reports	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0550	Compensation	Approve Remuneration Report	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0570	Compensation	Approve Remuneration Policy	For	Against	Abstain	We have opted to ABSTAIN on this resolution due to concerns regarding the significant increase in the maximum variable pay opportunity for new Executive Directors. The proposed increase, which includes a recruitment award of up to 825% of base salary (comprising 175% in bonus opportunity and 650% in enhanced LTIP awards), is seen as excessive and requires further dialogue with the company.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0107	Routine Business	Approve Final Dividend	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0201	Director Election	Re-elect Andrew Duff as Director	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0201	Director Election	Re-elect John Bates as Director	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0201	Director Election	Re-elect Jonathan Bewes as Director	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0201	Director Election	Re-elect Maqgie Chan Jones as Director	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0201	Director Election	Re-elect Annette Court as Director	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0201	Director Election	Re-elect Roisin Donnelly as Director	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0201	Director Election	Re-elect Derek Harding as Director	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0201	Director Election	Re-elect Steve Hare as Director	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0201	Director Election	Re-elect Jonathan Howell as Director	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0101	Audit Related	Appoint KPMG LLP as Auditors	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0109	Audit Related	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0163	Social	Authorise UK Political Donations and Expenditure	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0507	Compensation	Approve Long Term Incentive Plan	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0558	Compensation	Authorise Removal of Discretionary 5% Dilution Limit for Share Plans	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0379	Capitalization	Authorise Issue of Equity	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0331	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0331	Capitalization	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0318	Capitalization	Authorise Market Purchase of Ordinary Shares	For	For	For	We believe that support for this item is warranted.
The Sage Group plc.	GB00B8C3BL03	United Kingdom	06-Feb-25	Annual	Management	M0623	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	We believe that support for this item is warranted.
Cerillion Plc	GB00BYX6C66	United Kingdom	13-Feb-25	Annual	Management	M0105	Routine Business	Accept Financial Statements and Statutory Reports	For	For	For	We believe that support for this item is warranted.
Cerillion Plc	GB00BYX6C66	United Kingdom	13-Feb-25	Annual	Management	M0550	Compensation	Approve Remuneration Report	For	For	For	We believe that support for this item is warranted.
Cerillion Plc	GB00BYX6C66	United Kingdom	13-Feb-25	Annual	Management	M0107	Routine Business	Approve Final Dividend	For	For	For	We believe that support for this item is warranted.
Cerillion Plc	GB00BYX6C66	United Kingdom	13-Feb-25	Annual	Management	M0201	Director Election	Re-elect Louis Hall as Director	For	For	For	We believe that support for this item is warranted.
Cerillion Plc	GB00BYX6C66	United Kingdom	13-Feb-25	Annual	Management	M0101	Audit Related	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	We believe that support for this item is warranted.
Cerillion Plc	GB00BYX6C66	United Kingdom	13-Feb-25	Annual	Management	M0109	Audit Related	Authorise Board to Fix Remuneration of Auditors	For	For	For	We believe that support for this item is warranted.
Cerillion Plc	GB00BYX6C66	United Kingdom	13-Feb-25	Annual	Management	M0163	Social	Authorise UK Political Donations and Expenditure	For	For	For	We believe that support for this item is warranted.
Cerillion Plc	GB00BYX6C66	United Kingdom	13-Feb-25	Annual	Management	M0379	Capitalization	Authorise Issue of Equity	For	For	For	We believe that support for this item is warranted.
Cerillion Plc	GB00BYX6C66	United Kingdom	13-Feb-25	Annual	Management	M0331	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	We believe that support for this item is warranted.
Cerillion Plc	GB00BYX6C66	United Kingdom	13-Feb-25	Annual	Management	M0331	Capitalization	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	We believe that support for this item is warranted.
Cerillion Plc	GB00BYX6C66	United Kingdom	13-Feb-25	Annual	Management	M0318	Capitalization	Authorise Market Purchase of Ordinary Shares	For	For	For	We believe that support for this item is warranted.
Technology One Limited	AU000000TNE8	Australia	19-Feb-25	Annual	Management	M0550	Compensation	Approve Remuneration Report	For	For	For	We believe that support for this item is warranted.
Technology One Limited	AU000000TNE8	Australia	19-Feb-25	Annual	Management	M0201	Director Election	Elect Pat O'Sullivan as Director	For	Against	For	A vote FOR is warranted as Pat O'Sullivan's external commitments do not appear to have impacted his attendance or company performance.
Technology One Limited	AU000000TNE8	Australia	19-Feb-25	Annual	Management	M0201	Director Election	Elect Paul Robson as Director	For	For	For	We believe that support for this item is warranted.

Technology One Limited	AU000000TNE8	Australia	19-Feb-25	Annual	Management	M0555	Compensation	Approve Grant of FY25 LTI Options to Ed Chung	For	For	For	We believe that support for this item is warranted.
Technology One Limited	AU000000TNE8	Australia	19-Feb-25	Annual	Management	M0126	Company Articles	Approve the Amendments to the Company's Constitution	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0105	Routine Business	Accept Financial Statements and Statutory Reports	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0550	Compensation	Approve Remuneration Report	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0570	Compensation	Approve Remuneration Policy	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0507	Compensation	Approve Combined Incentive Plan	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0201	Director Election	Re-elect Richard Cranfield as Director	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0201	Director Election	Re-elect Alexander Scott as Director	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0201	Director Election	Re-elect Michael Howard as Director	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0201	Director Election	Re-elect Euan Marshall as Director	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0201	Director Election	Re-elect Caroline Banszky as Director	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0201	Director Election	Re-elect Victoria Cochrane as Director	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0201	Director Election	Elect Irene Brown as Director	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0201	Director Election	Re-elect Rita Dhut as Director	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0201	Director Election	Re-elect Charles Lister as Director	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0101	Audit Related	Reappoint Ernst & Young LLP as Auditors	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0109	Audit Related	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0163	Social	Authorise UK Political Donations and Expenditure	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0379	Capitalization	Authorise Issue of Equity	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0331	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0331	Capitalization	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0318	Capitalization	Authorise Market Purchase of Ordinary Shares	For	For	For	We believe that support for this item is warranted.
Integrafin Holdings Plc	GB00BD45SH49	United Kingdom	27-Feb-25	Annual	Management	M0623	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	SE0000170375	Sweden	20-Mar-25	Annual	Management	M0164	Routine Business	Open Meeting				
Hufvudstaden AB	SE0000170375	Sweden	20-Mar-25	Annual	Management	M0168	Routine Business	Elect Chair of Meeting	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	SE0000170375	Sweden	20-Mar-25	Annual	Management	M0169	Routine Business	Prepare and Approve List of Shareholders	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	SE0000170375	Sweden	20-Mar-25	Annual	Management	M0117	Routine Business	Designate Inspector(s) of Minutes of Meeting	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	SE0000170375	Sweden	20-Mar-25	Annual	Management	M0129	Routine Business	Approve Agenda of Meeting	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	SE0000170375	Sweden	20-Mar-25	Annual	Management	M0170	Routine Business	Acknowledge Proper Convening of Meeting	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	SE0000170375	Sweden	20-Mar-25	Annual	Management	M0198	Routine Business	Receive CEO's Report				
Hufvudstaden AB	SE0000170375	Sweden	20-Mar-25	Annual	Management			Receive Financial Statements and Statutory Reports; Report on Remuneration Policy And Other Terms of Employment For Executive Management				
Hufvudstaden AB	SE0000170375	Sweden	20-Mar-25	Annual	Management	M0105	Routine Business	Accept Financial Statements and Statutory Reports	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	SE0000170375	Sweden	20-Mar-25	Annual	Management	M0152	Routine Business	Approve Allocation of Income and Dividends of SEK 2.80 Per Share	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	SE0000170375	Sweden	20-Mar-25	Annual	Management	M0262	Director Related	Approve Discharge of Management and Board	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	SE0000170375	Sweden	20-Mar-25	Annual	Management	M2082	Director Related	Determine Number of Members and Deputy Members of Board; Determine Number of Auditors and Deputy Auditors	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	SE0000170375	Sweden	20-Mar-25	Annual	Management	M0158	Compensation	Approve Remuneration of Directors in the Amount of SEK 580,000 for Chair, and SEK 290,000 for Other Directors; Approve Remuneration of Auditors	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	SE0000170375	Sweden	20-Mar-25	Annual	Management	M0224	Director Election	Reelect Claes Boustedt, Peter Egardt, Liv Forhaug, Louise Lindh, Katarina Ljungqvist, Fredrik Lundberg (Chair), Anders Nygren, Fredrik Persson and Sten Peterson as Directors; Ratify PricewaterhouseCoopers AB as Auditor	For	Against	Against	A vote against this resolution is warranted on the basis that the board lacks sufficient independence, with only 33% of directors classified as independent, falling short of best practice expectations. Additionally, the absence of both an audit and remuneration committee weakens governance oversight and concerns are heightened by the overboarding of key directors, notably Fredrik Lundberg and Claes Boustedt.
Hufvudstaden AB	SE0000170375	Sweden	20-Mar-25	Annual	Management	M0550	Compensation	Approve Remuneration Report	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	SE0000170375	Sweden	20-Mar-25	Annual	Management	M0346	Capitalization	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	For	We believe that support for this item is warranted.
Hufvudstaden AB	SE0000170375	Sweden	20-Mar-25	Annual	Management	M0165	Routine Business	Close Meeting				
Moncler SpA	IT0004965148	Italy	20-Mar-25	Extraordinary Shareholders	Management	M0227	Company Articles	Amend Company Bylaws Re: Articles 13, 14, 15, 19, and 24	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0105	Routine Business	Accept Financial Statements and Statutory Reports	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0152	Routine Business	Approve Allocation of Income and Dividends of CHF 9.50 per Share	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0701	E&S Blended	Approve Non-Financial Report	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0550	Compensation	Approve Remuneration Report	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0264	Director Related	Approve Discharge of Board of Directors	For	For	For	We believe that support for this item is warranted.

BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0219	Compensation	Approve Remuneration of Directors in the Amount of CHF 1.6 Million	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0549	Compensation	Approve Remuneration of Executive Committee in the Amount of CHF 9.5 Million	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0201	Director Election	Reelect Adrian Altenburger as Director	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0201	Director Election	Reelect Patrick Burkhalter as Director	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0201	Director Election	Reelect Sandra Emme as Director	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0201	Director Election	Reelect Urban Linsi as Director	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0201	Director Election	Reelect Ines Poeschel as Director	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0201	Director Election	Reelect Stefan Ranstrand as Director	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0201	Director Election	Reelect Martin Zwysig as Director	For	Against	Against	Board independence is only 50% and the audit committee is only 67% independent. Therefore, a vote AGAINST Martin Zwysig is justified because he has exceeded recommended tenure as he was first appointed in April 2011.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0201	Director Election	Elect Thomas Hallam as Director	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0271	Director Related	Reelect Patrick Burkhalter as Board Chair	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0201	Director Election	Reelect Martin Zwysig as Deputy Chair	For	Against	Against	In conjunction with the resolution 7.1.7 a vote AGAINST is warranted due to a lack of board independence.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0178	Director Related	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	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	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0178	Director Related	Reappoint Urban Linsi as Member of the Nomination and Compensation Committee	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0178	Director Related	Reappoint Ines Poeschel as Member of the Nomination and Compensation Committee	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0110	Routine Business	Designate Proxy Voting Services GmbH as Independent Proxy	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0101	Audit Related	Ratify Ernst & Young AG as Auditors	For	For	For	We believe that support for this item is warranted.
BELIMO Holding AG	CH1101098163	Switzerland	24-Mar-25	Annual	Management	M0125	Routine Business	Transact Other Business (Voting)	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	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0227	Company Articles	Amend Article 15.3 of Bylaws Re: Directors Length of Term	For	Against	Against	Increasing director terms from three to four years reduces the frequency of shareholder votes and weakens accountability.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0227	Company Articles	Amend Article 17.5 of Bylaws Re: Virtual Participation	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0151	Routine Business	Approve Financial Statements and Discharge Directors	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0104	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0152	Routine Business	Approve Allocation of Income and Dividends of EUR 0.69 per Share	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0570	Compensation	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 640,000	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M2101	Compensation	Approve Compensation Report of Corporate Officers	For	Against	Against	Concerns remain unaddressed that pay increases with limited performance conditions and flexibility in award criteria are excessive. The board has not meaningfully responded to shareholder dissent following previous meetings.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0550	Compensation	Approve Compensation of Chairman of the Board	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0550	Compensation	Approve Compensation of CEO	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0570	Compensation	Approve Remuneration Policy of Chairman of the Board	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0570	Compensation	Approve Remuneration Policy of CEO	For	Against	Against	The CEO's base salary increase still lacks justification, and disclosure of performance targets for variable pay remains inadequate. The policy structure remains misaligned with best practices.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0201	Director Election	Reelect Joachim Kreuzburg as Director	For	Against	Against	His role continues to raise governance and independence concerns.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0201	Director Election	Reelect Rene Faber as Director	For	For	For	We believe that support for this item is warranted.

Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0201	Director Election	Reelect Pascale Boissel as Director	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0201	Director Election	Reelect Lothar Kappich as Director	For	Against	Against	His position reinforces concerns over independence and governance.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0201	Director Election	Elect Christopher Nowers as Director	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0201	Director Election	Elect Cecile Dussart as Director	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0318	Capitalization	Authorize Repurchase of Up to 0.10 Percent of Issued Share Capital	For	Against	For	Last year, we supported a larger repurchase plan, as we were confident it wouldn't be used as a takeover defence. There's no reason to take a different stance on this smaller-scale proposal.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0329	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 6 Million	For	Against	For	We are confident that management will not misuse this authority. No new concerns have arisen, so we should maintain support.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0331	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	For	Against	For	We do not believe that there are material risks of misuse and so support is warranted.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0323	Capitalization	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	For	Against	For	No new concerns—this aligns with our previous decision to support the proposal.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0323	Capitalization	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 163,464.4	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0384	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	Against	For	We maintain that management's use of the authority is appropriate.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0337	Capitalization	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	For	Against	For	We remain comfortable with this authority.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0326	Capitalization	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	For	For	For	We believe that support for this item is warranted.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0510	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	Against	For	We continue to support this measure as it aligns employees' interests with shareholders and continues last year's support.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0507	Compensation	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against	For	The structure remains appropriate and aligns with our previous support for this approach.
Sartorius Stedim Biotech SA	FR0013154002	France	25-Mar-25	Annual/Special	Management	M0374	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0150	Routine Business	Receive Report of Board				
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0105	Routine Business	Accept Financial Statements and Statutory Reports	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0262	Director Related	Approve Discharge of Management and Board	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0152	Routine Business	Approve Allocation of Income and Omission of Dividends	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0550	Compensation	Approve Remuneration Report (Advisory Vote)	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0219	Compensation	Approve Remuneration of Directors in the Amount of DKK 1.5 Million for Chair, DKK 990,000 for Vice Chair, and DKK 495,000 for Other Directors; Approve Remuneration for Committee Work	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0374	Capitalization	Approve DKK 25.1 Million Reduction in Share Capital via Share Cancellation	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0379	Capitalization	Approve Creation of DKK 300 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 300 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 300 Million	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0318	Capitalization	Authorize Share Repurchase Program	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0212	Director Related	Approve Director Indemnification Scheme	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0570	Compensation	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	Against	Against	The proposed remuneration policy falls short of market standards, particularly due to the lack of transparency on share option pricing
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0227	Company Articles	Amend Articles Re: Number of Members of the Supervisory Board	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0201	Director Election	Reelect Jukka Pertola as Member of Board	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0201	Director Election	Reelect Carl-Viggo Ostlund as Member of Board	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0201	Director Election	Reelect Mengmeng Du as Member of Board	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0201	Director Election	Reelect Thomas Hofman-Bang as Director	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0201	Director Election	Reelect Steffen Kragh as Director	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0201	Director Election	Reelect Benedicte Bakke Agerup as Director	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0101	Audit Related	Ratify PricewaterhouseCoopers as Auditors	For	For	For	We believe that support for this item is warranted.

Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M1101	Audit Related	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0116	Routine Business	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For	For	We believe that support for this item is warranted.
Tryg A/S	DK0060636678	Denmark	26-Mar-25	Annual	Management	M0175	Routine Business	Other Business				