

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	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				
BOKU, Inc.	USA	Extraordinary	11-Sep-24	Management	M0507	Compensation	For	Against	For	A vote FOR is warranted on the basis that the proposed plan supports the interests of shareholders and we expect that it will be implemented in a fair manner.
Reply SpA	Italy	Extraordinary	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	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	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.
Reply SpA	Italy	Extraordinary	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	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	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.
Reply SpA	Italy	Extraordinary	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	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	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.
Reply SpA	Italy	Extraordinary	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	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	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.

KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
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KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0228	Director Related	For	For	For	We believe that support for this item is warranted.
KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0582	Compensation	For	Against	Against	The proposal to award a director's retirement bonus lacks sufficient information on the terms and amount, making it difficult to assess its reasonableness or potential contractual obligations, and therefore warrants a vote against.
KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0228	Director Related	For	For	For	We believe that support for this item is warranted.
KeePer Technical Laboratory Co., Ltd.	Japan	Annual	27-Sep-24	Management	M0582	Compensation	For	Against	Against	The proposal to award a director's retirement bonus lacks sufficient information on the terms and amount, making it difficult to assess its reasonableness or potential contractual obligations, and therefore warrants a vote against.