

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.
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.
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ChemoMetec A/S	Denmark	Annual	10-Oct-24	Management	M0116	Routine Business	For	For	For	We believe that support for this item is warranted.
IDP Education Limited	Australia	Annual	15-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
IDP Education Limited	Australia	Annual	15-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
IDP Education Limited	Australia	Annual	15-Oct-24	Management	M0550	Compensation	For	Against	Against	The item warrants a vote against due to a lack of transparency around STI targets, excessive CEO pay increases, poorly justified one-off retention payments and weak LTI performance measures.
IDP Education Limited	Australia	Annual	15-Oct-24	Management	M0593	Compensation	For	Against	Against	A vote against is warranted due to an increase in the CEO's LTI opportunity and reduced EPS growth targets, which are seen as misaligned with performance.
IDP Education Limited	Australia	Annual	15-Oct-24	Management	M0593	Compensation	For	Against	Against	The item is opposed as the service rights lack performance conditions and contribute to excessive remuneration.
IDP Education Limited	Australia	Annual	15-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
IDP Education Limited	Australia	Annual	15-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
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IDP Education Limited	Australia	Annual	15-Oct-24	Management	M0593	Compensation	For	Against	Against	A vote against is warranted due to an increase in the CEO's LTI opportunity and reduced EPS growth targets, which are seen as misaligned with performance.
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Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0202	Director Related	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Bio-Techne Corporation	USA	Annual	24-Oct-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Frontier Developments Plc	United Kingdom	Annual	30-Oct-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Frontier Developments Plc	United Kingdom	Annual	30-Oct-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Frontier Developments Plc	United Kingdom	Annual	30-Oct-24	Management	M0109	Audit Related	For	For	For	We believe that support for this item is warranted.
Frontier Developments Plc	United Kingdom	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Frontier Developments Plc	United Kingdom	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Frontier Developments Plc	United Kingdom	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
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Frontier Developments Plc	United Kingdom	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Frontier Developments Plc	United Kingdom	Annual	30-Oct-24	Management	M0201	Director Election	For	Against	For	Supported the re-election of David Walsh, noting that while potential independence concerns were highlighted, both the Audit and Remuneration Committees retain a majority independent composition. Given the company's size and governance needs, this is deemed adequate.
Frontier Developments Plc	United Kingdom	Annual	30-Oct-24	Management	M0379	Capitalization	For	For	For	We believe that support for this item is warranted.
Frontier Developments Plc	United Kingdom	Annual	30-Oct-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Frontier Developments Plc	United Kingdom	Annual	30-Oct-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Frontier Developments Plc	United Kingdom	Annual	30-Oct-24	Management	M0318	Capitalization	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0228	Director Related	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0228	Director Related	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Visional, Inc.	Japan	Annual	30-Oct-24	Management	M0228	Director Related	For	For	For	We believe that support for this item is warranted.
Terna Energy SA	Greece	Extraordinary Shareholders	06-Nov-24	Management	M0454	Strategic Transactions	For	Against	For	The fixed sale price of has already been agreed and will be confirmed by third-party valuation, ensuring a fair and transparent process. The EGM will focus solely on the spin-off and not the sale, and as a result we believe that we should vote FOR the proposal.
Terna Energy SA	Greece	Extraordinary Shareholders	06-Nov-24	Management	M0454	Strategic Transactions	For	Against	For	The fixed sale price of has already been agreed and will be confirmed by third-party valuation, ensuring a fair and transparent process. The EGM will focus solely on the spin-off and not the sale, and as a result we believe that we should vote FOR the proposal.
Terna Energy SA	Greece	Extraordinary Shareholders	06-Nov-24	Management	M0454	Strategic Transactions	For	Against	For	The fixed sale price of has already been agreed and will be confirmed by third-party valuation, ensuring a fair and transparent process. The EGM will focus solely on the spin-off and not the sale, and as a result we believe that we should vote FOR the proposal.
Smiths Group Plc	United Kingdom	Annual	13-Nov-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Smiths Group Plc	United Kingdom	Annual	13-Nov-24	Management	M0107	Routine Business	For	For	For	We believe that support for this item is warranted.
Smiths Group Plc	United Kingdom	Annual	13-Nov-24	Management	M0570	Compensation	For	For	For	We believe that support for this item is warranted.







Fabrinet	Cayman Islands	Annual	12-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Fabrinet	Cayman Islands	Annual	12-Dec-24	Management	M0101	Audit Related	For	For	For	We believe that support for this item is warranted.
Fabrinet	Cayman Islands	Annual	12-Dec-24	Management	M0550	Compensation	For	For	For	We believe that support for this item is warranted.
Cembre SpA	Italy	Extraordinary Shareholders	16-Dec-24	Management	M0190	Routine Business	For	Against	For	We recognise ISS's concerns around potential restrictions on shareholder engagement. However, we believe that allowing the company to designate a proxyholder for meetings provides increased flexibility, which can be beneficial for speed and efficiency.
Cembre SpA	Italy	Extraordinary Shareholders	16-Dec-24	Management	M0126	Company Articles	For	For	For	We believe that support for this item is warranted.
Cembre SpA	Italy	Extraordinary Shareholders	16-Dec-24	Management	M0190	Routine Business	For	Against	For	This amendment aligns with the rationale for flexibility in managing company meetings. While we will monitor the company to ensure this option isn't misused to limit dissent, we believe supporting the resolution is consistent with our previous votes at comparable companies.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0107	Routine Business	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0136	Audit Related	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0379	Capitalization	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0318	Capitalization	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0348	Capitalization	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0507	Compensation	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0105	Routine Business	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0107	Routine Business	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
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Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0136	Audit Related	For	For	For	We believe that support for this item is warranted.
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Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0331	Capitalization	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0318	Capitalization	For	For	For	We believe that support for this item is warranted.
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Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0348	Capitalization	For	For	For	We believe that support for this item is warranted.
Tristel Plc	United Kingdom	Annual	16-Dec-24	Management	M0507	Compensation	For	For	For	We believe that support for this item is warranted.
Hamamatsu Photonics KK	Japan	Annual	20-Dec-24	Management	M0152	Routine Business	For	For	For	We believe that support for this item is warranted.
Hamamatsu Photonics KK	Japan	Annual	20-Dec-24	Management	M0201	Director Election	For	For	For	We believe that support for this item is warranted.
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Hamamatsu Photonics KK	Japan	Annual	20-Dec-24	Management	M0280	Director Related	For	Against	For	The statutory auditor's role is primarily focused on reviewing and approving external auditors' work, with limited influence on broader governance matters. While independence is ideal, the affiliation of the nominee is unlikely to have a significant negative impact on governance in this context.
Hamamatsu Photonics KK	Japan	Annual	20-Dec-24	Management	M0280	Director Related	For	For	For	We believe that support for this item is warranted.
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.
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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.
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.