

Company Name	Country	Meeting Type	Meeting Date	Proponent	Proposal Code	Proposal Code Category	Management Recommendation	ISS Recommendation	Vote Instruction	Voter Rationale
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.
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	03-Dec-24	Management	M0135	Routine Business	For	For	For	We believe that support for this item is warranted.
Technogym SpA	Italy	Extraordinary Shareholders	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	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	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	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.