

Shareholder Rights Directive II

1 April 2025 to 30 June 2025

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Brunner Investment Trust Plc	United Kingdom	Annual	02/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Brunner Investment Trust Plc	United Kingdom	Annual	02/04/2025	2	Approve Final Dividend	For	For	For	
Brunner Investment Trust Plc	United Kingdom	Annual	02/04/2025	3	Re-elect Carolan Dobson as Director	For	For	For	
Brunner Investment Trust Plc	United Kingdom	Annual	02/04/2025	4	Re-elect Amanda Aldridge as Director	For	For	For	
Brunner Investment Trust Plc	United Kingdom	Annual	02/04/2025	5	Re-elect Elizabeth Field as Director	For	For	For	
Brunner Investment Trust Plc	United Kingdom	Annual	02/04/2025	6	Re-elect Andrew Hutton as Director	For	For	For	
Brunner Investment Trust Plc	United Kingdom	Annual	02/04/2025	7	Re-elect Jim Sharp as Director	For	For	For	
Brunner Investment Trust Plc	United Kingdom	Annual	02/04/2025	8	Approve Remuneration Implementation Report	For	For	For	
Brunner Investment Trust Plc	United Kingdom	Annual	02/04/2025	9	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
Brunner Investment Trust Plc	United Kingdom	Annual	02/04/2025	10	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Brunner Investment Trust Plc	United Kingdom	Annual	02/04/2025	11	Authorise Issue of Equity	For	For	For	
Brunner Investment Trust Plc	United Kingdom	Annual	02/04/2025	12	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Brunner Investment Trust Plc	United Kingdom	Annual	02/04/2025	13	Authorise Market Purchase of Ordinary Shares	For	For	For	
Schlumberger N.V.	Curacao	Annual	02/04/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Schlumberger N.V.	Curacao	Annual	02/04/2025	3	Adopt and Approve Financials and Dividends	For	For	For	
Schlumberger N.V.	Curacao	Annual	02/04/2025	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
Schlumberger N.V.	Curacao	Annual	02/04/2025	5	Amend Qualified Employee Stock Purchase Plan	For	For	For	
Schlumberger N.V.	Curacao	Annual	02/04/2025	1.1	Elect Director Peter Coleman	For	For	For	

Approver: Quilter Cheviot Limited 10/07/2025

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Schlumberger N.V.	Curacao	Annual	02/04/2025	1.2	Elect Director Patrick de La Chevardiere	For	For	For	
Schlumberger N.V.	Curacao	Annual	02/04/2025	1.3	Elect Director Miguel Galuccio	For	For	For	
Schlumberger N.V.	Curacao	Annual	02/04/2025	1.4	Elect Director Jim Hackett	For	For	For	
Schlumberger N.V.	Curacao	Annual	02/04/2025	1.5	Elect Director Olivier Le Peuch	For	For	For	
Schlumberger N.V.	Curacao	Annual	02/04/2025	1.6	Elect Director Samuel Leupold	For	For	For	
Schlumberger N.V.	Curacao	Annual	02/04/2025	1.7	Elect Director Maria Moraeus Hanssen	For	For	For	
Schlumberger N.V.	Curacao	Annual	02/04/2025	1.8	Elect Director Vanitha Narayanan	For	For	For	
Schlumberger N.V.	Curacao	Annual	02/04/2025	1.9	Elect Director Jeff Sheets	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	1a	Approve Consolidated and Standalone Financial Statements	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	1b	Approve Non-Financial Information Statement	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	1c	Approve Discharge of Board	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	2	Approve Allocation of Income and Dividends	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	3a	Fix Number of Directors at 15	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	3b	Reelect Luis Isasi Fernandez de Bobadilla as Director	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	3c	Reelect Hector Blas Grisi Checa as Director	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	3d	Reelect Glenn Hogan Hutchins as Director	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	3e	Reelect Pamela Ann Walkden as Director	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	3f	Reelect Ana Botin-Sanz de Sautuola y O'Shea as Director	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	4	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	5	Appoint PricewaterhouseCoopers Auditores as Verifiers for Sustainability Reporting	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	6A	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	6b	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	7A	Approve Remuneration Policy	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	7B	Approve Remuneration of Directors	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	7C	Fix Maximum Variable Compensation Ratio	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	7D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	7E	Approve Buy-out Policy	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	7F	Advisory Vote on Remuneration Report	For	For	For	
Banco Santander SA	Spain	Annual	03/04/2025	8	Authorize Board to Ratify and Execute Approved Resolutions	For	For	For	
EDP Renovaveis SA	Spain	Annual	03/04/2025	1	Approve Consolidated and Standalone Financial Statements	For	For	For	
EDP Renovaveis SA	Spain	Annual	03/04/2025	2	Approve Treatment of Net Loss	For	For	For	
EDP Renovaveis SA	Spain	Annual	03/04/2025	3	Approve Scrip Dividends	For	For	For	
EDP Renovaveis SA	Spain	Annual	03/04/2025	4	Approve Consolidated and Standalone Management Reports, Corporate Governance Report and Remuneration Report	For	For	For	
EDP Renovaveis SA	Spain	Annual	03/04/2025	5	Approve Non-Financial Information Statement	For	For	For	
EDP Renovaveis SA	Spain	Annual	03/04/2025	6	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	For	For	For	
EDP Renovaveis SA	Spain	Annual	03/04/2025	7.A	Ratify Appointment of and Elect Laurie Lee Fitch as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
EDP Renovaveis SA	Spain	Annual	03/04/2025	7.B	Ratify Appointment of and Elect Gioia Maria Ghezzi as Director	For	For	For	
EDP Renovaveis SA	Spain	Annual	03/04/2025	8	Approve Remuneration Policy	For	For	For	
EDP Renovaveis SA	Spain	Annual	03/04/2025	9.A	Amend Article 23 Re: Limitations to Be a Director, Vacancies	For	For	For	
EDP Renovaveis SA	Spain	Annual	03/04/2025	9.B	Amend Article 28 Re: Audit, Control and Related-Parties Committee	For	For	For	
EDP Renovaveis SA	Spain	Annual	03/04/2025	9.C	Amend Article 30 Re: Environmental, Social and Corporate Governance Committee	For	For	For	
EDP Renovaveis SA	Spain	Annual	03/04/2025	10	Authorize Share Repurchase Program	For	For	For	
EDP Renovaveis SA	Spain	Annual	03/04/2025	11	Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Preemptive Rights up to EUR 500 Million	For	Against	Against	We voted against this request as the proposed levels of issuance are not in line with best practice.
EDP Renovaveis SA	Spain	Annual	03/04/2025	12	Authorize Board to Ratify and Execute Approved Resolutions	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	2	Approve Remuneration Report for UK Law Purposes	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	2	Approve Remuneration Report for UK Law Purposes	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	3	Approve Remuneration Report for Australian Law Purposes	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	3	Approve Remuneration Report for Australian Law Purposes	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	4	Elect Sharon Thorne as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	4	Elect Sharon Thorne as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	5	Re-elect Dominic Barton as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	5	Re-elect Dominic Barton as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	6	Re-elect Peter Cunningham as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	6	Re-elect Peter Cunningham as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	7	Re-elect Dean Dalla Valle as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	7	Re-elect Dean Dalla Valle as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	8	Re-elect Simon Henry as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	8	Re-elect Simon Henry as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	9	Re-elect Susan Lloyd-Hurwitz as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	9	Re-elect Susan Lloyd-Hurwitz as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	10	Re-elect Martina Merz as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	10	Re-elect Martina Merz as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	11	Re-elect Jennifer Nason as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	11	Re-elect Jennifer Nason as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	12	Re-elect Joc O'Rourke as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	12	Re-elect Joc O'Rourke as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	13	Re-elect Jakob Stausholm as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	13	Re-elect Jakob Stausholm as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	14	Re-elect Ngairé Woods as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	14	Re-elect Ngairé Woods as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	15	Re-elect Ben Wyatt as Director	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	15	Re-elect Ben Wyatt as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	16	Reappoint KPMG LLP as Auditors	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	16	Reappoint KPMG LLP as Auditors	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	17	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	17	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	18	Authorise UK Political Donations and Expenditure	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	18	Authorise UK Political Donations and Expenditure	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	19	Approve Climate Action Plan	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	19	Approve Climate Action Plan	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	20	Authorise Issue of Equity	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	20	Authorise Issue of Equity	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	21	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	21	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	22	Authorise Market Purchase of Ordinary Shares	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	22	Authorise Market Purchase of Ordinary Shares	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	24	Shareholder Requisitioned Resolution That the Company Instigates an Independent Review into the Possible Unification of the Dual-listed Structure into a Single Australian-domiciled Holding Company and Publishes the Results of that Review	Against	For	Against	We voted against the Palliser shareholder resolution as unifying the dual listing structure would be costly and disruptive, without sufficient benefit to shareholders.
Rio Tinto Plc	United Kingdom	Annual	03/04/2025	24	Shareholder Requisitioned Resolution That the Company Instigates an Independent Review into the Possible Unification of the Dual-listed Structure into a Single Australian-domiciled Holding Company and Publishes the Results of that Review	Against	For	Against	We voted against the Palliser shareholder resolution as unifying the dual listing structure would be costly and disruptive, without sufficient benefit to shareholders.
Deutsche Telekom AG	Germany	Annual	09/04/2025	2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	For	For	For	
Deutsche Telekom AG	Germany	Annual	09/04/2025	3	Approve Discharge of Management Board for Fiscal Year 2024	For	For	For	
Deutsche Telekom AG	Germany	Annual	09/04/2025	4	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	For	For	
Deutsche Telekom AG	Germany	Annual	09/04/2025	5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for Fiscal Year 2025 and First Quarter of Fiscal Year 2026	For	For	For	
Deutsche Telekom AG	Germany	Annual	09/04/2025	6	Appoint Deloitte GmbH as Auditor for Sustainability Reporting	For	For	For	
Deutsche Telekom AG	Germany	Annual	09/04/2025	7.A	Elect Stefan Ramge to the Supervisory Board	For	For	For	
Deutsche Telekom AG	Germany	Annual	09/04/2025	7.B	Elect Rachel Empey to the Supervisory Board	For	For	For	
Deutsche Telekom AG	Germany	Annual	09/04/2025	7.C	Elect Natalie Knight the Supervisory Board	For	For	For	
Deutsche Telekom AG	Germany	Annual	09/04/2025	8	Approve Virtual-Only Shareholder Meetings Until 2027	For	For	For	
Deutsche Telekom AG	Germany	Annual	09/04/2025	9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	For	
Deutsche Telekom AG	Germany	Annual	09/04/2025	10	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For	For	
Deutsche Telekom AG	Germany	Annual	09/04/2025	11	Approve Remuneration Report	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Deutsche Telekom AG	Germany	Annual	09/04/2025	12	Approve Remuneration Policy	For	For	For	
Koninklijke Ahold Delhaize NV	Netherlands	Annual	09/04/2025	3	Approve Remuneration Report	For	For	For	
Koninklijke Ahold Delhaize NV	Netherlands	Annual	09/04/2025	8	Amend Articles of Association	For	For	For	
Koninklijke Ahold Delhaize NV	Netherlands	Annual	09/04/2025	2.3	Adopt Financial Statements	For	For	For	
Koninklijke Ahold Delhaize NV	Netherlands	Annual	09/04/2025	2.4	Approve Dividends	For	For	For	
Koninklijke Ahold Delhaize NV	Netherlands	Annual	09/04/2025	4.1	Approve Discharge of Management Board	For	For	For	
Koninklijke Ahold Delhaize NV	Netherlands	Annual	09/04/2025	4.2	Approve Discharge of Supervisory Board	For	For	For	
Koninklijke Ahold Delhaize NV	Netherlands	Annual	09/04/2025	5.1	Reelect Jan Zijderveld to Supervisory Board	For	For	For	
Koninklijke Ahold Delhaize NV	Netherlands	Annual	09/04/2025	5.2	Elect Per Bank to Supervisory Board	For	For	For	
Koninklijke Ahold Delhaize NV	Netherlands	Annual	09/04/2025	6.1	Amend Remuneration Policy for Supervisory Board	For	For	For	
Koninklijke Ahold Delhaize NV	Netherlands	Annual	09/04/2025	7.1	Ratify KPMG Accountants N.V. as Auditors	For	For	For	
Koninklijke Ahold Delhaize NV	Netherlands	Annual	09/04/2025	7.2	Ratify KPMG Accountants N.V. to Carry Out the Assurance of the Company's Sustainability Reporting for the Financial Year 2026	For	For	For	
Koninklijke Ahold Delhaize NV	Netherlands	Annual	09/04/2025	9.1	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	For	
Koninklijke Ahold Delhaize NV	Netherlands	Annual	09/04/2025	9.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For	
Koninklijke Ahold Delhaize NV	Netherlands	Annual	09/04/2025	9.3	Authorize Board to Acquire Common Shares	For	For	For	
Koninklijke Ahold Delhaize NV	Netherlands	Annual	09/04/2025	9.4	Approve Cancellation of Shares	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Extraordinary Shareholders	10/04/2025	1	Approve Sale of Company Assets	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Extraordinary Shareholders	10/04/2025	2	Elect Lincoln Webb as Supervisory Board Member	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Extraordinary Shareholders	10/04/2025	3	Elect Steve Turner as Supervisory Board Member	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Extraordinary Shareholders	10/04/2025	4	Elect Grant Hodgkins as Supervisory Board Member	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Extraordinary Shareholders	10/04/2025	5	Elect Jeffrey Coates as Supervisory Board Member	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Extraordinary Shareholders	10/04/2025	6	Elect Jennifer Manning as Supervisory Board Member	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Extraordinary Shareholders	10/04/2025	7	Elect Claire Consoli as Supervisory Board Member	For	For	For	
Polar Capital Global Financials Trust Plc	United Kingdom	Annual	10/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Polar Capital Global Financials Trust Plc	United Kingdom	Annual	10/04/2025	2	Approve Remuneration Implementation Report	For	For	For	
Polar Capital Global Financials Trust Plc	United Kingdom	Annual	10/04/2025	3	Re-elect Simon Cordery as Director	For	For	For	
Polar Capital Global Financials Trust Plc	United Kingdom	Annual	10/04/2025	4	Re-elect Cecilia McNulty as Director	For	For	For	
Polar Capital Global Financials Trust Plc	United Kingdom	Annual	10/04/2025	5	Re-elect Susie Arnett as Director	For	For	For	
Polar Capital Global Financials Trust Plc	United Kingdom	Annual	10/04/2025	6	Re-elect Angela Henderson as Director	For	For	For	
Polar Capital Global Financials Trust Plc	United Kingdom	Annual	10/04/2025	7	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	

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Polar Capital Global Financials Trust Plc	United Kingdom	Annual	10/04/2025	8	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Polar Capital Global Financials Trust Plc	United Kingdom	Annual	10/04/2025	9	Approve Company's Dividend Policy	For	For	For	
Polar Capital Global Financials Trust Plc	United Kingdom	Annual	10/04/2025	10	Authorise Issue of Equity	For	For	For	
Polar Capital Global Financials Trust Plc	United Kingdom	Annual	10/04/2025	11	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Polar Capital Global Financials Trust Plc	United Kingdom	Annual	10/04/2025	12	Authorise Market Purchase of Ordinary Shares	For	For	For	
Polar Capital Global Financials Trust Plc	United Kingdom	Annual	10/04/2025	13	Approve Cancellation of the Share Premium Account	For	For	For	
Polar Capital Global Financials Trust Plc	United Kingdom	Annual	10/04/2025	14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	3	Advisory Vote on Executive Compensation Approach	For	For	For	
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	4	Amend Stock Option Plan	For	For	For	
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	5	Approve Remuneration of Directors	For	For	For	
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	6	SP 1: Disclosure of Internal Pay Metrics Used For Executive Compensation	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	7	SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	8	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	9	SP 4: Employee Language Skills Disclosure	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	10	SP 5: Advisory Vote on Environmental Policies	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	1.1	Elect Director Mirko Bibic	For	For	For	
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	11	SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	1.2	Elect Director Andrew A. Chisholm	For	For	For	

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Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	12	SP 7: Report on Loans Made by the Bank in Support of the Circular Economy	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	1.3	Elect Director Jacynthe Cote	For	For	For	
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	13	SP 8: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	Against	For	For	We supported this item as we prefer meetings to be held in a hybrid format.
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	1.4	Elect Director Toos N. Daruvala	For	For	For	
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	1.5	Elect Director Cynthia Devine	For	For	For	
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	1.6	Elect Director Roberta L. Jamieson	For	For	For	
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	1.7	Elect Director David McKay	For	For	For	
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	1.8	Elect Director Amanda Norton	For	For	For	
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	1.9	Elect Director Barry Perry	For	For	For	
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	1.10	Elect Director Maryann Turcke	For	For	For	
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	1.11	Elect Director Thierry Vandal	For	For	For	
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	1.12	Elect Director Frank Vettese	For	For	For	
Royal Bank of Canada	Canada	Annual/ Special	10/04/2025	1.13	Elect Director Jeffery Yabuki	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	2	Approve Dividends	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	3	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	4	Authorise Board to Fix Remuneration of Auditors	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	5a	Re-elect Michel Demare as Director	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	5b	Re-elect Pascal Soriot as Director	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	5C	Re-elect Aradhana Sarin as Director	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	5D	Re-elect Philip Broadley as Director	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	5E	Re-elect Euan Ashley as Director	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	5F	Elect Birgit Conix as Director	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	5g	Elect Rene Haas as Director	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	5h	Elect Karen Knudsen as Director	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	5i	Re-elect Diana Layfield as Director	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	5j	Re-elect Anna Manz as Director	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	5k	Re-elect Sheri McCoy as Director	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	5l	Re-elect Tony Mok as Director	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	5m	Re-elect Nazneen Rahman as Director	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	5n	Re-elect Marcus Wallenberg as Director	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	6	Approve Remuneration Report	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	7	Authorise UK Political Donations and Expenditure	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	8	Authorise Issue of Equity	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	9	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	11	Authorise Market Purchase of Ordinary Shares	For	For	For	
AstraZeneca Plc	United Kingdom	Annual	11/04/2025	12	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Law Debenture Corporation PLC	United Kingdom	Annual	11/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Law Debenture Corporation PLC	United Kingdom	Annual	11/04/2025	2	Approve Remuneration Report	For	For	For	
Law Debenture Corporation PLC	United Kingdom	Annual	11/04/2025	3	Approve Final Dividend	For	For	For	
Law Debenture Corporation PLC	United Kingdom	Annual	11/04/2025	4	Re-elect Denis Jackson as Director	For	For	For	
Law Debenture Corporation PLC	United Kingdom	Annual	11/04/2025	5	Re-elect Trish Houston as Director	For	For	For	
Law Debenture Corporation PLC	United Kingdom	Annual	11/04/2025	6	Re-elect Robert Hingley as Director	For	For	For	
Law Debenture Corporation PLC	United Kingdom	Annual	11/04/2025	7	Re-elect Pars Purewal as Director	For	For	For	
Law Debenture Corporation PLC	United Kingdom	Annual	11/04/2025	8	Re-elect Claire Finn as Director	For	For	For	
Law Debenture Corporation PLC	United Kingdom	Annual	11/04/2025	9	Re-elect Clare Askem as Director	For	For	For	
Law Debenture Corporation PLC	United Kingdom	Annual	11/04/2025	10	Re-elect Maarten Slendebroek as Director	For	For	For	
Law Debenture Corporation PLC	United Kingdom	Annual	11/04/2025	11	Reappoint Deloitte LLP as Auditors	For	For	For	
Law Debenture Corporation PLC	United Kingdom	Annual	11/04/2025	12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	For	
Law Debenture Corporation PLC	United Kingdom	Annual	11/04/2025	13	Authorise Issue of Equity	For	For	For	
Law Debenture Corporation PLC	United Kingdom	Annual	11/04/2025	14	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Law Debenture Corporation PLC	United Kingdom	Annual	11/04/2025	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Law Debenture Corporation PLC	United Kingdom	Annual	11/04/2025	16	Authorise Market Purchase of Ordinary Shares	For	For	For	
Law Debenture Corporation PLC	United Kingdom	Annual	11/04/2025	17	Approve Cancellation of the Amount Standing to the Credit of the Company's Share Premium Account	For	For	For	
Law Debenture Corporation PLC	United Kingdom	Annual	11/04/2025	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Airbus SE	Netherlands	Annual	15/04/2025	1	Adopt Financial Statements	For	For	For	
Airbus SE	Netherlands	Annual	15/04/2025	2	Approve Allocation of Income and Dividends	For	For	For	
Airbus SE	Netherlands	Annual	15/04/2025	3	Approve Extraordinary Dividend	For	For	For	
Airbus SE	Netherlands	Annual	15/04/2025	4	Approve Discharge of Non-Executive Directors	For	For	For	
Airbus SE	Netherlands	Annual	15/04/2025	5	Approve Discharge of Executive Directors	For	For	For	
Airbus SE	Netherlands	Annual	15/04/2025	6	Reappoint EY Accountants B.V. as Auditor for the FY 2025	For	For	For	
Airbus SE	Netherlands	Annual	15/04/2025	7	Ratify KPMG Accountants N.V. as Auditor for the FY 2026	For	For	For	
Airbus SE	Netherlands	Annual	15/04/2025	8	Approve Remuneration Report	For	For	For	
Airbus SE	Netherlands	Annual	15/04/2025	9	Approve Remuneration Policy for Board of Directors	For	For	For	
Airbus SE	Netherlands	Annual	15/04/2025	10	Reelect Guillaume Faury as Executive Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Airbus SE	Netherlands	Annual	15/04/2025	11	Reelect Catherine Guillooard as Non-Executive Director	For	For	For	
Airbus SE	Netherlands	Annual	15/04/2025	12	Reelect Irene Rummelhoff as Non-Executive Director	For	For	For	
Airbus SE	Netherlands	Annual	15/04/2025	13	Elect Doris Hopke Non-Executive as Director	For	For	For	
Airbus SE	Netherlands	Annual	15/04/2025	14	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Employee Share Ownership Plans and Share-Related Long-Term Incentive Plans	For	For	For	
Airbus SE	Netherlands	Annual	15/04/2025	15	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Company Funding	For	For	For	
Airbus SE	Netherlands	Annual	15/04/2025	16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
Airbus SE	Netherlands	Annual	15/04/2025	17	Approve Cancellation of Repurchased Shares	For	For	For	
Aviva Plc	United Kingdom	Special	15/04/2025	1	Approve Capital Reduction by Cancelling, Extinguishing, and Repaying the Preference Shares	For	For	Against	
Aviva Plc	United Kingdom	Special	15/04/2025	1	Approve Support of the Preference Shareholders to the Cancellation Resolution	For	For	Against	
Aviva Plc	United Kingdom	Special	15/04/2025	1	Approve Capital Reduction by Cancelling, Extinguishing, and Repaying the Preference Shares	For	For	For	
Aviva Plc	United Kingdom	Special	15/04/2025	2	Approve Special Dividend	For	For	For	
Aviva Plc	United Kingdom	Special	15/04/2025	3	Authorise Market Purchase of Preference Shares Pursuant to the Tender Offer	For	For	For	
Stellantis NV	Netherlands	Annual	15/04/2025	2.c	Approve Remuneration Report Containing Remuneration Policy for Management Board Members	For	Against	For	We supported this item as the executive team's delivery of the transformation strategy warrants the increase in compensation.
Stellantis NV	Netherlands	Annual	15/04/2025	2.d	Adopt Financial Statements and Statutory Reports	For	For	For	
Stellantis NV	Netherlands	Annual	15/04/2025	2.e	Approve Dividends	For	For	For	
Stellantis NV	Netherlands	Annual	15/04/2025	2.f	Approve Discharge of Directors	For	For	For	
Stellantis NV	Netherlands	Annual	15/04/2025	3.a	Elect Fiona Clare Cicconi as Non-Executive Director	For	For	For	
Stellantis NV	Netherlands	Annual	15/04/2025	3.b	Elect Nicolas Dufourcq as Non-Executive Director	For	For	For	
Stellantis NV	Netherlands	Annual	15/04/2025	3.c	Elect Ann Frances Godbehere as Non-Executive Director	For	For	For	
Stellantis NV	Netherlands	Annual	15/04/2025	3.d	Elect Claudia Parzani as Non-Executive Director	For	For	For	
Stellantis NV	Netherlands	Annual	15/04/2025	3.e	Elect Daniel Ramot as Non-Executive Director	For	For	For	
Stellantis NV	Netherlands	Annual	15/04/2025	3.f	Elect Benoit Ribadeau-Dumas as Non-Executive Director	For	For	For	
Stellantis NV	Netherlands	Annual	15/04/2025	3.g	Elect Alice Davey Schroeder as Non-Executive Director	For	For	For	
Stellantis NV	Netherlands	Annual	15/04/2025	4.a	Ratify Deloitte Accountants B.V. as Auditors	For	For	For	
Stellantis NV	Netherlands	Annual	15/04/2025	4.b	Appoint Deloitte Accountants B.V. as Assurance Provider for Sustainability Reporting	For	For	For	
Stellantis NV	Netherlands	Annual	15/04/2025	5.A	Approve Remuneration Policy	For	Against	Against	We voted against this item as the company has not provided a compelling rationale for the proposed increase.
Stellantis NV	Netherlands	Annual	15/04/2025	5.B	Approve Revised Equity Incentive Plan and Grant Board Authority to Issue Shares and Exclude Preemptive Rights in Connection with Equity Incentive Plan	For	Against	Against	We voted against this item as the company has not provided a compelling rationale for the proposed increase.
Stellantis NV	Netherlands	Annual	15/04/2025	6.A	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	For	
Stellantis NV	Netherlands	Annual	15/04/2025	6.B	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Stellantis NV	Netherlands	Annual	15/04/2025	7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
Stellantis NV	Netherlands	Annual	15/04/2025	8	Approve Cancellation of Common Shares	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	2	Approve Remuneration Policy	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	3	Approve Remuneration Report	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	4	Reappoint KPMG LLP as Auditors	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	5	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	6	Re-elect Luc Jobin as Director	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	7	Re-elect Tadeu Marroco as Director	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	8	Re-elect Kandy Anand as Director	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	9	Re-elect Karen Guerra as Director	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	10	Re-elect Holly Keller Koeppel as Director	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	11	Re-elect Veronique Laury as Director	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	12	Re-elect Darrell Thomas as Director	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	13	Re-elect Serpil Timuray as Director	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	14	Elect Soraya Benchikh as Director	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	15	Elect Uta Kemmerich-Keil as Director	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	16	Authorise UK Political Donations and Expenditure	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	17	Authorise Issue of Equity	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	18	Approve Performance Share Plan	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	19	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	20	Authorise Market Purchase of Ordinary Shares	For	For	For	
British American Tobacco plc	United Kingdom	Annual	16/04/2025	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	1	Re-elect Micky Arison as Director of Carnival Corporation and as a Director of Carnival plc	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	2	Re-elect Sir Jonathon Band as Director of Carnival Corporation and as a Director of Carnival plc	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	3	Re-elect Jason Cahilly as Director of Carnival Corporation and as a Director of Carnival plc	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	4	Re-elect Nelda Connors as Director of Carnival Corporation and as a Director of Carnival plc	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	5	Re-elect Helen Deeble as Director of Carnival Corporation and as a Director of Carnival plc	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	6	Re-elect Jeffery Gearhart as Director of Carnival Corporation and as a Director of Carnival plc	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	7	Re-elect Katie Lahey as Director of Carnival Corporation and as a Director of Carnival plc	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	8	Re-elect Stuart Subotnick as Director of Carnival Corporation and as a Director of Carnival plc	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	9	Re-elect Laura Weil as Director of Carnival Corporation and as a Director of Carnival plc	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	10	Re-elect Josh Weinstein as Director of Carnival Corporation and as a Director of Carnival plc	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	11	Re-elect Randy Weisenburger as Director of Carnival Corporation and as a Director of Carnival plc	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Carnival Plc	United Kingdom	Annual	16/04/2025	12	Advisory Vote to Approve Executive Compensation	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	13	Approve Remuneration Report	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	14	Approve Remuneration Policy	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	15	Reappoint Deloitte LLP as Independent Auditors of Carnival plc; Ratify the Selection of Deloitte & Touche LLP as the Independent Registered Public Accounting Firm of Carnival Corporation	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	16	Authorise the Audit Committee of Carnival plc to Fix Remuneration of Auditors	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	17	Accept Financial Statements and Statutory Reports	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	18	Authorise Issue of Equity	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	19	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Carnival Plc	United Kingdom	Annual	16/04/2025	20	Amend Carnival Corporation Employee Stock Purchase Plan	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	2	Approve Discharge of Board and Senior Management	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	3	Approve Allocation of Income and Dividends of CHF 3.05 per Share	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	6	Approve CHF 4.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	7	Transact Other Business (Voting)	Against	Against	Against	We voted against this request as the content of the proposal is unknown, so it is not possible to assess the impact on shareholders.
Nestle SA	Switzerland	Annual	16/04/2025	1.1	Accept Financial Statements and Statutory Reports	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	1.2	Approve Remuneration Report	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	1.3	Approve Non-Financial Report	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.1.a	Reelect Paul Bulcke as Director and Board Chair	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.1.b	Reelect Pablo Isla as Director	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.1.c	Reelect Renato Fassbind as Director	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.1.d	Reelect Hanne Jimenez de Mora as Director	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.1.e	Reelect Dick Boer as Director	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.1.f	Reelect Patrick Aebischer as Director	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.1.g	Reelect Dinesh Paliwal as Director	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.1.h	Reelect Lindiwe Sibanda as Director	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.1.i	Reelect Chris Leong as Director	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.1.j	Reelect Luca Maestri as Director	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.1.k	Reelect Rainer Blair as Director	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.1.l	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.1.m	Reelect Geraldine Matchett as Director	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.2	Elect Laurent Freixe as Director	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.4	Ratify Ernst & Young AG as Auditors	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.5	Designate Hartmann Dreyer as Independent Proxy	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 70 Million	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Nestle SA	Switzerland	Annual	16/04/2025	4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	For	For	For	
Nestle SA	Switzerland	Annual	16/04/2025	4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	For	For	For	
Royal KPN NV	Netherlands	Annual	16/04/2025	3	Adopt Financial Statements	For	For	For	
Royal KPN NV	Netherlands	Annual	16/04/2025	4	Approve Remuneration Report	For	For	For	
Royal KPN NV	Netherlands	Annual	16/04/2025	6	Approve Dividends	For	For	For	
Royal KPN NV	Netherlands	Annual	16/04/2025	7	Approve Discharge of Management Board	For	For	For	
Royal KPN NV	Netherlands	Annual	16/04/2025	8	Approve Discharge of Supervisory Board	For	For	For	
Royal KPN NV	Netherlands	Annual	16/04/2025	9	Amend Articles Re: Board Related	For	For	For	
Royal KPN NV	Netherlands	Annual	16/04/2025	11	Reelect G.J.A. van de Aast to Supervisory Board	For	For	For	
Royal KPN NV	Netherlands	Annual	16/04/2025	12	Reelect J.C.M. Sap to Supervisory Board	For	For	For	
Royal KPN NV	Netherlands	Annual	16/04/2025	14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
Royal KPN NV	Netherlands	Annual	16/04/2025	15	Approve Reduction in Share Capital through Cancellation of Shares	For	For	For	
Royal KPN NV	Netherlands	Annual	16/04/2025	16	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	For	
Royal KPN NV	Netherlands	Annual	16/04/2025	17	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For	
Sonoco Products Company	USA	Annual	16/04/2025	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
Sonoco Products Company	USA	Annual	16/04/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Sonoco Products Company	USA	Annual	16/04/2025	4	Report on Political Contributions	Against	For	Against	We voted against this shareholder request as we considered the level of transparency provided by the company to be adequate, and therefore, meeting the request would provide little value to shareholders.
Sonoco Products Company	USA	Annual	16/04/2025	1.1	Elect Director Steven L. Boyd	For	For	For	
Sonoco Products Company	USA	Annual	16/04/2025	1.2	Elect Director Scott A. Clark	For	For	For	
Sonoco Products Company	USA	Annual	16/04/2025	1.3	Elect Director R. Howard Coker	For	For	For	
Sonoco Products Company	USA	Annual	16/04/2025	1.4	Elect Director Pamela L. Davies	For	For	For	
Sonoco Products Company	USA	Annual	16/04/2025	1.5	Elect Director Theresa J. Drew	For	For	For	
Sonoco Products Company	USA	Annual	16/04/2025	1.6	Elect Director Philippe Guillemot	For	For	For	
Sonoco Products Company	USA	Annual	16/04/2025	1.7	Elect Director John R. Haley	For	For	For	
Sonoco Products Company	USA	Annual	16/04/2025	1.8	Elect Director Robert R. Hill, Jr.	For	For	For	
Sonoco Products Company	USA	Annual	16/04/2025	1.9	Elect Director Eleni Istavridis	For	For	For	
Sonoco Products Company	USA	Annual	16/04/2025	1.10	Elect Director Richard G. Kyle	For	For	For	
Sonoco Products Company	USA	Annual	16/04/2025	1.11	Elect Director Blythe J. McGarvie	For	For	For	
Sonoco Products Company	USA	Annual	16/04/2025	1.12	Elect Director Thomas E. Whiddon	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	2	Approve Remuneration Report	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	3	Re-elect Helge Lund as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
BP Plc	United Kingdom	Annual	17/04/2025	4	Re-elect Murray Auchincloss as Director	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	5	Re-elect Kate Thomson as Director	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	6	Re-elect Dame Amanda Blanc as Director	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	7	Re-elect Tushar Morzaria as Director	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	8	Re-elect Melody Meyer as Director	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	9	Re-elect Pamela Daley as Director	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	10	Re-elect Karen Richardson as Director	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	11	Re-elect Satish Pai as Director	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	12	Re-elect Hina Nagarajan as Director	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	13	Re-elect Johannes Teyssen as Director	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	14	Elect Ian Tyler as Director	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	15	Reappoint Deloitte LLP as Auditors	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	17	Authorise UK Political Donations and Expenditure	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	18	Approve Share Award Plan	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	19	Approve Global Share Match	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	20	Authorise Issue of Equity	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	21	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	23	Authorise Market Purchase of Ordinary Shares	For	For	For	
BP Plc	United Kingdom	Annual	17/04/2025	24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	1	Approve Financial Statements and Statutory Reports	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	3	Approve Allocation of Income and Dividends of EUR 5.45 per Share	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	4	Approve Stock Dividend Program	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	6	Approve Compensation Report of Corporate Officers	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	7	Approve Compensation of Jerome Brunel, Chairman of the Board	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	8	Approve Compensation of Benat Ortega, CEO	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	9	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 900,000	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	10	Approve Remuneration Policy of Chairman of the Board	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	11	Approve Remuneration Policy of CEO	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Gecina SA	France	Annual/ Special	17/04/2025	12	Ratify Appointment of Ouma Sananikone as Director	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	13	Reelect Laurence Danon Arnaud as Director	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	14	Reelect Ivanhoe Cambridge Inc. as Director	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	15	Elect Philippe Brassac as Director	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	16	Appoint KPMG as Auditor for Sustainability Reporting	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	18	Amend Article 14 of Bylaws Re: Board Deliberations	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	19	Amend Article 15 of Bylaws Re: Powers of the Board	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	20	Amend Article 22 of Bylaws Re: Auditors	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 280 Million	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 57 Million	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	23	Authorize Capital Increase of Up to EUR 57 Million for Future Exchange Offers	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	26	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	28	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Executive Corporate Officers	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	29	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	
Gecina SA	France	Annual/ Special	17/04/2025	30	Authorize Filing of Required Documents/Other Formalities	For	For	For	
Heineken NV	Netherlands	Annual	17/04/2025	1.B	Approve Remuneration Report	For	For	For	
Heineken NV	Netherlands	Annual	17/04/2025	1.C	Adopt Financial Statements	For	For	For	
Heineken NV	Netherlands	Annual	17/04/2025	1.e	Approve Dividends	For	For	For	
Heineken NV	Netherlands	Annual	17/04/2025	1.f	Approve Discharge of Executive Board	For	For	For	
Heineken NV	Netherlands	Annual	17/04/2025	1.g	Approve Discharge of Supervisory Board	For	For	For	
Heineken NV	Netherlands	Annual	17/04/2025	2.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
Heineken NV	Netherlands	Annual	17/04/2025	2.b	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Heineken NV	Netherlands	Annual	17/04/2025	2.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For	
Heineken NV	Netherlands	Annual	17/04/2025	2.d	Authorize Cancellation of Ordinary Shares	For	For	For	
Heineken NV	Netherlands	Annual	17/04/2025	3	Reelect H.P.J. van den Broek to Executive Board	For	For	For	
Heineken NV	Netherlands	Annual	17/04/2025	4.a	Reelect N. Paranjpe to Supervisory Board	For	For	For	
Heineken NV	Netherlands	Annual	17/04/2025	4.b	Elect A.A.C. de Carvalho to Supervisory Board	For	For	For	
Heineken NV	Netherlands	Annual	17/04/2025	5.A	Ratify KPMG Accountants N.V. as Auditors	For	For	For	
Heineken NV	Netherlands	Annual	17/04/2025	5.B	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for the Financial Year 2025	For	For	For	
Heineken NV	Netherlands	Annual	17/04/2025	5.C	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for the Financial Year 2026	For	For	For	
LVMH Moët Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	1	Approve Financial Statements and Statutory Reports	For	For	For	
LVMH Moët Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
LVMH Moët Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	3	Approve Allocation of Income and Dividends of EUR 13 per Share	For	For	For	
LVMH Moët Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	Against	Against	We voted against this item due to the lack of transparency on the performance criteria of the annual bonus and long-term incentive plans. These items have been contentious in previous meetings, and we have consistently voted against them.
LVMH Moët Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	5	Ratify Appointment of Wei Sun Christianson as Director	For	For	For	
LVMH Moët Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	6	Reelect Bernard Arnault as Director	For	Against	Against	We voted against the re-election of this director as the role of the CEO and chair are combined.
LVMH Moët Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	7	Reelect Sophie Chassat as Director	For	For	For	
LVMH Moët Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	8	Reelect Clara Gaymard as Director	For	For	For	
LVMH Moët Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	9	Reelect Hubert Védrine as Director	For	For	For	
LVMH Moët Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	10	Approve Compensation Report of Corporate Officers	For	Against	Against	We voted against this item due to the lack of transparency on the performance criteria of the annual bonus and long-term incentive plans. These items have been contentious in previous meetings, and we have consistently voted against them.
LVMH Moët Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	11	Approve Compensation of Bernard Arnault, Chairman and CEO	For	Against	Against	We voted against this item due to the lack of transparency on the performance criteria of the annual bonus and long-term incentive plans. These items have been contentious in previous meetings, and we have consistently voted against them.

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
LVMH Moet Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	12	Approve Compensation of Antonio Belloni, Vice-CEO	For	Against	Against	We voted against this item due to the lack of transparency on the performance criteria of the annual bonus and long-term incentive plans. These items have been contentious in previous meetings, and we have consistently voted against them.
LVMH Moet Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	13	Approve Remuneration Policy of Directors	For	For	For	
LVMH Moet Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	14	Approve Remuneration Policy of Chairman and CEO	For	Against	Against	We voted against this item due to the lack of transparency on the performance criteria of the annual bonus and long-term incentive plans. These items have been contentious in previous meetings, and we have consistently voted against them.
LVMH Moet Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
LVMH Moet Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	
LVMH Moet Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	17	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	For	For	For	
LVMH Moet Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 20 Million	For	For	For	
LVMH Moet Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	For	Against	Against	We voted against this item as the conditions are not favourable for shareholders.
LVMH Moet Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	For	Against	Against	We voted against this item as the conditions are not favourable for shareholders.
LVMH Moet Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	Against	Against	We voted against this item as the conditions are not favourable for shareholders.
LVMH Moet Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	22	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	For	Against	Against	We voted against this item as the conditions are not favourable for shareholders.
LVMH Moet Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	23	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	For	Against	Against	We voted against this item as the conditions are not favourable for shareholders.
LVMH Moet Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	24	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	For	Against	Against	We voted against this item as the conditions are not favourable for shareholders.
LVMH Moet Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	
LVMH Moet Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	For	
LVMH Moet Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	27	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	For	For	For	
LVMH Moet Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	28	Amend Articles 12 and 16 of Bylaws Re: Age Limit of Chairman of the Board and CEO	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
LVMH Moet Hennessy Louis Vuitton SE	France	Annual/ Special	17/04/2025	29	Amend Articles of Bylaws to Incorporate Legal Changes	For	Against	Against	We voted against this item as it may have a negative impact on shareholder rights.
Texas Instruments Incorporated	USA	Annual	17/04/2025	1a	Elect Director Mark Blinn	For	For	For	
Texas Instruments Incorporated	USA	Annual	17/04/2025	1b	Elect Director Todd Bluedorn	For	For	For	
Texas Instruments Incorporated	USA	Annual	17/04/2025	1c	Elect Director Janet Clark	For	For	For	
Texas Instruments Incorporated	USA	Annual	17/04/2025	1d	Elect Director Carrie Cox	For	For	For	
Texas Instruments Incorporated	USA	Annual	17/04/2025	1e	Elect Director Martin Craighead	For	For	For	
Texas Instruments Incorporated	USA	Annual	17/04/2025	1f	Elect Director Reginald DesRoches	For	For	For	
Texas Instruments Incorporated	USA	Annual	17/04/2025	1g	Elect Director Curtis Farmer	For	For	For	
Texas Instruments Incorporated	USA	Annual	17/04/2025	1h	Elect Director Jean Hobby	For	For	For	
Texas Instruments Incorporated	USA	Annual	17/04/2025	1i	Elect Director Haviv Ilan	For	For	For	
Texas Instruments Incorporated	USA	Annual	17/04/2025	1j	Elect Director Ronald Kirk	For	For	For	
Texas Instruments Incorporated	USA	Annual	17/04/2025	1k	Elect Director Pamela Patsley	For	For	For	
Texas Instruments Incorporated	USA	Annual	17/04/2025	1l	Elect Director Robert Sanchez	For	For	For	
Texas Instruments Incorporated	USA	Annual	17/04/2025	1m	Elect Director Richard Templeton	For	For	For	
Texas Instruments Incorporated	USA	Annual	17/04/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Texas Instruments Incorporated	USA	Annual	17/04/2025	3	Ratify Ernst & Young LLP as Auditors	For	For	For	
Texas Instruments Incorporated	USA	Annual	17/04/2025	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Against	We voted against this shareholder request as the current threshold aligns with the US average, and lowering it could allow larger shareholders to dominate the process, potentially disadvantaging the majority.
VINCI SA	France	Annual/ Special	17/04/2025	1	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	2	Approve Financial Statements and Statutory Reports	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	3	Approve Allocation of Income and Dividends of EUR 4.75 per Share	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	4	Reelect Yannick Assouad as Director	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	5	Elect Pierre Anjolras as Director	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	6	Elect Karla Bertocco Trindade as Director	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	7	Elect Maria Victoria Zingoni as Director	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	8	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	9	Elect Ernst & Young Audit as Auditor	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	10	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	12	Approve Remuneration Policy of Directors	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
VINCI SA	France	Annual/ Special	17/04/2025	13	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO for the Period between January 1, 2025 and the Dissociation of his Functions	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	14	Approve Remuneration Policy of CEO from the Date of his Appointment	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	15	Approve Remuneration Policy of Chairman of the Board as from the Dissociation of Functions	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	16	Approve Compensation Report	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	17	Approve Compensation of Xavier Huillard, Chairman and CEO	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 300 Million	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20, 21, and 22	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	27	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees With Performance Conditions Attached	For	For	For	
VINCI SA	France	Annual/ Special	17/04/2025	28	Authorize Filing of Required Documents/Other Formalities	For	For	For	
Adobe Inc.	USA	Annual	22/04/2025	1a	Elect Director Cristiano Amon	For	For	For	
Adobe Inc.	USA	Annual	22/04/2025	1b	Elect Director Amy Banse	For	For	For	
Adobe Inc.	USA	Annual	22/04/2025	1c	Elect Director Melanie Boulden	For	For	For	
Adobe Inc.	USA	Annual	22/04/2025	1d	Elect Director Frank Calderoni	For	For	For	
Adobe Inc.	USA	Annual	22/04/2025	1e	Elect Director Laura Desmond	For	For	For	
Adobe Inc.	USA	Annual	22/04/2025	1f	Elect Director Shantanu Narayen	For	For	For	
Adobe Inc.	USA	Annual	22/04/2025	1g	Elect Director Spencer Neumann	For	For	For	
Adobe Inc.	USA	Annual	22/04/2025	1h	Elect Director Kathleen Oberg	For	For	For	
Adobe Inc.	USA	Annual	22/04/2025	1i	Elect Director Dheeraj Pandey	For	For	For	
Adobe Inc.	USA	Annual	22/04/2025	1j	Elect Director David Ricks	For	For	For	
Adobe Inc.	USA	Annual	22/04/2025	1k	Elect Director Daniel Rosensweig	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Adobe Inc.	USA	Annual	22/04/2025	2	Amend Omnibus Stock Plan	For	For	For	
Adobe Inc.	USA	Annual	22/04/2025	3	Ratify KPMG LLP as Auditors	For	For	For	
Adobe Inc.	USA	Annual	22/04/2025	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Adobe Inc.	USA	Annual	22/04/2025	5	Submit Severance Agreement to Shareholder Vote	Against	For	Against	We voted against this request as no there are currently no concerns with the current severance agreement arrangements.
Bank of America Corporation	USA	Annual	22/04/2025	1a	Elect Director Sharon L. Allen	For	For	For	
Bank of America Corporation	USA	Annual	22/04/2025	1b	Elect Director Jose (Joe) E. Almeida	For	For	For	
Bank of America Corporation	USA	Annual	22/04/2025	1c	Elect Director Pierre J.P. de Weck	For	For	For	
Bank of America Corporation	USA	Annual	22/04/2025	1d	Elect Director Arnold W. Donald	For	For	For	
Bank of America Corporation	USA	Annual	22/04/2025	1e	Elect Director Linda P. Hudson	For	For	For	
Bank of America Corporation	USA	Annual	22/04/2025	1f	Elect Director Monica C. Lozano	For	For	For	
Bank of America Corporation	USA	Annual	22/04/2025	1g	Elect Director Maria N. Martinez	For	For	For	
Bank of America Corporation	USA	Annual	22/04/2025	1h	Elect Director Brian T. Moynihan	For	For	For	
Bank of America Corporation	USA	Annual	22/04/2025	1i	Elect Director Lionel L. Nowell, III	For	For	For	
Bank of America Corporation	USA	Annual	22/04/2025	1j	Elect Director Denise L. Ramos	For	For	For	
Bank of America Corporation	USA	Annual	22/04/2025	1k	Elect Director Clayton S. Rose	For	For	For	
Bank of America Corporation	USA	Annual	22/04/2025	1l	Elect Director Michael D. White	For	For	For	
Bank of America Corporation	USA	Annual	22/04/2025	1m	Elect Director Thomas D. Woods	For	For	For	
Bank of America Corporation	USA	Annual	22/04/2025	1n	Elect Director Maria T. Zuber	For	For	For	
Bank of America Corporation	USA	Annual	22/04/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	For	We supported management on this item as the company has taken steps to increase transparency relating to its compensation policy recently and undergoes regular shareholder engagement.
Bank of America Corporation	USA	Annual	22/04/2025	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
Bank of America Corporation	USA	Annual	22/04/2025	4	Amend Omnibus Stock Plan	For	Against	For	We supported management on this item as the company has taken steps to increase transparency relating to its compensation policy recently and undergoes regular shareholder engagement.
Bank of America Corporation	USA	Annual	22/04/2025	5	Require More Director Nominations Than Open Seats	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
Bank of America Corporation	USA	Annual	22/04/2025	6	Report on Board Oversight of Material Risks Related to Animal Welfare	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
Bank of America Corporation	USA	Annual	22/04/2025	7	Report on Climate Lobbying	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Bank of America Corporation	USA	Annual	22/04/2025	8	Report on Clean Energy Supply Financing Ratio	Against	Against	For	We supported this request as fossil fuel financing ratios can act as an effective metric for shareholders to assess companies on a comparative basis. It is also becoming more common for peers to report on this metric.
ING Groep NV	Netherlands	Annual	22/04/2025	2c	Approve Remuneration Report	For	For	For	
ING Groep NV	Netherlands	Annual	22/04/2025	2D	Adopt Financial Statements and Statutory Reports	For	For	For	
ING Groep NV	Netherlands	Annual	22/04/2025	3b	Approve Dividends	For	For	For	
ING Groep NV	Netherlands	Annual	22/04/2025	4a	Approve Discharge of Executive Board	For	For	For	
ING Groep NV	Netherlands	Annual	22/04/2025	4b	Approve Discharge of Supervisory Board	For	For	For	
ING Groep NV	Netherlands	Annual	22/04/2025	5	Appoint Deloitte Accountants B.V. as Assurance Provider for Sustainability Reporting	For	For	For	
ING Groep NV	Netherlands	Annual	22/04/2025	6A	Reelect Steven van Rijswijk to Executive Board	For	For	For	
ING Groep NV	Netherlands	Annual	22/04/2025	6b	Reelect Ljiljana Cortan to Executive Board	For	For	For	
ING Groep NV	Netherlands	Annual	22/04/2025	7A	Reelect Margarete Haase to Supervisory Board	For	For	For	
ING Groep NV	Netherlands	Annual	22/04/2025	7B	Reelect Lodewijk Hijmans van den Bergh to Supervisory Board	For	For	For	
ING Groep NV	Netherlands	Annual	22/04/2025	7C	Elect Petri Hofste to Supervisory Board	For	For	For	
ING Groep NV	Netherlands	Annual	22/04/2025	7D	Elect Stuart Graham to Supervisory Board	For	For	For	
ING Groep NV	Netherlands	Annual	22/04/2025	8A	Grant Board Authority to Issue Shares	For	For	For	
ING Groep NV	Netherlands	Annual	22/04/2025	8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For	
ING Groep NV	Netherlands	Annual	22/04/2025	9	Authorize Repurchase of Shares	For	For	For	
ING Groep NV	Netherlands	Annual	22/04/2025	10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	For	For	For	
Allianz Technology Trust PLC	United Kingdom	Annual	23/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Allianz Technology Trust PLC	United Kingdom	Annual	23/04/2025	2	Re-elect Tim Scholefield as Director	For	For	For	
Allianz Technology Trust PLC	United Kingdom	Annual	23/04/2025	3	Re-elect Katya Thomson as Director	For	For	For	
Allianz Technology Trust PLC	United Kingdom	Annual	23/04/2025	4	Re-elect Neeta Patel as Director	For	For	For	
Allianz Technology Trust PLC	United Kingdom	Annual	23/04/2025	5	Re-elect Sam Davis as Director	For	For	For	
Allianz Technology Trust PLC	United Kingdom	Annual	23/04/2025	6	Elect Lucy Duarte as Director	For	For	For	
Allianz Technology Trust PLC	United Kingdom	Annual	23/04/2025	7	Reappoint Forvis Mazars LLP as Auditors	For	For	For	
Allianz Technology Trust PLC	United Kingdom	Annual	23/04/2025	8	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Allianz Technology Trust PLC	United Kingdom	Annual	23/04/2025	9	Approve Remuneration Implementation Report	For	For	For	
Allianz Technology Trust PLC	United Kingdom	Annual	23/04/2025	10	Authorise Issue of Equity	For	For	For	
Allianz Technology Trust PLC	United Kingdom	Annual	23/04/2025	11	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Allianz Technology Trust PLC	United Kingdom	Annual	23/04/2025	12	Authorise Market Purchase of Ordinary Shares	For	For	For	
Allianz Technology Trust PLC	United Kingdom	Annual	23/04/2025	13	Authorise Issue of Equity (Additional Authority)	For	For	For	
Allianz Technology Trust PLC	United Kingdom	Annual	23/04/2025	14	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For	For	For	
Aptiv Plc	Jersey	Annual	23/04/2025	1a	Elect Director Kevin P. Clark	For	For	For	
Aptiv Plc	Jersey	Annual	23/04/2025	1b	Elect Director Nancy E. Cooper	For	For	For	
Aptiv Plc	Jersey	Annual	23/04/2025	1c	Elect Director Joseph L. Hooley	For	For	For	
Aptiv Plc	Jersey	Annual	23/04/2025	1d	Elect Director Vasumati P. Jakkal	For	For	For	
Aptiv Plc	Jersey	Annual	23/04/2025	1e	Elect Director Merit E. Janow	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Aptiv Plc	Jersey	Annual	23/04/2025	1f	Elect Director Sean O. Mahoney	For	For	For	
Aptiv Plc	Jersey	Annual	23/04/2025	1g	Elect Director Paul M. Meister	For	For	For	
Aptiv Plc	Jersey	Annual	23/04/2025	1h	Elect Director Robert K. Ortberg	For	For	For	
Aptiv Plc	Jersey	Annual	23/04/2025	1i	Elect Director Colin J. Parris	For	For	For	
Aptiv Plc	Jersey	Annual	23/04/2025	1j	Elect Director Ana G. Pinczuk	For	For	For	
Aptiv Plc	Jersey	Annual	23/04/2025	2	Ratify Ernst & Young LLP as Auditors	For	For	For	
Aptiv Plc	Jersey	Annual	23/04/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	3a	Approve Remuneration Report	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	3a	Approve Remuneration Report	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	3b	Adopt Financial Statements and Statutory Reports	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	3b	Adopt Financial Statements and Statutory Reports	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	3d	Approve Dividends	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	3d	Approve Dividends	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	4a	Approve Discharge of Management Board	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	4a	Approve Discharge of Management Board	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	4b	Approve Discharge of Supervisory Board	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	4b	Approve Discharge of Supervisory Board	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	5	Approve Number of Shares for Management Board	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	5	Approve Number of Shares for Management Board	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	6	Amend Remuneration Policy of Executive Board	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	6	Amend Remuneration Policy of Executive Board	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	7	Amend Remuneration of Supervisory Board	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	7	Amend Remuneration of Supervisory Board	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	8A	Reelect B.M. Conix to Supervisory Board	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	8A	Reelect B.M. Conix to Supervisory Board	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	8B	Elect C.E.G. van Gennip to Supervisory Board	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	8B	Elect C.E.G. van Gennip to Supervisory Board	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	9a	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	9a	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	9b	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	9b	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
ASML Holding NV	Netherlands	Annual	23/04/2025	11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	12	Authorize Cancellation of Ordinary Shares	For	For	For	
ASML Holding NV	Netherlands	Annual	23/04/2025	12	Authorize Cancellation of Ordinary Shares	For	For	For	
Bellevue Healthcare Trust plc	United Kingdom	Annual	23/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Bellevue Healthcare Trust plc	United Kingdom	Annual	23/04/2025	2	Approve Remuneration Implementation Report	For	For	For	
Bellevue Healthcare Trust plc	United Kingdom	Annual	23/04/2025	3	Re-elect Josephine Dixon as Director	For	For	For	
Bellevue Healthcare Trust plc	United Kingdom	Annual	23/04/2025	4	Re-elect Tony Young as Director	For	For	For	
Bellevue Healthcare Trust plc	United Kingdom	Annual	23/04/2025	5	Re-elect Kate Bolsover as Director	For	For	For	
Bellevue Healthcare Trust plc	United Kingdom	Annual	23/04/2025	6	Elect Clare Brady as Director	For	For	For	
Bellevue Healthcare Trust plc	United Kingdom	Annual	23/04/2025	7	Elect Sarah MacAulay as Director	For	For	For	
Bellevue Healthcare Trust plc	United Kingdom	Annual	23/04/2025	8	Reappoint Ernst & Young LLP as Auditors	For	For	For	
Bellevue Healthcare Trust plc	United Kingdom	Annual	23/04/2025	9	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Bellevue Healthcare Trust plc	United Kingdom	Annual	23/04/2025	10	Approve Final Dividend	For	For	For	
Bellevue Healthcare Trust plc	United Kingdom	Annual	23/04/2025	11	Adopt the Proposed New Investment Policy	For	For	For	
Bellevue Healthcare Trust plc	United Kingdom	Annual	23/04/2025	12	Authorise Issue of Equity	For	For	For	
Bellevue Healthcare Trust plc	United Kingdom	Annual	23/04/2025	13	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Bellevue Healthcare Trust plc	United Kingdom	Annual	23/04/2025	14	Authorise Market Purchase of Ordinary Shares	For	For	For	
Bellevue Healthcare Trust plc	United Kingdom	Annual	23/04/2025	15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	2	Approve Final Dividend	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	3	Re-elect Peter Ventress as Director	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	4	Re-elect Frank van Zanten as Director	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	5	Re-elect Richard Howes as Director	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	6	Re-elect Stephan Nanninga as Director	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	7	Re-elect Vin Murria as Director	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	8	Re-elect Pam Kirby as Director	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	9	Re-elect Jacky Simmonds as Director	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	10	Elect Daniela Soares as Director	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	11	Elect Julia Wilson as Director	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	12	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	13	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	14	Approve Remuneration Report	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	15	Authorise Issue of Equity	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	16	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	18	Authorise Market Purchase of Ordinary Shares	For	For	For	
Bunzl Plc	United Kingdom	Annual	23/04/2025	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	2	Approve Remuneration Report	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	3	Approve Final Dividend	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	4	Elect Ian Bull as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Croda International Plc	United Kingdom	Annual	23/04/2025	5	Elect Stephen Oxley as Director	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	6	Re-elect Roberto Cirillo as Director	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	7	Re-elect Chris Good as Director	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	8	Re-elect Danuta Gray as Director	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	9	Re-elect Jacqui Ferguson as Director	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	10	Re-elect Steve Foots as Director	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	11	Re-elect Julie Kim as Director	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	12	Re-elect Keith Layden as Director	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	13	Re-elect Nawal Ouzren as Director	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	14	Reappoint KPMG LLP as Auditors	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	16	Authorise UK Political Donations and Expenditure	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	17	Authorise Issue of Equity	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	18	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	20	Authorise Market Purchase of Ordinary Shares	For	For	For	
Croda International Plc	United Kingdom	Annual	23/04/2025	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Eaton Corporation plc	Ireland	Annual	23/04/2025	1a	Elect Director Craig Arnold	For	For	For	
Eaton Corporation plc	Ireland	Annual	23/04/2025	1b	Elect Director Silvio Napoli	For	For	For	
Eaton Corporation plc	Ireland	Annual	23/04/2025	1c	Elect Director Gregory R. Page	For	For	For	
Eaton Corporation plc	Ireland	Annual	23/04/2025	1d	Elect Director Sandra Pianalto	For	For	For	
Eaton Corporation plc	Ireland	Annual	23/04/2025	1e	Elect Director Robert V. Pragada	For	For	For	
Eaton Corporation plc	Ireland	Annual	23/04/2025	1f	Elect Director Paulo Ruiz	For	For	For	
Eaton Corporation plc	Ireland	Annual	23/04/2025	1g	Elect Director Lori J. Ryerkerk	For	For	For	
Eaton Corporation plc	Ireland	Annual	23/04/2025	1h	Elect Director Andre Schulten	For	For	For	
Eaton Corporation plc	Ireland	Annual	23/04/2025	1i	Elect Director Gerald B. Smith	For	For	For	
Eaton Corporation plc	Ireland	Annual	23/04/2025	1j	Elect Director Karenann Terrell	For	For	For	
Eaton Corporation plc	Ireland	Annual	23/04/2025	1k	Elect Director Dorothy C. Thompson	For	For	For	
Eaton Corporation plc	Ireland	Annual	23/04/2025	1l	Elect Director Darryl L. Wilson	For	For	For	
Eaton Corporation plc	Ireland	Annual	23/04/2025	2	Ratify Ernst & Young LLP as Auditors and Authorize Their Remuneration	For	For	For	
Eaton Corporation plc	Ireland	Annual	23/04/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Eaton Corporation plc	Ireland	Annual	23/04/2025	4	Authorize Issue of Equity with Pre-emptive Rights	For	For	For	
Eaton Corporation plc	Ireland	Annual	23/04/2025	5	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Eaton Corporation plc	Ireland	Annual	23/04/2025	6	Authorize Share Repurchase of Issued Share Capital	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	2	Approve Remuneration Policy	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	3	Approve Remuneration Report	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	4	Approve Final Dividend	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	5	Re-elect Rick Haythornthwaite as Director	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	6	Re-elect Paul Thwaite as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
NatWest Group Plc	United Kingdom	Annual	23/04/2025	7	Re-elect Katie Murray as Director	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	8	Re-elect Frank Dangeard as Director	For	Abstain	For	This director stepped down from the board following the 2025 AGM.
NatWest Group Plc	United Kingdom	Annual	23/04/2025	9	Re-elect Roisin Donnelly as Director	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	10	Re-elect Patrick Flynn as Director	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	11	Elect Geeta Gopalan as Director	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	12	Re-elect Yasmin Jetha as Director	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	13	Re-elect Stuart Lewis as Director	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	14	Elect Gill Whitehead as Director	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	15	Re-elect Lena Wilson as Director	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	16	Reappoint Ernst & Young LLP as Auditors	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	17	Authorise the Group Audit Committee to Fix Remuneration of Auditors	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	18	Authorise Issue of Equity	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	19	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	21	Authorise Issue of Equity in Connection with Equity Convertible Notes	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	22	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	24	Authorise UK Political Donations and Expenditure	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	25	Authorise Market Purchase of Ordinary Shares	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	26	Authorise Off-Market Purchase of Ordinary Shares from HM Treasury	For	For	For	
NatWest Group Plc	United Kingdom	Annual	23/04/2025	27	Authorise Off-Market Purchase of Preference Shares	For	For	For	
Sampo Oyj	Finland	Annual	23/04/2025	7	Accept Financial Statements and Statutory Reports	For	For	For	
Sampo Oyj	Finland	Annual	23/04/2025	8	Approve Allocation of Income and Dividends of EUR 0.34 Per Share	For	For	For	
Sampo Oyj	Finland	Annual	23/04/2025	9	Approve Discharge of Board and President	For	For	For	
Sampo Oyj	Finland	Annual	23/04/2025	10	Approve Remuneration Report (Advisory Vote)	For	For	For	
Sampo Oyj	Finland	Annual	23/04/2025	11	Approve Remuneration of Directors in the Amount of EUR 243,000 for Chair, EUR 140,000 for Vice Chair and EUR 108,000 for Other Directors; Approve Remuneration for Committee Work	For	For	For	
Sampo Oyj	Finland	Annual	23/04/2025	12	Fix Number of Directors at Eight	For	For	For	
Sampo Oyj	Finland	Annual	23/04/2025	13	Reelect Christian Clausen, Steve Langan, Risto Murto, Antti Mäkinen, Markus Rauramo, Astrid Stange and Annica Witschard as Directors; Elect Sara Mella as New Director	For	For	For	
Sampo Oyj	Finland	Annual	23/04/2025	14	Approve Remuneration of Auditor; Approve Remuneration of Auditor for the Sustainability Reporting	For	For	For	
Sampo Oyj	Finland	Annual	23/04/2025	15	Ratify Deloitte as Auditor; Appoint Deloitte as Auditor for Sustainability Reporting	For	For	For	
Sampo Oyj	Finland	Annual	23/04/2025	16	Authorize Share Repurchase Program	For	For	For	
Smithson Investment Trust PLC	United Kingdom	Annual	23/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Smithson Investment Trust PLC	United Kingdom	Annual	23/04/2025	2	Approve Remuneration Policy Implementation Report	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Smithson Investment Trust PLC	United Kingdom	Annual	23/04/2025	3	Approve Final Dividend	For	For	For	
Smithson Investment Trust PLC	United Kingdom	Annual	23/04/2025	4	Elect Mike Balfour as Director	For	For	For	
Smithson Investment Trust PLC	United Kingdom	Annual	23/04/2025	5	Re-elect Diana Bartlett as Director	For	For	For	
Smithson Investment Trust PLC	United Kingdom	Annual	23/04/2025	6	Re-elect Jeremy Attard-Manche as Director	For	For	For	
Smithson Investment Trust PLC	United Kingdom	Annual	23/04/2025	7	Re-elect Denise Hadgill as Director	For	For	For	
Smithson Investment Trust PLC	United Kingdom	Annual	23/04/2025	8	Reappoint Deloitte LLP as Auditors	For	For	For	
Smithson Investment Trust PLC	United Kingdom	Annual	23/04/2025	9	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Smithson Investment Trust PLC	United Kingdom	Annual	23/04/2025	10	Approve the Proposed Changes to the Investment Policy	For	For	For	
Smithson Investment Trust PLC	United Kingdom	Annual	23/04/2025	11	Authorise Issue of Equity	For	For	For	
Smithson Investment Trust PLC	United Kingdom	Annual	23/04/2025	12	Authorise Issue of Equity (Additional Authority)	For	For	For	
Smithson Investment Trust PLC	United Kingdom	Annual	23/04/2025	13	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Smithson Investment Trust PLC	United Kingdom	Annual	23/04/2025	14	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For	For	For	
Smithson Investment Trust PLC	United Kingdom	Annual	23/04/2025	15	Authorise Market Purchase of Ordinary Shares	For	For	For	
Smithson Investment Trust PLC	United Kingdom	Annual	23/04/2025	16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Smithson Investment Trust PLC	United Kingdom	Annual	23/04/2025	17	Approve Continuation of Company as Investment Trust	For	For	For	
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	1a	Elect Director Michele Burns	For	For	For	
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	1b	Elect Director Mark Flaherty	For	For	For	
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	1c	Elect Director Kimberley Harris	For	For	For	
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	1d	Elect Director John Hess	For	For	For	
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	1e	Elect Director Kevin Johnson	For	For	For	
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	1f	Elect Director Ellen Kullman	For	For	For	
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	1g	Elect Director KC McClure	For	For	For	
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	1h	Elect Director Lakshmi Mittal	For	For	For	
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	1i	Elect Director Thomas Montag	For	For	For	
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	1j	Elect Director Peter Oppenheimer	For	For	For	
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	1k	Elect Director David Solomon	For	For	For	
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	1l	Elect Director Jan Tighe	For	For	For	
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	1m	Elect Director David Viniar	For	For	For	
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	1n	Elect Director John Waldron	For	For	For	
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	We voted against this item due to the lack of performance conditions relating to the annual incentive plan.
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	3	Amend Omnibus Stock Plan	For	Against	Against	We voted against this item due to the lack of performance conditions relating to the annual incentive plan.
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	5	Consider Abolishing DEI Goals from Compensation Inducements	Against	Against	Against	We voted against this proposal made by an anti-ESG and anti-DEI proponent.
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	6	Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives	Against	Against	Against	We voted against this proposal made by an anti-ESG and anti-DEI proponent.

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
The Goldman Sachs Group, Inc.	USA	Annual	23/04/2025	7	Report on Clean Energy Supply Financing Ratio	Against	Against	For	We supported this request as fossil fuel financing ratios can act as an effective metric for shareholders to assess companies on a comparative basis. It is also becoming more common for peers to report on this metric.
Danone SA	France	Annual/ Special	24/04/2025	1	Approve Financial Statements and Statutory Reports	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	3	Approve Allocation of Income and Dividends of EUR 2.15 per Share	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	4	Reelect Antoine de Saint-Affrique as Director	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	5	Reelect Geraldine Picaud as Director	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	6	Reelect Susan Roberts as Director	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	7	Reelect Patrice Louvet as Director	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	8	Approve Compensation Report of Corporate Officers	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	9	Approve Compensation of Antoine de Saint-Affrique, CEO	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	10	Approve Compensation of Gilles Schnepf, Chairman of the Board	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	11	Approve Remuneration Policy of Executive Corporate Officers	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	12	Approve Remuneration Policy of Chairman of the Board	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	13	Approve Remuneration Policy of Directors	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 51 Million	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 17 Million	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	18	Authorize Capital Increase of Up to EUR 17 Million for Future Exchange Offers	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	20	Authorize Capitalization of Reserves of Up to EUR 43 Million for Bonus Issue or Increase in Par Value	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Danone SA	France	Annual/ Special	24/04/2025	22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	23	Authorize up to 0.5 Percent Per Year of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	24	Authorize up to 0.2 Percent Per Year of Issued Capital for Use in Restricted Stock Plans	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	26	Amend Article 18 of Bylaws Re: Board Deliberations	For	For	For	
Danone SA	France	Annual/ Special	24/04/2025	27	Authorize Filing of Required Documents/Other Formalities	For	For	For	
Greencoat UK Wind Plc	United Kingdom	Annual	24/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Greencoat UK Wind Plc	United Kingdom	Annual	24/04/2025	2	Approve Remuneration Report	For	For	For	
Greencoat UK Wind Plc	United Kingdom	Annual	24/04/2025	3	Approve Dividend Policy	For	For	For	
Greencoat UK Wind Plc	United Kingdom	Annual	24/04/2025	4	Reappoint BDO LLP as Auditors	For	For	For	
Greencoat UK Wind Plc	United Kingdom	Annual	24/04/2025	5	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Greencoat UK Wind Plc	United Kingdom	Annual	24/04/2025	6	Re-elect Lucinda Riches as Director	For	For	For	
Greencoat UK Wind Plc	United Kingdom	Annual	24/04/2025	7	Re-elect Caoimhe Giblin as Director	For	For	For	
Greencoat UK Wind Plc	United Kingdom	Annual	24/04/2025	8	Re-elect Nicholas Winsor as Director	For	For	For	
Greencoat UK Wind Plc	United Kingdom	Annual	24/04/2025	9	Re-elect Jim Smith as Director	For	For	For	
Greencoat UK Wind Plc	United Kingdom	Annual	24/04/2025	10	Re-elect Abigail Rotheroe as Director	For	For	For	
Greencoat UK Wind Plc	United Kingdom	Annual	24/04/2025	11	Elect Taraneh Azad as Director	For	For	For	
Greencoat UK Wind Plc	United Kingdom	Annual	24/04/2025	12	Authorise Issue of Equity	For	For	For	
Greencoat UK Wind Plc	United Kingdom	Annual	24/04/2025	13	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Greencoat UK Wind Plc	United Kingdom	Annual	24/04/2025	14	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For	For	For	
Greencoat UK Wind Plc	United Kingdom	Annual	24/04/2025	15	Authorise Market Purchase of Ordinary Shares	For	For	For	
Greencoat UK Wind Plc	United Kingdom	Annual	24/04/2025	16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Greencoat UK Wind Plc	United Kingdom	Annual	24/04/2025	17	Approve Discontinuation of Company as Closed-Ended Investment Company	Against	Against	Against	We voted against this item as the company has delivered a positive performance, so supporting a discontinuation vote would provide little value to shareholders.
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	2	Approve Final Dividend	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	3	Reappoint PwC as Auditors	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	4	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	5	Re-elect Said Darwazah as Director	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	6	Re-elect Riad Mishlawi as Director	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	7	Re-elect Mazen Darwazah as Director	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	8	Re-elect Victoria Hull as Director	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	9	Re-elect Ali Al-Husry as Director	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	10	Re-elect Nina Henderson as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	11	Re-elect Cynthia Flowers as Director	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	12	Re-elect Douglas Hurt as Director	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	13	Re-elect Laura Balan as Director	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	14	Re-elect Deneen Vojta as Director	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	15	Approve Remuneration Report	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	16	Authorise Issue of Equity	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	17	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	19	Authorise Market Purchase of Ordinary Shares	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	21	Approve Waiver of Rule 9 of the Takeover Code	For	For	For	
Hikma Pharmaceuticals Plc	United Kingdom	Annual	24/04/2025	22	Approve Waiver of Rule 9 of the Takeover Code Pursuant to the 2026 Awards Grant	For	For	For	
Johnson & Johnson	USA	Annual	24/04/2025	1a	Elect Director Darius Adamczyk	For	For	For	
Johnson & Johnson	USA	Annual	24/04/2025	1b	Elect Director Mary C. Beckerle	For	For	For	
Johnson & Johnson	USA	Annual	24/04/2025	1c	Elect Director Jennifer A. Doudna	For	For	For	
Johnson & Johnson	USA	Annual	24/04/2025	1d	Elect Director Joaquin Duato	For	For	For	
Johnson & Johnson	USA	Annual	24/04/2025	1e	Elect Director Marilyn A. Hewson	For	For	For	
Johnson & Johnson	USA	Annual	24/04/2025	1f	Elect Director Paula A. Johnson	For	For	For	
Johnson & Johnson	USA	Annual	24/04/2025	1g	Elect Director Hubert Joly	For	For	For	
Johnson & Johnson	USA	Annual	24/04/2025	1h	Elect Director Mark B. McClellan	For	For	For	
Johnson & Johnson	USA	Annual	24/04/2025	1i	Elect Director Mark A. Weinberger	For	For	For	
Johnson & Johnson	USA	Annual	24/04/2025	1j	Elect Director Nadja Y. West	For	For	For	
Johnson & Johnson	USA	Annual	24/04/2025	1k	Elect Director Eugene A. Woods	For	For	For	
Johnson & Johnson	USA	Annual	24/04/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Johnson & Johnson	USA	Annual	24/04/2025	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
Johnson & Johnson	USA	Annual	24/04/2025	4	Submit Severance Agreement to Shareholder Vote	Against	Against	Against	We voted against this item as the company's current procedure and policies in this area are adequate.
Johnson & Johnson	USA	Annual	24/04/2025	5	Oversee and Report Human Rights Impact Assessment	Against	Against	Against	We voted against this request as the company's existing due diligence in this area is considered sufficient.
Kering SA	France	Annual/ Special	24/04/2025	1	Approve Financial Statements and Statutory Reports	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	3	Approve Allocation of Income and Dividends of EUR 6 per Share	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	4	Reelect François-Henri Pinault as Director	For	Against	Against	We voted against this item as the company employs a multi-share voting structure which effectively disenfranchises those with inferior voting rights.

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Kering SA	France	Annual/ Special	24/04/2025	5	Reelect Financière Pinault as Director	For	Against	Against	We voted against this item as the company employs a multi-share voting structure which effectively disenfranchises those with inferior voting rights.
Kering SA	France	Annual/ Special	24/04/2025	6	Reelect Baudouin Prot as Director	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	7	Approve Compensation Report of Corporate Officers	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	8	Approve Compensation of François-Henri Pinault, Chairman and CEO	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	9	Approve Remuneration Policy of Executive Corporate Officer	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	10	Approve Remuneration Policy of Directors	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 200 Million	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	14	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	16	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 13, 15, and 16	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	21	Amend Article 13 of Bylaws Re: Board Deliberations	For	For	For	
Kering SA	France	Annual/ Special	24/04/2025	22	Authorize Filing of Required Documents/Other Formalities	For	For	For	
Murray International Trust PLC	United Kingdom	Annual	24/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Murray International Trust PLC	United Kingdom	Annual	24/04/2025	2	Approve Remuneration Report	For	For	For	
Murray International Trust PLC	United Kingdom	Annual	24/04/2025	3	Re-elect Claire Binyon as Director	For	For	For	
Murray International Trust PLC	United Kingdom	Annual	24/04/2025	4	Re-elect Nicholas Melhuish as Director	For	For	For	
Murray International Trust PLC	United Kingdom	Annual	24/04/2025	5	Re-elect Virginia Holmes as Director	For	For	For	
Murray International Trust PLC	United Kingdom	Annual	24/04/2025	6	Re-elect Gregory Eckersley as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Murray International Trust PLC	United Kingdom	Annual	24/04/2025	7	Re-elect Wendy Colquhoun as Director	For	For	For	
Murray International Trust PLC	United Kingdom	Annual	24/04/2025	8	Reappoint BDO LLP as Auditors	For	For	For	
Murray International Trust PLC	United Kingdom	Annual	24/04/2025	9	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Murray International Trust PLC	United Kingdom	Annual	24/04/2025	10	Approve Final Dividend	For	For	For	
Murray International Trust PLC	United Kingdom	Annual	24/04/2025	11	Authorise Issue of Equity	For	For	For	
Murray International Trust PLC	United Kingdom	Annual	24/04/2025	12	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Murray International Trust PLC	United Kingdom	Annual	24/04/2025	13	Authorise Market Purchase of Ordinary Shares	For	For	For	
Pfizer Inc.	USA	Annual	24/04/2025	2	Ratify KPMG LLP as Auditors	For	For	For	
Pfizer Inc.	USA	Annual	24/04/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	We voted against this item as we have concerns regarding the repeated lowering of annual incentive performance targets.
Pfizer Inc.	USA	Annual	24/04/2025	4	Submit Severance Agreement to Shareholder Vote	Against	Against	Against	We voted against this shareholder proposal as the company already has adequate policies and procedures related to its severance agreements.
Pfizer Inc.	USA	Annual	24/04/2025	5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against	Against	Against	We voted against this shareholder proposal as the company already provides sufficient disclosure in this area.
Pfizer Inc.	USA	Annual	24/04/2025	1.1	Elect Director Ronald E. Blaylock	For	For	For	
Pfizer Inc.	USA	Annual	24/04/2025	1.2	Elect Director Albert Bourla	For	For	For	
Pfizer Inc.	USA	Annual	24/04/2025	1.3	Elect Director Mortimer J. Buckley	For	For	For	
Pfizer Inc.	USA	Annual	24/04/2025	1.4	Elect Director Susan Desmond-Hellmann	For	For	For	
Pfizer Inc.	USA	Annual	24/04/2025	1.5	Elect Director Joseph J. Echevarria	For	For	For	
Pfizer Inc.	USA	Annual	24/04/2025	1.6	Elect Director Scott Gottlieb	For	For	For	
Pfizer Inc.	USA	Annual	24/04/2025	1.7	Elect Director Susan Hockfield	For	For	For	
Pfizer Inc.	USA	Annual	24/04/2025	1.8	Elect Director Dan R. Littman	For	For	For	
Pfizer Inc.	USA	Annual	24/04/2025	1.9	Elect Director Shantanu Narayen	For	For	For	
Pfizer Inc.	USA	Annual	24/04/2025	1.10	Elect Director Suzanne Nora Johnson	For	For	For	
Pfizer Inc.	USA	Annual	24/04/2025	1.11	Elect Director James Quincey	For	For	For	
Pfizer Inc.	USA	Annual	24/04/2025	1.12	Elect Director James C. Smith	For	For	For	
Pfizer Inc.	USA	Annual	24/04/2025	1.13	Elect Director Cyrus Taraporevala	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	2	Approve Remuneration Report	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	3	Approve Final Dividend	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	4	Reappoint Ernst & Young LLP as Auditors	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	5	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	6	Elect Andy Halford as Director	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	7	Re-elect Paul Walker as Director	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	8	Re-elect Erik Engstrom as Director	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	9	Re-elect Nick Luff as Director	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	10	Re-elect Alistair Cox as Director	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	11	Re-elect June Felix as Director	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	12	Re-elect Charlotte Hogg as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
RELX Plc	United Kingdom	Annual	24/04/2025	13	Re-elect Andrew Sukawaty as Director	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	14	Re-elect Bianca Tetteroo as Director	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	15	Re-elect Suzanne Wood as Director	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	16	Authorise Issue of Equity	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	17	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	19	Authorise Market Purchase of Ordinary Shares	For	For	For	
RELX Plc	United Kingdom	Annual	24/04/2025	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
The Boeing Company	USA	Annual	24/04/2025	1a	Elect Director Robert A. Bradway	For	For	For	
The Boeing Company	USA	Annual	24/04/2025	1b	Elect Director Mortimer J. "Tim" Buckley	For	For	For	
The Boeing Company	USA	Annual	24/04/2025	1c	Elect Director Lynne M. Doughtie	For	For	For	
The Boeing Company	USA	Annual	24/04/2025	1d	Elect Director David L. Gitlin	For	For	For	
The Boeing Company	USA	Annual	24/04/2025	1e	Elect Director Lynn J. Good	For	For	For	
The Boeing Company	USA	Annual	24/04/2025	1f	Elect Director Stayce D. Harris	For	For	For	
The Boeing Company	USA	Annual	24/04/2025	1g	Elect Director Akhil Johri	For	For	For	
The Boeing Company	USA	Annual	24/04/2025	1h	Elect Director David L. Joyce	For	For	For	
The Boeing Company	USA	Annual	24/04/2025	1i	Elect Director Steven M. Mollenkopf	For	For	For	
The Boeing Company	USA	Annual	24/04/2025	1j	Elect Director Robert Kelly Ortberg	For	For	For	
The Boeing Company	USA	Annual	24/04/2025	1k	Elect Director John M. Richardson	For	For	For	
The Boeing Company	USA	Annual	24/04/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
The Boeing Company	USA	Annual	24/04/2025	3	Ratify Deloitte & Touche LLP as Auditors	For	For	For	
The Boeing Company	USA	Annual	24/04/2025	4	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against	Against	Against	We voted against this shareholder proposal as the company already provides sufficient disclosure in this area.
The Boeing Company	USA	Annual	24/04/2025	5	Oversee and Report a Civil Rights Audit	Against	Against	Against	We voted against this shareholder proposal as the company already provides sufficient disclosure in this area.
The Weir Group Plc	United Kingdom	Annual	24/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	2	Approve Remuneration Report	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	3	Approve Remuneration Policy	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	4	Approve Share Reward Plan	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	5	Approve Deferred Bonus Plan	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	6	Approve ShareBuilder	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	7	Approve Final Dividend	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	8	Re-elect Barbara Jeremiah as Director	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	9	Re-elect Jon Stanton as Director	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	10	Re-elect Brian Puffer as Director	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	11	Re-elect Dame Nicola Brewer as Director	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	12	Re-elect Andrew Agg as Director	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	13	Elect Nicholas Anderson as Director	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	14	Re-elect Penelope Freer as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
The Weir Group Plc	United Kingdom	Annual	24/04/2025	15	Re-elect Tracey Kerr as Director	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	16	Re-elect Bennetor Magara as Director	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	17	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	18	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	19	Authorise Issue of Equity	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	20	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	22	Authorise Market Purchase of Ordinary Shares	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
The Weir Group Plc	United Kingdom	Annual	24/04/2025	24	Adopt New Articles of Association	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	1	Approve Financial Statements and Statutory Reports	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	3	Approve Allocation of Income and Dividends of EUR 1.40 per Share	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	4	Approve Auditors' Special Report on Related-Party Transactions	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	5	Reelect Pierre-André de Chalendar as Director	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	6	Elect Philippe Brassac as Director	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	7	Elect Elena Salgado as Director	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	8	Elect Arnaud Caudoux as Director	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	9	Appoint Deloitte & Associés as Auditor	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	10	Appoint Deloitte & Associés as Auditor for Sustainability Reporting	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	11	Approve Compensation of Antoine Frérot, Chairman of the Board	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	12	Approve Compensation of Estelle Brachlianoff, CEO	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	13	Approve Compensation Report of Corporate Officers	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	14	Approve Remuneration Policy of Chairman of the Board	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	15	Approve Remuneration Policy of CEO	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	16	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.5 Million	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	17	Approve Remuneration Policy of Directors	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Veolia Environnement SA	France	Annual/ Special	24/04/2025	19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	21	Authorize up to 0.35 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	22	Amend Bylaws to Add Corporate Purpose	For	For	For	
Veolia Environnement SA	France	Annual/ Special	24/04/2025	23	Authorize Filing of Required Documents/Other Formalities	For	For	For	
Akzo Nobel NV	Netherlands	Annual	25/04/2025	3a	Adopt Financial Statements	For	For	For	
Akzo Nobel NV	Netherlands	Annual	25/04/2025	3c	Approve Allocation of Income and Dividends	For	For	For	
Akzo Nobel NV	Netherlands	Annual	25/04/2025	3d	Approve Remuneration Report	For	For	For	
Akzo Nobel NV	Netherlands	Annual	25/04/2025	4a	Approve Discharge of Management Board	For	For	For	
Akzo Nobel NV	Netherlands	Annual	25/04/2025	4b	Approve Discharge of Supervisory Board	For	For	For	
Akzo Nobel NV	Netherlands	Annual	25/04/2025	5a	Ratify EY Accountants B.V. as Auditors	For	For	For	
Akzo Nobel NV	Netherlands	Annual	25/04/2025	5b	Appoint EY Accountants B.V. as Auditor for Sustainability Reporting	For	For	For	
Akzo Nobel NV	Netherlands	Annual	25/04/2025	6A	Approve Remuneration Policy of Management Board	For	For	For	
Akzo Nobel NV	Netherlands	Annual	25/04/2025	6b	Approve Remuneration Policy for Supervisory Board	For	For	For	
Akzo Nobel NV	Netherlands	Annual	25/04/2025	7	Elect H.J. Muller to Supervisory Board	For	For	For	
Akzo Nobel NV	Netherlands	Annual	25/04/2025	8A	Grant Board Authority to Issue Shares	For	For	For	
Akzo Nobel NV	Netherlands	Annual	25/04/2025	8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For	
Akzo Nobel NV	Netherlands	Annual	25/04/2025	9	Authorize Repurchase of Shares	For	For	For	
Akzo Nobel NV	Netherlands	Annual	25/04/2025	10	Authorize Cancellation of Repurchased Shares	For	For	For	
Bayer AG	Germany	Annual	25/04/2025	1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 0.11 per Share for Fiscal Year 2024	For	For	For	
Bayer AG	Germany	Annual	25/04/2025	2	Approve Discharge of Management Board for Fiscal Year 2024	For	For	For	
Bayer AG	Germany	Annual	25/04/2025	3	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	For	For	
Bayer AG	Germany	Annual	25/04/2025	4	Elect Alberto Weisser to the Supervisory Board	For	For	For	
Bayer AG	Germany	Annual	25/04/2025	5	Approve Remuneration Report	For	For	For	
Bayer AG	Germany	Annual	25/04/2025	6	Approve Remuneration of Supervisory Board	For	For	For	
Bayer AG	Germany	Annual	25/04/2025	7	Approve Creation of EUR 875 Million Pool of Authorized Capital with Preemptive Rights	For	For	For	
Bayer AG	Germany	Annual	25/04/2025	8	Approve Virtual-Only Shareholder Meetings Until 2027	For	Against	Against	We voted against management's request for meetings to be held in a virtual-only format, as we consider a hybrid format to be more beneficial to shareholders.
Bayer AG	Germany	Annual	25/04/2025	9	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for Fiscal Year 2025 and First Quarter of Fiscal Year 2026	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Bayer AG	Germany	Annual	25/04/2025	10	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	None	Against	Against	We voted against this request as we do not consider it to be beneficial to shareholders.
Merck KGaA	Germany	Annual	25/04/2025	2	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	For	For	For	
Merck KGaA	Germany	Annual	25/04/2025	3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	For	For	For	
Merck KGaA	Germany	Annual	25/04/2025	4	Approve Discharge of Management Board for Fiscal Year 2024	For	For	For	
Merck KGaA	Germany	Annual	25/04/2025	5	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	For	For	
Merck KGaA	Germany	Annual	25/04/2025	6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	For	For	For	
Merck KGaA	Germany	Annual	25/04/2025	7	Approve Remuneration Report	For	For	For	
Merck KGaA	Germany	Annual	25/04/2025	8	Approve Remuneration Policy	For	For	For	
Merck KGaA	Germany	Annual	25/04/2025	9	Approve Virtual-Only Shareholder Meetings Until 2027	For	For	For	
American Express Company	USA	Annual	29/04/2025	1a	Elect Director Michael J. Angelakis	For	For	For	
American Express Company	USA	Annual	29/04/2025	1b	Elect Director Thomas J. Baltimore	For	For	For	
American Express Company	USA	Annual	29/04/2025	1c	Elect Director John J. Brennan	For	For	For	
American Express Company	USA	Annual	29/04/2025	1d	Elect Director Theodore J. Leonsis	For	For	For	
American Express Company	USA	Annual	29/04/2025	1e	Elect Director Deborah P. Majoras	For	For	For	
American Express Company	USA	Annual	29/04/2025	1f	Elect Director Karen L. Parkhill	For	For	For	
American Express Company	USA	Annual	29/04/2025	1g	Elect Director Charles E. Phillips	For	For	For	
American Express Company	USA	Annual	29/04/2025	1h	Elect Director Lynn A. Pike	For	For	For	
American Express Company	USA	Annual	29/04/2025	1i	Elect Director Stephen J. Squeri	For	For	For	
American Express Company	USA	Annual	29/04/2025	1j	Elect Director Daniel L. Vasella	For	For	For	
American Express Company	USA	Annual	29/04/2025	1k	Elect Director Lisa W. Wardell	For	For	For	
American Express Company	USA	Annual	29/04/2025	1l	Elect Director Christopher D. Young	For	For	For	
American Express Company	USA	Annual	29/04/2025	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
American Express Company	USA	Annual	29/04/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
American Express Company	USA	Annual	29/04/2025	4	Revisit Pay Incentives for Diversity, Equity, and Inclusion Goals	Against	Against	Against	We voted against this proposal made by an anti-ESG and anti-DEI proponent.
American Express Company	USA	Annual	29/04/2025	5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against	Against	Against	We voted against this proposal made by an anti-ESG and anti-DEI proponent.
L'Oreal SA	France	Annual/ Special	29/04/2025	1	Approve Financial Statements and Statutory Reports	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	3	Approve Allocation of Income and Dividends of EUR 7 per Share and an Extra of EUR 0.70 per Share to Long Term Registered Shares	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	4	Elect Téthys as Director	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	5	Elect Isabelle Seillier as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
L'Oreal SA	France	Annual/ Special	29/04/2025	6	Elect Aurélie Jean as Director	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	7	Reelect Nicolas Hieronimus as Director	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	8	Reelect Paul Bulcke as Director	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	9	Reelect Alexandre Ricard as Director	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	11	Approve Compensation Report of Corporate Officers	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	13	Approve Compensation of Nicolas Hieronimus, CEO	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	14	Approve Remuneration Policy of Directors	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	15	Approve Remuneration Policy of Chairman of the Board	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	16	Approve Remuneration Policy of CEO	For	Against	Against	We voted against this item because we consider the lack of criteria around the pro-rating and ceiling for terminating pay an issue.
L'Oreal SA	France	Annual/ Special	29/04/2025	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,607,365.88	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	20	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	23	Amend Article 9 of Bylaws to Incorporate Legal Changes	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	24	Amend Article 12 of Bylaws to Incorporate Legal Changes	For	For	For	
L'Oreal SA	France	Annual/ Special	29/04/2025	25	Authorize Filing of Required Documents/Other Formalities	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	3	Approve Discharge of Board	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	5	Approve Remuneration Policy	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	6	Approve Long-Term Incentive Plan	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	7	Advisory Vote on Remuneration Report	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	8	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	9	Authorize Share Repurchase Program	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	1.1	Approve Standalone Financial Statements	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	11	Authorize Company to Call EGM with 15 Days' Notice	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	1.2	Approve Consolidated Financial Statements	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	12	Authorize Board to Ratify and Execute Approved Resolutions	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	1.3	Approve Non-Financial Information Statement	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	2.1	Approve Allocation of Income and Dividends	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	2.2	Approve Distribution of Share Issuance Premium	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	4.1	Fix Number of Directors at 14	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	4.2	Ratify Appointment of and Elect Jose Luis de Mora Gil-Gallardo as Director	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	4.3	Reelect Juan Maria Aguirre Gonzalo as Director	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	4.4	Reelect Maria del Pilar Caverro Mestre as Director	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	4.5	Reelect Francisca Ortega Hernandez-Agero as Director	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	10.1	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 1 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	For	For	For	
MERLIN Properties SOCIMI SA	Spain	Annual	29/04/2025	10.2	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 7.5 Billion and Issuance of Notes up to EUR 750 Million	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	7	Accept Financial Statements and Statutory Reports	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	7	Accept Financial Statements and Statutory Reports	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	8	Approve Allocation of Income and Dividends of EUR 0.14 Per Share	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	8	Approve Allocation of Income and Dividends of EUR 0.14 Per Share	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	9	Approve Discharge of Board and President	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	9	Approve Discharge of Board and President	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	10	Approve Remuneration Report (Advisory Vote)	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	10	Approve Remuneration Report (Advisory Vote)	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	Against	Against	We voted against this item as there are concerns regarding the Restricted Stock Unit (RSU) plan portion of the remuneration policy.
Nokia Oyj	Finland	Annual	29/04/2025	11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	Against	Against	We voted against this item as there are concerns regarding the Restricted Stock Unit (RSU) plan portion of the remuneration policy.
Nokia Oyj	Finland	Annual	29/04/2025	12	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	12	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	13	Fix Number of Directors at Ten	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	13	Fix Number of Directors at Ten	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Nokia Oyj	Finland	Annual	29/04/2025	15	Approve Remuneration of Auditor	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	15	Approve Remuneration of Auditor	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	16	Ratify Deloitte as Auditor	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	16	Ratify Deloitte as Auditor	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	17	Approve Remuneration of Auditor for Sustainability Reporting	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	17	Approve Remuneration of Auditor for Sustainability Reporting	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	18	Appoint Deloitte as Auditor for Sustainability Reporting	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	18	Appoint Deloitte as Auditor for Sustainability Reporting	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	19	Authorize Share Repurchase Program	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	19	Authorize Share Repurchase Program	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	20	Approve Issuance of up to 530 Million Shares without Preemptive Rights	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	20	Approve Issuance of up to 530 Million Shares without Preemptive Rights	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.1	Reelect Timo Ahopelto as Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.1	Reelect Timo Ahopelto as Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.2	Reelect Sari Baldauf (Chair) as Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.2	Reelect Sari Baldauf (Chair) as Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.3	Reelect Elizabeth Crain as Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.3	Reelect Elizabeth Crain as Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.4	Reelect Thomas Dannenfeldt as Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.4	Reelect Thomas Dannenfeldt as Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.5	Elect Pernille Erenbjerg as New Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.5	Elect Pernille Erenbjerg as New Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.6	Reelect Lisa Hook as Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.6	Reelect Lisa Hook as Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.7	Elect Timo Ihamuotila (Vice Chair) as New Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.7	Elect Timo Ihamuotila (Vice Chair) as New Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.8	Reelect Mike McNamara as Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.8	Reelect Mike McNamara as Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.9	Reelect Thomas Saueressig as Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.9	Reelect Thomas Saueressig as Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.10	Reelect Kai Oistamo as Director	For	For	For	
Nokia Oyj	Finland	Annual	29/04/2025	14.10	Reelect Kai Oistamo as Director	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	2	Approve Remuneration Report	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	3	Elect Adam Warby as Director	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	4	Elect Gavin Patterson as Director	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	5	Re-elect Tim Steiner as Director	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	6	Re-elect Stephen Daintith as Director	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	7	Re-elect Jorn Rausing as Director	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	8	Re-elect Andrew Harrison as Director	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	9	Re-elect Emma Lloyd as Director	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	10	Re-elect Julie Southern as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Ocado Group Plc	United Kingdom	Annual	29/04/2025	11	Re-elect Nadia Shouraboura as Director	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	12	Re-elect Julia Brown as Director	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	13	Re-elect Rachel Osborne as Director	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	14	Reappoint Deloitte LLP as Auditors	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	16	Authorise UK Political Donations and Expenditure	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	17	Authorise Issue of Equity	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	18	Authorise Issue of Equity in Connection with a Rights Issue	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	19	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	21	Authorise Market Purchase of Ordinary Shares	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	22	Adopt New Articles of Association	For	For	For	
Ocado Group Plc	United Kingdom	Annual	29/04/2025	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	1	Approve Financial Statements and Statutory Reports	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	3	Approve Allocation of Income	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	4	Approve Dividends of EUR 3.50 per Share	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	5	Approve Auditors' Special Report on Related-Party Transactions	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	6	Approve Compensation of Jean-Marie Tritant, Chairman of the Management Board	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	7	Approve Compensation of Fabrice Mouchel, Management Board Member	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	8	Approve Compensation of Vincent Rouget, Management Board Member	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	9	Approve Compensation of Anne-Sophie Sancerre, Management Board Member	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	10	Approve Compensation of Sylvain Montcouquiol, Management Board Member	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	11	Approve Compensation of Jacques Richier, Chairman of the Supervisory Board	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	12	Approve Compensation Report of Corporate Officers	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	13	Approve Remuneration Policy of Chairman of the Management Board	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	14	Approve Remuneration Policy of Management Board Members	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	15	Approve Remuneration Policy of Supervisory Board Members	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	16	Ratify Appointment of Michaël Boukobza as Supervisory Board Member	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	17	Elect Michaël Boukobza as Supervisory Board Member	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	18	Elect Xavier Niel as Supervisory Board Member	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	19	Reelect Julie Avrane as Supervisory Board Member	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 71 Million	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	24	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 71 Million	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 22-24	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	28	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	29	Authorize up to 1.8 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	30	Amend Article 15 of Bylaws Re: Participation to Board Meetings and Written Consultation	For	For	For	
Unibail-Rodamco-Westfield SE	France	Annual/ Special	29/04/2025	31	Authorize Filing of Required Documents/Other Formalities	For	For	For	
Wells Fargo & Company	USA	Annual	29/04/2025	1a	Elect Director Steven D. Black	For	For	For	
Wells Fargo & Company	USA	Annual	29/04/2025	1b	Elect Director Mark A. Chancy	For	For	For	
Wells Fargo & Company	USA	Annual	29/04/2025	1c	Elect Director Celeste A. Clark	For	For	For	
Wells Fargo & Company	USA	Annual	29/04/2025	1d	Elect Director Theodore F. Craver, Jr.	For	For	For	
Wells Fargo & Company	USA	Annual	29/04/2025	1e	Elect Director Richard K. Davis	For	For	For	
Wells Fargo & Company	USA	Annual	29/04/2025	1f	Elect Director Fabian T. Garcia	For	For	For	
Wells Fargo & Company	USA	Annual	29/04/2025	1g	Elect Director Wayne M. Hewett	For	For	For	
Wells Fargo & Company	USA	Annual	29/04/2025	1h	Elect Director CeCelia G. Morken	For	For	For	
Wells Fargo & Company	USA	Annual	29/04/2025	1i	Elect Director Maria R. Morris	For	For	For	
Wells Fargo & Company	USA	Annual	29/04/2025	1j	Elect Director Felicia F. Norwood	For	For	For	
Wells Fargo & Company	USA	Annual	29/04/2025	1k	Elect Director Ronald L. Sargent	For	For	For	
Wells Fargo & Company	USA	Annual	29/04/2025	1l	Elect Director Charles W. Scharf	For	For	For	
Wells Fargo & Company	USA	Annual	29/04/2025	1m	Elect Director Suzanne M. Vautrinot	For	For	For	
Wells Fargo & Company	USA	Annual	29/04/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Wells Fargo & Company	USA	Annual	29/04/2025	3	Ratify KPMG LLP as Auditors	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Wells Fargo & Company	USA	Annual	29/04/2025	4	Report on Prevention of Workplace Harassment and Discrimination	Against	Against	Against	We voted against this shareholder proposal because the company already provides sufficient disclosure in line with its peers and the ask is considered overly perspective.
Wells Fargo & Company	USA	Annual	29/04/2025	5	Report on Congruency of Political Spending with Company Values and Priorities	Against	Against	Against	We voted against this shareholder proposal because the company already provides sufficient disclosure in line with its peers and the ask is considered overly perspective.
Wells Fargo & Company	USA	Annual	29/04/2025	6	Report Annually on Energy Supply Ratio	Against	Against	For	We supported this shareholder proposal as we believe shareholders will benefit from better disclosure on the company's energy supply ratio.
Wells Fargo & Company	USA	Annual	29/04/2025	7	Report on Respecting Indigenous Peoples' Rights	Against	Against	Against	We voted against this shareholder proposal because the company already provides sufficient disclosure in line with its peers and the ask is considered overly perspective.
Anglo American Plc	United Kingdom	Annual	30/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Anglo American Plc	United Kingdom	Annual	30/04/2025	2	Approve Final Dividend	For	For	For	
Anglo American Plc	United Kingdom	Annual	30/04/2025	3	Elect Anne Wade as Director	For	For	For	
Anglo American Plc	United Kingdom	Annual	30/04/2025	4	Re-elect Stuart Chambers as Director	For	For	For	
Anglo American Plc	United Kingdom	Annual	30/04/2025	5	Re-elect Duncan Wanblad as Director	For	For	For	
Anglo American Plc	United Kingdom	Annual	30/04/2025	6	Re-elect John Heasley as Director	For	For	For	
Anglo American Plc	United Kingdom	Annual	30/04/2025	7	Re-elect Ian Tyler as Director	For	For	For	
Anglo American Plc	United Kingdom	Annual	30/04/2025	8	Re-elect Magali Anderson as Director	For	For	For	
Anglo American Plc	United Kingdom	Annual	30/04/2025	9	Re-elect Ian Ashby as Director	For	For	For	
Anglo American Plc	United Kingdom	Annual	30/04/2025	10	Re-elect Marcelo Bastos as Director	For	For	For	
Anglo American Plc	United Kingdom	Annual	30/04/2025	11	Re-elect Hilary Maxson as Director	For	For	For	
Anglo American Plc	United Kingdom	Annual	30/04/2025	12	Re-elect Hixonia Nyasulu as Director	For	For	For	
Anglo American Plc	United Kingdom	Annual	30/04/2025	13	Re-elect Nonkululeko Nyembezi as Director	For	For	For	
Anglo American Plc	United Kingdom	Annual	30/04/2025	14	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
Anglo American Plc	United Kingdom	Annual	30/04/2025	15	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Anglo American Plc	United Kingdom	Annual	30/04/2025	16	Approve Remuneration Report	For	Against	For	After engaging with the company, we were comfortable supporting management on this item as the adjustment to the long- term incentive portion of the pay package seems reasonable.
Anglo American Plc	United Kingdom	Annual	30/04/2025	17	Authorise Issue of Equity	For	For	For	
Anglo American Plc	United Kingdom	Annual	30/04/2025	18	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Anglo American Plc	United Kingdom	Annual	30/04/2025	19	Authorise Market Purchase of Ordinary Shares	For	For	For	
Anglo American Plc	United Kingdom	Annual	30/04/2025	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Anglo American Plc	United Kingdom	Special	30/04/2025	1	Approve the Demerger Distribution, the Demerger and the Share Consolidation	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Aviva Plc	United Kingdom	Annual	30/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	2	Approve Remuneration Report	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	3	Approve Climate-Related Financial Disclosure	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	4	Approve Final Dividend	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	5	Elect Cheryl Agius as Director	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	6	Elect Neil Morrison as Director	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	7	Re-elect George Culmer as Director	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	8	Re-elect Amanda Blanc as Director	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	9	Re-elect Charlotte Jones as Director	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	10	Re-elect Andrea Blance as Director	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	11	Re-elect Ian Clark as Director	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	12	Re-elect Patrick Flynn as Director	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	13	Re-elect Shonaid Jemmett-Page as Director	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	14	Re-elect Mohit Joshi as Director	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	15	Re-elect Pippa Lambert as Director	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	16	Re-elect Jim McConville as Director	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	17	Re-elect Michael Mire as Director	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	18	Reappoint Ernst & Young LLP as Auditors	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	19	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	20	Authorise UK Political Donations and Expenditure	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	21	Authorise Issue of Equity	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	22	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments and Conversion of the Direct Line RTIs	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	23	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments and Conversion of the Direct Line RTIs	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	25	Authorise Market Purchase of Ordinary Shares	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	26	Authorise Market Purchase of 8 3/4 % Preference Shares	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	27	Authorise Market Purchase of 8 3/8 % Preference Shares	For	For	For	
Aviva Plc	United Kingdom	Annual	30/04/2025	28	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Annual	30/04/2025	1	Receive and Approve Board's and Auditor's Reports	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Annual	30/04/2025	2	Approve Financial Statements and Allocation of Income and Dividends	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Annual	30/04/2025	3	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Annual	30/04/2025	4	Approve Discharge of Management Board	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Annual	30/04/2025	5	Approve Discharge of Supervisory Board	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Annual	30/04/2025	6	Approve Discharge of Auditors	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Annual	30/04/2025	7	Reelect Sarah Whitney as Supervisory Board Member	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Annual	30/04/2025	8	Reelect Jutta af Rosenborg as Supervisory Board Member	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Annual	30/04/2025	9	Reelect Christopher Waples as Supervisory Board Member	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Annual	30/04/2025	10	Reelect Junghwa (June) Aitken as Supervisory Board Member	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Annual	30/04/2025	11	Reelect Andrew Sykes as Supervisory Board Member	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
BBGI Global Infrastructure S.A.	Luxembourg	Annual	30/04/2025	12	Reappoint PricewaterhouseCoopers as Auditor	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Annual	30/04/2025	13	Authorize Board to Fix Remuneration of Auditors	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Annual	30/04/2025	14	Authorize Board to Offer Dividend in Stock	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Annual	30/04/2025	15	Authorize Company to Continue Operating as an Investment Company in the Form of a Public Limited Company with Variable Share Capital	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Annual	30/04/2025	16	Approve Share Repurchase	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Annual	30/04/2025	17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights Up to 10 Percent of Issued Share Capital	For	For	For	
BBGI Global Infrastructure S.A.	Luxembourg	Annual	30/04/2025	18	Authorize Board to Ratify and Execute Approved Resolutions	For	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual/Special	30/04/2025	1	Ratify Ernst & Young LLP as Auditors	For	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual/Special	30/04/2025	2	Advisory Vote on Executive Compensation Approach	For	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual/Special	30/04/2025	3	Management Advisory Vote on Climate Change	For	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual/Special	30/04/2025	4	Approve Amendments to Advance Notice Requirement	For	Against	Against	We voted against this item as it would provide the board with flexibility and authority to request additional disclosure from nominees, within a short timeframe, which could inhibit shareholders ability to nominate directors.
Canadian Pacific Kansas City Limited	Canada	Annual/Special	30/04/2025	5.1	Elect Director John Baird	For	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual/Special	30/04/2025	5.2	Elect Director Isabelle Courville	For	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual/Special	30/04/2025	5.3	Elect Director Keith E. Creel	For	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual/Special	30/04/2025	5.4	Elect Director Antonio Garza	For	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual/Special	30/04/2025	5.5	Elect Director Arturo Gutierrez Hernandez	For	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual/Special	30/04/2025	5.6	Elect Director Edward R. Hamberger	For	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual/Special	30/04/2025	5.7	Elect Director Janet H. Kennedy	For	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual/Special	30/04/2025	5.8	Elect Director Henry J. Maier	For	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual/Special	30/04/2025	5.9	Elect Director Matthew H. Paull	For	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual/Special	30/04/2025	5.10	Elect Director Jane L. Peverett	For	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual/Special	30/04/2025	5.11	Elect Director Andrea Robertson	For	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual/Special	30/04/2025	5.12	Elect Director Gordon T. Trafton	For	For	For	
EssilorLuxottica SA	France	Annual/Special	30/04/2025	1	Approve Financial Statements and Statutory Reports	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
EssilorLuxottica SA	France	Annual/ Special	30/04/2025	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
EssilorLuxottica SA	France	Annual/ Special	30/04/2025	3	Approve Allocation of Income and Dividends of EUR 3.95 per Share	For	For	For	
EssilorLuxottica SA	France	Annual/ Special	30/04/2025	4	Approve Auditors' Special Report on Related-Party Transactions	For	For	For	
EssilorLuxottica SA	France	Annual/ Special	30/04/2025	5	Approve Compensation Report of Corporate Officers	For	Against	Against	We voted against this item as there was a lack of board responsiveness following shareholders' dissent at the previous AGM.
EssilorLuxottica SA	France	Annual/ Special	30/04/2025	6	Approve Compensation of Francesco Milleri, Chairman and CEO	For	For	For	
EssilorLuxottica SA	France	Annual/ Special	30/04/2025	7	Approve Compensation of Paul du Saillant, Vice-CEO	For	For	For	
EssilorLuxottica SA	France	Annual/ Special	30/04/2025	8	Approve Remuneration Policy of Directors	For	For	For	
EssilorLuxottica SA	France	Annual/ Special	30/04/2025	9	Approve Remuneration Policy of Chairman and CEO	For	Against	Against	We voted against this item as the company proposes exceptional awards without a compelling rationale.
EssilorLuxottica SA	France	Annual/ Special	30/04/2025	10	Approve Remuneration Policy of Vice-CEO	For	Against	Against	We voted against this item as the company proposes exceptional awards without a compelling rationale.
EssilorLuxottica SA	France	Annual/ Special	30/04/2025	11	Renew Appointment of Forvis Mazars as Auditor	For	For	For	
EssilorLuxottica SA	France	Annual/ Special	30/04/2025	12	Appoint Ernst & Young Audit as Auditor	For	For	For	
EssilorLuxottica SA	France	Annual/ Special	30/04/2025	13	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	For	For	For	
EssilorLuxottica SA	France	Annual/ Special	30/04/2025	14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
EssilorLuxottica SA	France	Annual/ Special	30/04/2025	15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	
EssilorLuxottica SA	France	Annual/ Special	30/04/2025	16	Amend Article 22 of Bylaws Re: Alternate Auditors	For	For	For	
EssilorLuxottica SA	France	Annual/ Special	30/04/2025	17	Authorize Filing of Required Documents/Other Formalities	For	For	For	
F&C Investment Trust Plc	United Kingdom	Annual	30/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
F&C Investment Trust Plc	United Kingdom	Annual	30/04/2025	2	Approve Remuneration Report	For	For	For	
F&C Investment Trust Plc	United Kingdom	Annual	30/04/2025	3	Approve Final Dividend	For	For	For	
F&C Investment Trust Plc	United Kingdom	Annual	30/04/2025	4	Re-elect Anuradha Chugh as Director	For	For	For	
F&C Investment Trust Plc	United Kingdom	Annual	30/04/2025	5	Re-elect Beatrice Hollond as Director	For	For	For	
F&C Investment Trust Plc	United Kingdom	Annual	30/04/2025	6	Re-elect Edward Knapp as Director	For	For	For	
F&C Investment Trust Plc	United Kingdom	Annual	30/04/2025	7	Re-elect Rain Newton-Smith as Director	For	For	For	
F&C Investment Trust Plc	United Kingdom	Annual	30/04/2025	8	Re-elect Quintin Price as Director	For	For	For	
F&C Investment Trust Plc	United Kingdom	Annual	30/04/2025	9	Elect Richard Robinson as Director	For	For	For	
F&C Investment Trust Plc	United Kingdom	Annual	30/04/2025	10	Re-elect Stephen Russell as Director	For	For	For	
F&C Investment Trust Plc	United Kingdom	Annual	30/04/2025	11	Re-elect Julie Tankard as Director	For	For	For	
F&C Investment Trust Plc	United Kingdom	Annual	30/04/2025	12	Reappoint Ernst & Young LLP as Auditors	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
F&C Investment Trust Plc	United Kingdom	Annual	30/04/2025	13	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
F&C Investment Trust Plc	United Kingdom	Annual	30/04/2025	14	Authorise Issue of Equity	For	For	For	
F&C Investment Trust Plc	United Kingdom	Annual	30/04/2025	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
F&C Investment Trust Plc	United Kingdom	Annual	30/04/2025	16	Authorise Market Purchase of Ordinary Shares	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	2	Approve Final Dividend	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	3a	Re-elect Donard Gaynor as Director	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	3b	Re-elect Hugh McGuire as Director	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	3c	Re-elect Mark Garvey as Director	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	3d	Re-elect Roisin Brennan as Director	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	3e	Re-elect Paul Duffy as Director	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	3f	Re-elect Ilona Haaier as Director	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	3g	Re-elect Jane Lodge as Director	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	3h	Re-elect John G Murphy as Director	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	3i	Elect Gerard O'Brien as Director	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	3j	Re-elect Gabriella Parisse as Director	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	3k	Elect Thomas Phelan as Director	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	3l	Re-elect Kimberly Underhill as Director	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	4	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	5	Approve Remuneration Report	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	6	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	7	Authorise Issue of Equity	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	8	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	10	Authorise Market Purchase of Shares	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	11	Determine Price Range for Reissuance of Treasury Shares	For	For	For	
Glanbia Plc	Ireland	Annual	30/04/2025	12	Approve Transfer of the Company's Category of Equity Share Listing from Equity Shares (Commercial Companies) Category to Equity Shares (International Commercial Companies Secondary Listing) Category	For	For	For	
Hermes International SCA	France	Annual/ Special	30/04/2025	1	Approve Financial Statements and Statutory Reports	For	For	For	
Hermes International SCA	France	Annual/ Special	30/04/2025	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
Hermes International SCA	France	Annual/ Special	30/04/2025	3	Approve Discharge of General Managers	For	For	For	
Hermes International SCA	France	Annual/ Special	30/04/2025	4	Approve Allocation of Income and Dividends of EUR 26 per Share	For	For	For	
Hermes International SCA	France	Annual/ Special	30/04/2025	5	Approve Auditors' Special Report on Related-Party Transactions	For	Against	Against	The discretionary power to set executives' remuneration lies in the hand of the General Partner (this is the same legal entity controlled by the family ownership structure) leading to a conflict of interest.

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Hermes International SCA	France	Annual/ Special	30/04/2025	6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Against	Against	We voted against this resolution as the share repurchase program can be continued during a takeover period.
Hermes International SCA	France	Annual/ Special	30/04/2025	7	Approve Compensation Report of Corporate Officers	For	Against	Against	The discretionary power to set executives' remuneration lies in the hand of the General Partner (this is the same legal entity controlled by the family ownership structure) leading to a conflict of interest.
Hermes International SCA	France	Annual/ Special	30/04/2025	8	Approve Compensation of Axel Dumas, General Manager	For	Against	Against	The discretionary power to set executives' remuneration lies in the hand of the General Partner (this is the same legal entity controlled by the family ownership structure) leading to a conflict of interest.
Hermes International SCA	France	Annual/ Special	30/04/2025	9	Approve Compensation of Emile Hermes SAS, General Manager	For	Against	Against	The discretionary power to set executives' remuneration lies in the hand of the General Partner (this is the same legal entity controlled by the family ownership structure) leading to a conflict of interest.
Hermes International SCA	France	Annual/ Special	30/04/2025	10	Approve Compensation of Éric de Seynes, Chairman of the Supervisory Board	For	For	For	
Hermes International SCA	France	Annual/ Special	30/04/2025	11	Approve Remuneration Policy of General Managers	For	Against	Against	The discretionary power to set executives' remuneration lies in the hand of the General Partner (this is the same legal entity controlled by the family ownership structure) leading to a conflict of interest.
Hermes International SCA	France	Annual/ Special	30/04/2025	12	Approve Remuneration Policy of Supervisory Board Members	For	For	For	
Hermes International SCA	France	Annual/ Special	30/04/2025	13	Reelect Charles-Eric Bauer as Supervisory Board Member	For	Against	Against	We voted against the re-election of this director as they benefit from a multi class share structure which effectively disenfranchises ordinary shareholders.
Hermes International SCA	France	Annual/ Special	30/04/2025	14	Reelect Estelle Brachlianoff as Supervisory Board Member	For	For	For	
Hermes International SCA	France	Annual/ Special	30/04/2025	15	Reelect Julie Guerrand as Supervisory Board Member	For	Against	Against	We voted against the re-election of this director as they benefit from a multi class share structure which effectively disenfranchises ordinary shareholders.
Hermes International SCA	France	Annual/ Special	30/04/2025	16	Elect Cécile Béliot-Zind as Supervisory Board Member	For	For	For	
Hermes International SCA	France	Annual/ Special	30/04/2025	17	Elect Jean-Laurent Bonnafé as Supervisory Board Member	For	For	For	
Hermes International SCA	France	Annual/ Special	30/04/2025	18	Elect Bernard Emié as Supervisory Board Member	For	For	For	
Hermes International SCA	France	Annual/ Special	30/04/2025	19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	
Hermes International SCA	France	Annual/ Special	30/04/2025	20	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Hermes International SCA	France	Annual/ Special	30/04/2025	21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	For	Against	Against	We voted against this resolution as the share repurchase program can be continued during a takeover period.
Hermes International SCA	France	Annual/ Special	30/04/2025	22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	For	Against	Against	We voted against this item as the request does not fall in line with the recommended 10-percent guidelines for issuances without pre-emptive rights.
Hermes International SCA	France	Annual/ Special	30/04/2025	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	
Hermes International SCA	France	Annual/ Special	30/04/2025	24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 20 Percent of Issued Capital	For	Against	Against	We voted against this item as the request does not fall in line with the recommended 10-percent guidelines for issuances without pre-emptive rights.
Hermes International SCA	France	Annual/ Special	30/04/2025	25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	Against	Against	We voted against this item as the request does not fall in line with the recommended 10-percent guidelines for issuances without pre-emptive rights.
Hermes International SCA	France	Annual/ Special	30/04/2025	26	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 10 Percent of Issued Capital	For	Against	Against	We voted against this item as the request does not fall in line with the recommended 10-percent guidelines for issuances without pre-emptive rights.
Hermes International SCA	France	Annual/ Special	30/04/2025	27	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	For	Against	Against	We voted against the proposed delegation as it would reduce shareholders' powers.
Hermes International SCA	France	Annual/ Special	30/04/2025	28	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 27 Above	For	Against	Against	We voted against the proposed delegation as it would reduce shareholders' powers.
Hermes International SCA	France	Annual/ Special	30/04/2025	29	Authorize Filing of Required Documents/Other Formalities	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	2	Approve Remuneration Report	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	3	Approve Final Dividend	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	4	Re-elect Philip Broadley as Director	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	5	Elect Bob Cox as Director	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	6	Elect Paul Gregory as Director	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	7	Re-elect Jack Gressier as Director	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	8	Re-elect Bryan Joseph as Director	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	9	Re-elect Natalie Kershaw as Director	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	10	Re-elect Alex Maloney as Director	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	11	Re-elect Irene McDermott Brown as Director	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	12	Elect Nathalie Rachou as Director	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	13	Elect Linda Ventresca as Director	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	14	Re-elect Sally Williams as Director	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	15	Reappoint KPMG LLP as Auditors	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	16	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	17	Authorise Issue of Equity	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	18	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Lancashire Holdings Ltd.	Bermuda	Annual	30/04/2025	20	Authorise Market Purchase of Common Shares	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	2	Approve Remuneration Policy	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	3	Approve Remuneration Report	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	4	Elect Paul Evans as Director	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	5	Re-elect Clive Adamson as Director	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	6	Re-elect Sir Edward Braham as Director	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	7	Re-elect Clare Chapman as Director	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	8	Re-elect Kathryn McLeland as Director	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	9	Re-elect Andrea Rossi as Director	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	10	Re-elect Debasish Sanyal as Director	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	11	Re-elect Elisabeth Stheeman as Director	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	12	Re-elect Clare Thompson as Director	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	13	Re-elect Massimo Tosato as Director	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	14	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	16	Authorise UK Political Donations and Expenditure	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	17	Authorise Issue of Equity	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	18	Authorise Issue of Preference Shares	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	19	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	20	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	22	Authorise Market Purchase of Ordinary Shares	For	For	For	
M&G Plc	United Kingdom	Annual	30/04/2025	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Melrose Industries Plc	United Kingdom	Annual	30/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Melrose Industries Plc	United Kingdom	Annual	30/04/2025	2	Approve Remuneration Report	For	Against	For	We supported this item as the company provided a reasonable rationale for the use of the annual bonus to incentivise smooth management transition during a challenging period for the company.
Melrose Industries Plc	United Kingdom	Annual	30/04/2025	3	Approve Final Dividend	For	For	For	
Melrose Industries Plc	United Kingdom	Annual	30/04/2025	4	Re-elect Peter Dilnot as Director	For	For	For	
Melrose Industries Plc	United Kingdom	Annual	30/04/2025	5	Re-elect Matthew Gregory as Director	For	For	For	
Melrose Industries Plc	United Kingdom	Annual	30/04/2025	6	Re-elect David Lis as Director	For	For	For	
Melrose Industries Plc	United Kingdom	Annual	30/04/2025	7	Re-elect Charlotte Twynning as Director	For	For	For	
Melrose Industries Plc	United Kingdom	Annual	30/04/2025	8	Re-elect Heather Lawrence as Director	For	For	For	
Melrose Industries Plc	United Kingdom	Annual	30/04/2025	9	Re-elect Gillian Elcock as Director	For	For	For	
Melrose Industries Plc	United Kingdom	Annual	30/04/2025	10	Elect Chris Grigg as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Melrose Industries Plc	United Kingdom	Annual	30/04/2025	11	Elect Ian Barkshire as Director	For	For	For	
Melrose Industries Plc	United Kingdom	Annual	30/04/2025	12	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
Melrose Industries Plc	United Kingdom	Annual	30/04/2025	13	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Melrose Industries Plc	United Kingdom	Annual	30/04/2025	14	Authorise Issue of Equity	For	For	For	
Melrose Industries Plc	United Kingdom	Annual	30/04/2025	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Melrose Industries Plc	United Kingdom	Annual	30/04/2025	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Melrose Industries Plc	United Kingdom	Annual	30/04/2025	17	Authorise Market Purchase of Ordinary Shares	For	For	For	
Melrose Industries Plc	United Kingdom	Annual	30/04/2025	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	3	Ratify Ernst & Young LLP as Auditors	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	3	Ratify Ernst & Young LLP as Auditors	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.1	Elect Director Gregory H. Boyce	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.1	Elect Director Gregory H. Boyce	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.2	Elect Director Bruce R. Brook	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.2	Elect Director Bruce R. Brook	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.3	Elect Director Maura J. Clark	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.3	Elect Director Maura J. Clark	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.4	Elect Director Harry M. (Red) Conger, IV	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.4	Elect Director Harry M. (Red) Conger, IV	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.5	Elect Director Emma FitzGerald	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.5	Elect Director Emma FitzGerald	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.6	Elect Director Sally-Anne Layman	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.6	Elect Director Sally-Anne Layman	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.7	Elect Director José Manuel Madero	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.7	Elect Director José Manuel Madero	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.8	Elect Director René Médori	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.8	Elect Director René Médori	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.9	Elect Director Jane Nelson	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.9	Elect Director Jane Nelson	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.10	Elect Director Tom Palmer	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.10	Elect Director Tom Palmer	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.11	Elect Director Julio M. Quintana	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.11	Elect Director Julio M. Quintana	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.12	Elect Director David T. Seaton	For	For	For	
Newmont Corporation	USA	Annual	30/04/2025	1.12	Elect Director David T. Seaton	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	1	Approve Financial Statements and Statutory Reports	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Sanofi	France	Annual/ Special	30/04/2025	3	Approve Allocation of Income and Dividends of EUR 3.92 per Share	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	4	Approve Transaction with l'Oreal Re: Share Repurchase Agreement	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	5	Ratify Appointment of Jean-Paul Kress as Director	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	6	Reelect Carole Ferrand as Director	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	7	Reelect Barbara Lavernos as Director	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	8	Reelect Emile Voest as Director	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	9	Reelect Antoine Yver as Director	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	10	Approve Compensation Report of Corporate Officers	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	11	Approve Compensation of Frederic Oudea, Chairman of the Board	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	12	Approve Compensation of Paul Hudson, CEO	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	13	Approve Remuneration Policy of Directors	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	14	Approve Remuneration Policy of Chairman of the Board	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	15	Approve Remuneration Policy of CEO	For	Against	Against	We voted against management on this item due to the insufficient rationale provided for the increase to the base salary and LTIP being granted to the CEO.
Sanofi	France	Annual/ Special	30/04/2025	16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 997 Million	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	21	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18, 19, and 20	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	24	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Sanofi	France	Annual/ Special	30/04/2025	25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	27	Amend Articles 3 and 13 of Bylaws	For	For	For	
Sanofi	France	Annual/ Special	30/04/2025	28	Authorize Filing of Required Documents/Other Formalities	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	2	Approve Final Dividend	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	3	Approve Remuneration Report	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	4	Approve Remuneration Policy	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	5	Re-elect Andy Harrison as Director	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	6	Re-elect Mary Barnard as Director	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	7	Re-elect Sue Clayton as Director	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	8	Re-elect Soumen Das as Director	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	9	Re-elect Carol Fairweather as Director	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	10	Re-elect Simon Fraser as Director	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	11	Re-elect David Sleath as Director	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	12	Re-elect Linda Yueh as Director	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	13	Elect Marcus Sperber as Director	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	14	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	16	Authorise UK Political Donations and Expenditure	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	17	Amend Long Term Incentive Plan	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	18	Authorise Issue of Equity	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	19	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	21	Authorise Market Purchase of Ordinary Shares	For	For	For	
SEGRO Plc	United Kingdom	Annual	30/04/2025	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	2	Approve Remuneration Report	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	3	Approve Final Dividend	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	4	Elect Sybella Stanley as Director	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	5	Re-elect Rupert Soames as Director	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	6	Re-elect Jo Hallas as Director	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	7	Re-elect Simon Lowth as Director	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	8	Re-elect John Ma as Director	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	9	Re-elect Jeremy Maiden as Director	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	10	Re-elect Katarzyna Mazur-Hofszaess as Director	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	11	Re-elect Deepak Nath as Director	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	12	Re-elect Marc Owen as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	13	Re-elect Angie Risley as Director	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	14	Re-elect John Rogers as Director	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	15	Re-elect Bob White as Director	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	16	Reappoint Deloitte LLP as Auditors	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	17	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	18	Authorise Issue of Equity	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	19	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	21	Authorise Market Purchase of Ordinary Shares	For	For	For	
Smith & Nephew Plc	United Kingdom	Annual	30/04/2025	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	2	Approve Final Dividend	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	3	Re-elect Robert Noel as Director	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	4	Re-elect Jennie Daly as Director	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	5	Re-elect Chris Carney as Director	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	6	Re-elect Lord Jitesh Gadhia as Director	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	7	Re-elect Irene Dörner as Director	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	8	Re-elect Scilla Grimble as Director	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	9	Re-elect Mark Castle as Director	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	10	Re-elect Clodagh Moriarty as Director	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	11	Elect Martyn Coffey as Director	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	12	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	13	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	14	Authorise Issue of Equity	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	17	Authorise Market Purchase of Ordinary Shares	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	18	Approve Remuneration Report	For	Against	For	We supported this item because the company is applying the remuneration policy we already approved, and performing well based on those parameters.
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	19	Authorise UK Political Donations and Expenditure	For	For	For	
Taylor Wimpey Plc	United Kingdom	Annual	30/04/2025	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
The Coca-Cola Company	USA	Annual	30/04/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
The Coca-Cola Company	USA	Annual	30/04/2025	3	Ratify Ernst & Young LLP as Auditors	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
The Coca-Cola Company	USA	Annual	30/04/2025	4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	Against	Against	Against	We voted against this shareholder proposal because the company already provides sufficient disclosure in line with its peers and the ask is considered overly perspective.
The Coca-Cola Company	USA	Annual	30/04/2025	5	Report on Food Waste Management and Targets to Reduce Food Waste	Against	Against	Against	We voted against this shareholder proposal because the company already provides sufficient disclosure in line with its peers and the ask is considered overly perspective.
The Coca-Cola Company	USA	Annual	30/04/2025	6	Establish a Board Committee on Improper Influence	Against	Against	Against	We voted against this shareholder proposal because the company already provides sufficient disclosure in line with its peers and the ask is considered overly perspective.
The Coca-Cola Company	USA	Annual	30/04/2025	7	Consider Abolishing DEI Goals from Compensation Inducements	Against	Against	Against	We voted against this proposal made by an anti-ESG and anti-DEI proponent.
The Coca-Cola Company	USA	Annual	30/04/2025	8	Report on Impacts Related to Associating Brand with Politically Divisive Events	Against	Against	Against	We voted against this proposal made by an anti-ESG and anti-DEI proponent.
The Coca-Cola Company	USA	Annual	30/04/2025	9	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against	Against	Against	We voted against this proposal made by an anti-ESG and anti-DEI proponent.
The Coca-Cola Company	USA	Annual	30/04/2025	1.1	Elect Director Herb Allen	For	For	For	
The Coca-Cola Company	USA	Annual	30/04/2025	1.2	Elect Director Bela Bajaria	For	For	For	
The Coca-Cola Company	USA	Annual	30/04/2025	1.3	Elect Director Ana Botin	For	For	For	
The Coca-Cola Company	USA	Annual	30/04/2025	1.4	Elect Director Christopher C. Davis	For	For	For	
The Coca-Cola Company	USA	Annual	30/04/2025	1.5	Elect Director Carolyn Everson	For	For	For	
The Coca-Cola Company	USA	Annual	30/04/2025	1.6	Elect Director Thomas S. Gayner	For	For	For	
The Coca-Cola Company	USA	Annual	30/04/2025	1.7	Elect Director Maria Elena Lagomasino	For	For	For	
The Coca-Cola Company	USA	Annual	30/04/2025	1.8	Elect Director Amity Millhiser	For	For	For	
The Coca-Cola Company	USA	Annual	30/04/2025	1.9	Elect Director James Quincey	For	For	For	
The Coca-Cola Company	USA	Annual	30/04/2025	1.10	Elect Director Caroline J. Tsay	For	For	For	
The Coca-Cola Company	USA	Annual	30/04/2025	1.11	Elect Director David B. Weinberg	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	2	Approve Remuneration Report	For	Against	Against	After engaging with the company, we chose to vote against management, as the pay level lacked sufficient justification and the FTSE 10 was an inappropriate benchmark for performance targets.

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Unilever Plc	United Kingdom	Annual	30/04/2025	2	Approve Remuneration Report	For	Against	Against	After engaging with the company, we chose to vote against management, as the pay level lacked sufficient justification and the FTSE 10 was an inappropriate benchmark for performance targets.
Unilever Plc	United Kingdom	Annual	30/04/2025	3	Elect Benoit Potier as Director	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	3	Elect Benoit Potier as Director	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	4	Elect Zoe Yujnovich as Director	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	4	Elect Zoe Yujnovich as Director	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	5	Re-elect Fernando Fernandez as Director	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	5	Re-elect Fernando Fernandez as Director	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	6	Re-elect Adrian Hennah as Director	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	6	Re-elect Adrian Hennah as Director	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	7	Re-elect Susan Kilsby as Director	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	7	Re-elect Susan Kilsby as Director	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	8	Re-elect Ruby Lu as Director	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	8	Re-elect Ruby Lu as Director	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	9	Re-elect Judith McKenna as Director	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	9	Re-elect Judith McKenna as Director	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	10	Re-elect Ian Meakins as Director	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	10	Re-elect Ian Meakins as Director	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	11	Re-elect Nelson Peltz as Director	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	11	Re-elect Nelson Peltz as Director	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	12	Reappoint KPMG LLP as Auditors	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	12	Reappoint KPMG LLP as Auditors	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	13	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	13	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	14	Authorise UK Political Donations and Expenditure	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	14	Authorise UK Political Donations and Expenditure	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	15	Authorise Issue of Equity	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	15	Authorise Issue of Equity	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	16	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	16	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	18	Authorise Market Purchase of Ordinary Shares	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	18	Authorise Market Purchase of Ordinary Shares	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Unilever Plc	United Kingdom	Annual	30/04/2025	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
AIB Group Plc	Ireland	Annual	01/05/2025	2	Approve Final Dividend	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	3	Authorise Board to Fix Remuneration of Auditors	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	4	Ratify PricewaterhouseCoopers as Auditors	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	5a	Re-elect Anik Chaumartin as Director	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	5b	Re-elect Donal Galvin as Director	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	5C	Re-elect Basil Geoghegan as Director	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	5D	Re-elect Tanya Horgan as Director	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	5E	Re-elect Colin Hunt as Director	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	5F	Re-elect Sandy Pritchard as Director	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	5g	Re-elect Elaine MacLean as Director	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	5h	Re-elect Andrew Maguire as Director	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	5i	Re-elect Brendan McDonagh as Director	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	5j	Re-elect Ann O'Brien as Director	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	5k	Re-elect Fergal O'Dwyer as Director	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	5l	Re-elect James Pettigrew as Director	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	5m	Re-elect Jan Sijbrand as Director	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	5n	Re-elect Ranjit Singh as Director	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	6	Approve Remuneration Report	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	7	Authorise Issue of Equity	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	8A	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	8B	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	9	Authorise Market Purchase of Shares	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	10	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	11	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	12	Approve the Directed Buyback Contract with the Minister for Finance	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	13	Approve the Company's Entry into the Transaction as a Related Party Transaction under the Companies Act	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	14	Approve Save As You Earn Schemes	For	For	For	
AIB Group Plc	Ireland	Annual	01/05/2025	15	Elect Philip Hobbs, a Shareholder Nominee, as a Director	Against	Against	Against	We voted against this item in the absence of a compelling rationale from the proponent.
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	2	Approve Remuneration Report	For	For	For	
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	3	Approve Remuneration Policy	For	For	For	
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	4	Approve Dividend Policy	For	For	For	
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	5	Elect Rachel Beagles as Director	For	For	For	
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	6	Elect Shauna Bevan as Director	For	For	For	
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	7	Elect Andrew Ross as Director	For	For	For	
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	8	Re-elect Sarah Bates as Director	For	For	For	
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	9	Re-elect Dean Buckley as Director	For	For	For	
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	10	Re-elect Jo Dixon as Director	For	For	For	
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	11	Re-elect Vicky Hastings as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	12	Re-elect Milyae Park as Director	For	For	For	
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	13	Reappoint BDO LLP as Auditors	For	For	For	
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	14	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	15	Authorise Issue of Equity	For	For	For	
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	16	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	17	Authorise Market Purchase of Ordinary Shares	For	For	For	
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Alliance Witan PLC	United Kingdom	Annual	01/05/2025	19	Approve Cancellation of Share Premium Account	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	2	Approve Remuneration Report	For	Against	Against	We voted against this item as the salary increases of the executive officers were not in line with those of the wider workforce.
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	3	Approve Remuneration Policy	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	4	Approve Final Dividend	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	5	Elect Roisin Currie as Director	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	6	Elect Tim Lodge as Director	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	7	Elect Suzy Neubert as Director	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	8	Re-elect Louis Eperjesi as Director	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	9	Re-elect Louise Fowler as Director	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	10	Re-elect Paul Hayes as Director	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	11	Re-elect Andrew Livingston as Director	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	12	Re-elect Vanda Murray as Director	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	13	Re-elect Peter Ventress as Director	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	14	Reappoint KPMG LLP as Auditors	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	15	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	16	Authorise UK Political Donations and Expenditure	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	17	Authorise Issue of Equity	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	18	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	19	Authorise Market Purchase of Ordinary Shares	For	For	For	
Howden Joinery Group Plc	United Kingdom	Annual	01/05/2025	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Johnson Service Group Plc	United Kingdom	Annual	01/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Johnson Service Group Plc	United Kingdom	Annual	01/05/2025	2	Approve Remuneration Report	For	For	For	
Johnson Service Group Plc	United Kingdom	Annual	01/05/2025	3	Approve Final Dividend	For	For	For	
Johnson Service Group Plc	United Kingdom	Annual	01/05/2025	4	Re-elect Jock Lennox as Director	For	For	For	
Johnson Service Group Plc	United Kingdom	Annual	01/05/2025	5	Re-elect Peter Egan as Director	For	For	For	
Johnson Service Group Plc	United Kingdom	Annual	01/05/2025	6	Re-elect Yvonne Monaghan as Director	For	For	For	
Johnson Service Group Plc	United Kingdom	Annual	01/05/2025	7	Re-elect Chris Girling as Director	For	For	For	
Johnson Service Group Plc	United Kingdom	Annual	01/05/2025	8	Re-elect Nicola Keach as Director	For	For	For	
Johnson Service Group Plc	United Kingdom	Annual	01/05/2025	9	Re-elect Kirsty Homer as Director	For	For	For	
Johnson Service Group Plc	United Kingdom	Annual	01/05/2025	10	Reappoint Grant Thornton UK LLP as Auditors	For	For	For	
Johnson Service Group Plc	United Kingdom	Annual	01/05/2025	11	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Johnson Service Group Plc	United Kingdom	Annual	01/05/2025	12	Authorise Issue of Equity	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Johnson Service Group Plc	United Kingdom	Annual	01/05/2025	13	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Johnson Service Group Plc	United Kingdom	Annual	01/05/2025	14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Johnson Service Group Plc	United Kingdom	Annual	01/05/2025	15	Authorise Market Purchase of Ordinary Shares	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	2	Approve Final Dividend	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	3a	Re-elect Gerry Behan as Director	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	3b	Re-elect Genevieve Berger as Director	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	3c	Re-elect Fiona Dawson as Director	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	3d	Re-elect Emer Gilvarry as Director	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	3e	Re-elect Catherine Godson as Director	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	3f	Re-elect Liz Hewitt as Director	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	3g	Re-elect Michael Kerr as Director	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	3h	Re-elect Marguerite Larkin as Director	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	3i	Re-elect Tom Moran as Director	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	3j	Re-elect Christopher Rogers as Director	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	3k	Re-elect Patrick Rohan as Director	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	3l	Re-elect Edmond Scanlon as Director	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	3m	Re-elect Jinlong Wang as Director	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	4	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	5	Approve Remuneration Report	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	6	Authorise Issue of Equity	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	7	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	9	Authorise Market Purchase of A Ordinary Shares	For	For	For	
Kerry Group Plc	Ireland	Annual	01/05/2025	10	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	2	Approve Final Dividend	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	3a	Re-elect Jost Massenberg as Director	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	3b	Re-elect Gene Murtagh as Director	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	3c	Re-elect Geoff Doherty as Director	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	3d	Re-elect Russell Shiels as Director	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	3e	Re-elect Gilbert McCarthy as Director	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	3f	Re-elect Anne Heraty as Director	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	3g	Re-elect Eimear Moloney as Director	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	3h	Re-elect Paul Murtagh as Director	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	3i	Re-elect Senan Murphy as Director	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	3j	Re-elect Louise Phelan as Director	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	4	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	5	Approve Remuneration Policy	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	6	Approve Remuneration Report	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Kingspan Group Plc	Ireland	Annual	01/05/2025	7	Approve Increase in the Maximum Aggregate Fees Payable to Non-executive Directors	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	8	Authorise Issue of Equity	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	9	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	11	Authorise Market Purchase of Shares	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	12	Authorise Reissuance of Treasury Shares	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	13	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	14	Amend Performance Share Plan	For	For	For	
Kingspan Group Plc	Ireland	Annual	01/05/2025	15	Amend Articles of Association	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	2	Approve Final Dividend	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	3	Approve Remuneration Report	For	Against	Against	We voted against this item as the proposed increase in CEO pay is significant without a compelling rationale provided.
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	4	Re-elect Dominic Blakemore as Director	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	5	Re-elect Martin Brand as Director	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	6	Re-elect Kathleen DeRose as Director	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	7	Re-elect Tsega Gebreyes as Director	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	8	Re-elect Scott Guthrie as Director	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	9	Re-elect Cressida Hogg as Director	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	10	Re-elect Michel-Alain Proch as Director	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	11	Re-elect Val Rahmani as Director	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	12	Re-elect Don Robert as Director	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	13	Re-elect David Schwimmer as Director	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	14	Re-elect William Vereker as Director	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	15	Elect Lloyd Pitchford as Director	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	16	Reappoint Deloitte LLP as Auditors	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	18	Authorise Issue of Equity	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	19	Authorise UK Political Donations and Expenditure	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	20	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	22	Authorise Market Purchase of Ordinary Shares	For	For	For	
London Stock Exchange Group Plc	United Kingdom	Annual	01/05/2025	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Pershing Square Holdings Ltd	Guernsey	Annual	01/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Pershing Square Holdings Ltd	Guernsey	Annual	01/05/2025	2	Reappoint Ernst & Young LLP as Auditors	For	For	For	
Pershing Square Holdings Ltd	Guernsey	Annual	01/05/2025	3	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Pershing Square Holdings Ltd	Guernsey	Annual	01/05/2025	4	Elect Halit Coussin as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Pershing Square Holdings Ltd	Guernsey	Annual	01/05/2025	5	Re-elect Bronwyn Curtis as Director (WITHDRAWN)	None	Abstain	Abstain	This item was withdrawn from the agenda.
Pershing Square Holdings Ltd	Guernsey	Annual	01/05/2025	6	Re-elect Andrew Henton as Director	For	For	For	
Pershing Square Holdings Ltd	Guernsey	Annual	01/05/2025	7	Re-elect Rupert Morley as Director	For	For	For	
Pershing Square Holdings Ltd	Guernsey	Annual	01/05/2025	8	Re-elect Charlotte Denton as Director	For	For	For	
Pershing Square Holdings Ltd	Guernsey	Annual	01/05/2025	9	Authorise Market Purchase of Public Shares	For	For	For	
Pershing Square Holdings Ltd	Guernsey	Annual	01/05/2025	10	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Pershing Square Holdings Ltd	Guernsey	Annual	01/05/2025	11	Elect Jean-Baptiste Wautier as Director	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	2	Approve Final Dividend	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	3	Approve Remuneration Report	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	4	Re-elect Roger Devlin as Director	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	5	Re-elect Dean Finch as Director	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	6	Elect Andrew Duxbury as Director	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	7	Re-elect Annemarie Durbin as Director	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	8	Re-elect Andrew Wyllie as Director	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	9	Re-elect Alexandra Depledge as Director	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	10	Re-elect Colette O'Shea as Director	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	11	Elect Paula Bell as Director	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	12	Elect Anand Aithal as Director	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	13	Reappoint Ernst & Young LLP as Auditors	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	14	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	15	Authorise UK Political Donations and Expenditure	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	16	Authorise Issue of Equity	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	17	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	19	Authorise Market Purchase of Ordinary Shares	For	For	For	
Persimmon Plc	United Kingdom	Annual	01/05/2025	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	2	Approve Remuneration Report for UK Law Purposes	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	3	Approve Remuneration Report for Australian Law Purposes	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	4	Elect Sharon Thorne as Director	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	5	Elect Dominic Barton as Director	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	6	Elect Peter Cunningham as Director	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	7	Elect Dean Dalla Valle as Director	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	8	Elect Simon Henry as Director	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	9	Elect Susan Lloyd-Hurwitz as Director	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	10	Elect Martina Merz as Director	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	11	Elect Jennifer Nason as Director	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	12	Elect Joc O'Rourke as Director	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	13	Elect Jakob Stausholm as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Rio Tinto Limited	Australia	Annual	01/05/2025	14	Elect Ngaire Woods as Director	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	15	Elect Ben Wyatt as Director	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	16	Appoint KPMG LLP as Auditors	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	17	Authorize the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	18	Approve Authority to Make Political Donations	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	19	Approve 2025 Climate Action Plan	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	20	Approve Renewal of On-Market Share Buy-Back Authority	For	For	For	
Rio Tinto Limited	Australia	Annual	01/05/2025	21	Shareholder Requisitioned Resolution That the Company Instigates an Independent Review into the Possible Unification of the Dual-listed Structure into a Single Australian-domiciled Holding Company and Publishes the Results of that Review	Against	For	Against	We voted against the Palliser shareholder resolution because unifying the dual listing structure into a single line of shares would increase the cost and the disruption involved would not justify such change. The Board last conducted a full review of the subject last year and concluded that it would not be beneficial to shareholders to do so.
RIT Capital Partners Plc	United Kingdom	Annual	01/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
RIT Capital Partners Plc	United Kingdom	Annual	01/05/2025	2	Approve Remuneration Report	For	For	For	
RIT Capital Partners Plc	United Kingdom	Annual	01/05/2025	3	Re-elect Philippe Costeletos as Director	For	For	For	
RIT Capital Partners Plc	United Kingdom	Annual	01/05/2025	4	Re-elect Andre Perold as Director	For	For	For	
RIT Capital Partners Plc	United Kingdom	Annual	01/05/2025	5	Re-elect Dame Hannah Rothschild as Director	For	For	For	
RIT Capital Partners Plc	United Kingdom	Annual	01/05/2025	6	Re-elect Vikas Karlekar as Director	For	For	For	
RIT Capital Partners Plc	United Kingdom	Annual	01/05/2025	7	Re-elect Cecilia McAnulty as Director	For	For	For	
RIT Capital Partners Plc	United Kingdom	Annual	01/05/2025	8	Re-elect Jutta af Rosenborg as Director	For	For	For	
RIT Capital Partners Plc	United Kingdom	Annual	01/05/2025	9	Elect Helena Coles as Director	For	For	For	
RIT Capital Partners Plc	United Kingdom	Annual	01/05/2025	10	Reappoint Ernst & Young LLP as Auditors	For	For	For	
RIT Capital Partners Plc	United Kingdom	Annual	01/05/2025	11	Authorise Board to Fix Remuneration of Auditors	For	For	For	
RIT Capital Partners Plc	United Kingdom	Annual	01/05/2025	12	Authorise Issue of Equity	For	For	For	
RIT Capital Partners Plc	United Kingdom	Annual	01/05/2025	13	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
RIT Capital Partners Plc	United Kingdom	Annual	01/05/2025	14	Authorise Market Purchase of Ordinary Shares	For	For	For	
RIT Capital Partners Plc	United Kingdom	Annual	01/05/2025	15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	2	Approve Remuneration Policy	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	3	Approve Remuneration Report	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	4	Approve Final Dividend	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	5	Re-elect Dame Anita Frew as Director	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	6	Re-elect Tufan Erginbilgic as Director	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	7	Re-elect Helen McCabe as Director	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	8	Re-elect George Culmer as Director	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	9	Re-elect Birgit Behrendt as Director	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	10	Re-elect Stuart Bradie as Director	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	11	Re-elect Paulo Silva as Director	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	12	Re-elect Lord Jitesh Gadhia as Director	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	13	Re-elect Beverly Goulet as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	14	Re-elect Nick Luff as Director	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	15	Re-elect Wendy Mars as Director	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	16	Re-elect Dame Angela Strank as Director	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	17	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	18	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	19	Authorise UK Political Donations and Expenditure	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	20	Authorise Issue of Equity	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	21	Approve Capitalisation of Merger Reserve	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	22	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	23	Authorise Market Purchase of Ordinary Shares	For	For	For	
Rolls-Royce Holdings Plc	United Kingdom	Annual	01/05/2025	24	Authorise Cancellation of Capital Reduction Share and the Reduction of Capital	For	For	For	
RTX Corporation	USA	Annual	01/05/2025	1a	Elect Director Tracy A. Atkinson	For	For	For	
RTX Corporation	USA	Annual	01/05/2025	1b	Elect Director Christopher T. Calio	For	For	For	
RTX Corporation	USA	Annual	01/05/2025	1c	Elect Director Leanne G. Caret	For	For	For	
RTX Corporation	USA	Annual	01/05/2025	1d	Elect Director Bernard A. Harris, Jr.	For	For	For	
RTX Corporation	USA	Annual	01/05/2025	1e	Elect Director George R. Oliver	For	For	For	
RTX Corporation	USA	Annual	01/05/2025	1f	Elect Director Ellen M. Pawlikowski	For	For	For	
RTX Corporation	USA	Annual	01/05/2025	1g	Elect Director Denise L. Ramos	For	For	For	
RTX Corporation	USA	Annual	01/05/2025	1h	Elect Director Fredric G. Reynolds	For	For	For	
RTX Corporation	USA	Annual	01/05/2025	1i	Elect Director Brian C. Rogers	For	For	For	
RTX Corporation	USA	Annual	01/05/2025	1j	Elect Director James A. Winnefeld, Jr.	For	For	For	
RTX Corporation	USA	Annual	01/05/2025	1k	Elect Director Robert O. Work	For	For	For	
RTX Corporation	USA	Annual	01/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
RTX Corporation	USA	Annual	01/05/2025	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
RTX Corporation	USA	Annual	01/05/2025	4	Report on Lobbying Payments and Policy	Against	Against	Against	We voted against this shareholder proposal because the level of disclosure from the company is in line with other geographic peers.
Schroders Plc	United Kingdom	Annual	01/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Schroders Plc	United Kingdom	Annual	01/05/2025	2	Approve Final Dividend	For	For	For	
Schroders Plc	United Kingdom	Annual	01/05/2025	3	Approve Remuneration Report	For	For	For	
Schroders Plc	United Kingdom	Annual	01/05/2025	4	Elect Meagen Burnett as Director	For	For	For	
Schroders Plc	United Kingdom	Annual	01/05/2025	5	Elect Johanna Kyrklund as Director	For	For	For	
Schroders Plc	United Kingdom	Annual	01/05/2025	6	Re-elect Dame Elizabeth Corley as Director	For	For	For	
Schroders Plc	United Kingdom	Annual	01/05/2025	7	Re-elect Richard Oldfield as Director	For	For	For	
Schroders Plc	United Kingdom	Annual	01/05/2025	8	Re-elect Ian King as Director	For	For	For	
Schroders Plc	United Kingdom	Annual	01/05/2025	9	Re-elect Rakhi Goss-Custard as Director	For	For	For	
Schroders Plc	United Kingdom	Annual	01/05/2025	10	Re-elect Iain Mackay as Director	For	For	For	
Schroders Plc	United Kingdom	Annual	01/05/2025	11	Re-elect Annette Thomas as Director	For	For	For	
Schroders Plc	United Kingdom	Annual	01/05/2025	12	Re-elect Frederic Wakeman as Director	For	For	For	
Schroders Plc	United Kingdom	Annual	01/05/2025	13	Re-elect Matthew Westerman as Director	For	For	For	
Schroders Plc	United Kingdom	Annual	01/05/2025	14	Re-elect Claire Fitzalan Howard as Director	For	For	For	
Schroders Plc	United Kingdom	Annual	01/05/2025	15	Re-elect Leonie Schroder as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Schroders Plc	United Kingdom	Annual	01/05/2025	16	Reappoint Ernst & Young LLP as Auditors	For	For	For	
Schroders Plc	United Kingdom	Annual	01/05/2025	17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	For	
Schroders Plc	United Kingdom	Annual	01/05/2025	18	Approve Waiver of Rule 9 of the Takeover Code	For	For	For	
Schroders Plc	United Kingdom	Annual	01/05/2025	19	Authorise Market Purchase of Ordinary Shares	For	For	For	
Schroders Plc	United Kingdom	Annual	01/05/2025	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Sigmaroc Plc	United Kingdom	Annual	01/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Sigmaroc Plc	United Kingdom	Annual	01/05/2025	2	Reappoint PKF Littlejohn LLP as Auditors and Authorise Their Remuneration	For	For	For	
Sigmaroc Plc	United Kingdom	Annual	01/05/2025	3	Re-elect David Barrett as Director	For	For	For	
Sigmaroc Plc	United Kingdom	Annual	01/05/2025	4	Re-elect Max Vermorken as Director	For	For	For	
Sigmaroc Plc	United Kingdom	Annual	01/05/2025	5	Elect Jan van Beek as Director	For	For	For	
Sigmaroc Plc	United Kingdom	Annual	01/05/2025	6	Re-elect Timothy Hall as Director	For	Against	For	We provided a cautionary support in this instance, with the intention to review the board's independence next year.
Sigmaroc Plc	United Kingdom	Annual	01/05/2025	7	Elect Peter Johnson as Director	For	For	For	
Sigmaroc Plc	United Kingdom	Annual	01/05/2025	8	Elect Francesca Medda as Director	For	For	For	
Sigmaroc Plc	United Kingdom	Annual	01/05/2025	9	Approve Remuneration Committee Report	For	For	For	
Sigmaroc Plc	United Kingdom	Annual	01/05/2025	10	Approve Long Term Incentive Plan	For	For	For	
Sigmaroc Plc	United Kingdom	Annual	01/05/2025	11	Authorise Issue of Equity	For	For	For	
Sigmaroc Plc	United Kingdom	Annual	01/05/2025	12	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Sigmaroc Plc	United Kingdom	Annual	01/05/2025	13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Sigmaroc Plc	United Kingdom	Annual	01/05/2025	14	Authorise Market Purchase of Ordinary Shares	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	2	Approve Remuneration Report	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	3	Approve Remuneration Policy	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	4a	Elect Manveen Kaur as Director	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	4b	Re-elect Geraldine Buckingham as Director	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	4c	Re-elect Rachel Duan as Director	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	4d	Re-elect Georges Elhedery as Director	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	4e	Re-elect Dame Carolyn Fairbairn as Director	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	4f	Re-elect James Forese as Director	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	4g	Re-elect Ann Godbehere as Director	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	4h	Re-elect Steven Guggenheimer as Director	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	4i	Re-elect Jose Antonio Meade Kuribrena as Director	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	4j	Re-elect Kalpana Morparia as Director	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	4k	Re-elect Eileen Murray as Director	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	4l	Re-elect Brendan Nelson as Director	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	4m	Re-elect Swee Lian Teo as Director	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	4n	Re-elect Sir Mark Tucker as Director	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	5	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	7	Authorise UK Political Donations and Expenditure	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	8	Authorise Issue of Equity	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	9	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	11	Authorise Directors to Allot Any Repurchased Shares	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	12	Authorise Market Purchase of Ordinary Shares	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	13	Approve Share Repurchase Contract	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	14	Authorise Issue of Equity in Relation to Contingent Convertible Securities	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	15	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	16	Approve Scrip Dividend Alternative	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	17	Approve Amendment to the Rules of HSBC Share Plan 2011	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	18	Approve Cancellation of Share Premium Account and Capital Redemption Reserve	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
HSBC Holdings Plc	United Kingdom	Annual	02/05/2025	20	To Instruct the HSBC Board of Directors to Follow the Plan set out on page 21 of the Annual Report 2023	Against	Against	Against	We voted against this shareholder request as it is considered overly prescriptive and binds the company to a specific course of action, which may not be in the best interest of the majority of shareholders.
Pearson Plc	United Kingdom	Annual	02/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Pearson Plc	United Kingdom	Annual	02/05/2025	2	Approve Final Dividend	For	For	For	
Pearson Plc	United Kingdom	Annual	02/05/2025	3	Re-elect Omar Abbosh as Director	For	For	For	
Pearson Plc	United Kingdom	Annual	02/05/2025	4	Re-elect Sherry Coutu as Director	For	For	For	
Pearson Plc	United Kingdom	Annual	02/05/2025	5	Re-elect Alison Dolan as Director	For	For	For	
Pearson Plc	United Kingdom	Annual	02/05/2025	6	Re-elect Alex Hardiman as Director	For	For	For	
Pearson Plc	United Kingdom	Annual	02/05/2025	7	Re-elect Sally Johnson as Director	For	For	For	
Pearson Plc	United Kingdom	Annual	02/05/2025	8	Re-elect Omid Kordestani as Director	For	For	For	
Pearson Plc	United Kingdom	Annual	02/05/2025	9	Re-elect Esther Lee as Director	For	For	For	
Pearson Plc	United Kingdom	Annual	02/05/2025	10	Re-elect Graeme Pitkethly as Director	For	For	For	
Pearson Plc	United Kingdom	Annual	02/05/2025	11	Re-elect Annette Thomas as Director	For	For	For	
Pearson Plc	United Kingdom	Annual	02/05/2025	12	Re-elect Lincoln Wallen as Director	For	For	For	
Pearson Plc	United Kingdom	Annual	02/05/2025	13	Approve Remuneration Report	For	For	For	
Pearson Plc	United Kingdom	Annual	02/05/2025	14	Reappoint Ernst & Young LLP as Auditors	For	For	For	
Pearson Plc	United Kingdom	Annual	02/05/2025	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Pearson Plc	United Kingdom	Annual	02/05/2025	16	Authorise Issue of Equity	For	For	For	
Pearson Plc	United Kingdom	Annual	02/05/2025	17	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Pearson Plc	United Kingdom	Annual	02/05/2025	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Pearson Plc	United Kingdom	Annual	02/05/2025	19	Authorise Market Purchase of Ordinary Shares	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Pearson Plc	United Kingdom	Annual	02/05/2025	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	4a	Ratify KPMG as Auditors	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	4b	Authorize Board to Fix Remuneration of Auditors	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	5	Authorize Issue of Equity	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	6	Authorize Issue of Equity without Pre-emptive Rights	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	7	Determine Price Range at which Company can Re-issue Treasury Shares	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	1.1	Elect Director Irial Finan	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	1.2	Elect Director Anthony Smurfit	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	1.3	Elect Director Ken Bowles	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	1.4	Elect Director Colleen F. Arnold	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	1.5	Elect Director Timothy J. Bernlohr	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	1.6	Elect Director Carole L. Brown	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	1.7	Elect Director Terrell K. Crews	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	1.8	Elect Director Carol Fairweather	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	1.9	Elect Director Mary Lynn Ferguson-McHugh	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	1.10	Elect Director Suzan F. Harrison	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	1.11	Elect Director Kaisa Hietala	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	1.12	Elect Director Lourdes Melgar	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	1.13	Elect Director Jorgen Buhl Rasmussen	For	For	For	
Smurfit WestRock Plc	Ireland	Annual	02/05/2025	1.14	Elect Director Alan D. Wilson	For	For	For	
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	2	Report on Costs and Benefits of Voluntary Carbon Reduction Commitments	Against	Against	Against	We voted against this request as the company already provides sufficient disclosure in this area.
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	3	Report on Pay Disparity	Against	Against	Against	We voted against this request as the company already provides sufficient disclosure in this area.
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	4	Report on Civil Rights and Non-Discrimination Audit	Against	Against	Against	We voted against this proposal made by an anti-ESG and anti-DEI proponent.
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	5	Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives	Against	Against	Against	We voted against this proposal made by an anti-ESG and anti-DEI proponent.
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	6	Designate Board Committee to Oversee DEI Strategy	Against	Against	Against	We voted against this proposal made by an anti-ESG and anti-DEI proponent.
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	7	Report on Clean Energy Supply Financing Ratio	Against	Against	For	We consider this proposal to be beneficial to shareholders.
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	8	Establish Board Committee on Artificial Intelligence	Against	Against	Against	We voted against this request as the company already provides sufficient disclosure in this area.
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	1.1	Elect Director Warren E. Buffett	For	For	For	
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	1.2	Elect Director Gregory E. Abel	For	For	For	
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	1.3	Elect Director Howard G. Buffett	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	1.4	Elect Director Susan A. Buffett	For	For	For	
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	1.5	Elect Director Stephen B. Burke	For	Withhold	Withhold	We typically vote against multi-class share structures, however, in this instance, voting against would have provided little value as the board does not have the ability to change the current voting structure.
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	1.6	Elect Director Kenneth I. Chenault	For	Withhold	Withhold	We typically vote against multi-class share structures, however, in this instance, voting against would have provided little value as the board does not have the ability to change the current voting structure.
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	1.7	Elect Director Christopher C. Davis	For	For	For	
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	1.8	Elect Director Susan L. Decker	For	Withhold	Withhold	We typically vote against multi-class share structures, however, in this instance, voting against would have provided little value as the board does not have the ability to change the current voting structure.
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	1.9	Elect Director Charlotte Guyman	For	Withhold	Withhold	We typically vote against multi-class share structures, however, in this instance, voting against would have provided little value as the board does not have the ability to change the current voting structure.
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	1.10	Elect Director Ajit Jain	For	For	For	
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	1.11	Elect Director Thomas S. Murphy, Jr.	For	Withhold	Withhold	We typically vote against multi-class share structures, however, in this instance, voting against would have provided little value as the board does not have the ability to change the current voting structure.
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	1.12	Elect Director Wallace R. Weitz	For	For	For	
Berkshire Hathaway Inc.	USA	Annual	03/05/2025	1.13	Elect Director Meryl B. Witmer	For	For	For	
Eli Lilly and Company	USA	Annual	05/05/2025	1a	Elect Director Ralph Alvarez	For	For	For	
Eli Lilly and Company	USA	Annual	05/05/2025	1b	Elect Director Mary Lynne Hedley	For	For	For	
Eli Lilly and Company	USA	Annual	05/05/2025	1c	Elect Director Kimberly H. Johnson	For	For	For	
Eli Lilly and Company	USA	Annual	05/05/2025	1d	Elect Director Juan R. Luciano	For	For	For	
Eli Lilly and Company	USA	Annual	05/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Eli Lilly and Company	USA	Annual	05/05/2025	3	Ratify Ernst & Young LLP as Auditors	For	For	For	
Eli Lilly and Company	USA	Annual	05/05/2025	4	Declassify the Board of Directors	For	For	For	
Eli Lilly and Company	USA	Annual	05/05/2025	5	Eliminate Supermajority Vote Requirement	For	For	For	
Baxter International Inc.	USA	Annual	06/05/2025	1a	Elect Director William A. Ampofo, II	For	For	For	
Baxter International Inc.	USA	Annual	06/05/2025	1b	Elect Director Jeffrey A. Craig	For	For	For	
Baxter International Inc.	USA	Annual	06/05/2025	1c	Elect Director Patricia B. Morrison	For	For	For	
Baxter International Inc.	USA	Annual	06/05/2025	1d	Elect Director Stephen N. Oesterle	For	For	For	
Baxter International Inc.	USA	Annual	06/05/2025	1e	Elect Director Stephen H. Rusckowski	For	For	For	
Baxter International Inc.	USA	Annual	06/05/2025	1f	Elect Director Nancy M. Schlichting	For	For	For	
Baxter International Inc.	USA	Annual	06/05/2025	1g	Elect Director Brent Shafer	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Baxter International Inc.	USA	Annual	06/05/2025	1h	Elect Director Cathy R. Smith	For	For	For	
Baxter International Inc.	USA	Annual	06/05/2025	1i	Elect Director Amy A. Wendell	For	For	For	
Baxter International Inc.	USA	Annual	06/05/2025	1j	Elect Director David S. Wilkes	For	For	For	
Baxter International Inc.	USA	Annual	06/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Baxter International Inc.	USA	Annual	06/05/2025	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
Baxter International Inc.	USA	Annual	06/05/2025	4	Adopt Share Retention Policy For Senior Executives	Against	For	Against	We voted against this request as the current share retention policy seems reasonable and is in line with peer groups.
Bristol-Myers Squibb Company	USA	Annual	06/05/2025	1a	Elect Director Peter J. Arduini	For	For	For	
Bristol-Myers Squibb Company	USA	Annual	06/05/2025	1b	Elect Director Deepak L. Bhatt	For	For	For	
Bristol-Myers Squibb Company	USA	Annual	06/05/2025	1c	Elect Director Christopher S. Boerner	For	For	For	
Bristol-Myers Squibb Company	USA	Annual	06/05/2025	1d	Elect Director Julia A. Haller	For	For	For	
Bristol-Myers Squibb Company	USA	Annual	06/05/2025	1e	Elect Director Manuel Hidalgo Medina	For	For	For	
Bristol-Myers Squibb Company	USA	Annual	06/05/2025	1f	Elect Director Michael R. McMullen	For	For	For	
Bristol-Myers Squibb Company	USA	Annual	06/05/2025	1g	Elect Director Paula A. Price	For	For	For	
Bristol-Myers Squibb Company	USA	Annual	06/05/2025	1h	Elect Director Derica W. Rice	For	For	For	
Bristol-Myers Squibb Company	USA	Annual	06/05/2025	1i	Elect Director Theodore R. Samuels	For	For	For	
Bristol-Myers Squibb Company	USA	Annual	06/05/2025	1j	Elect Director Karen H. Vousden	For	For	For	
Bristol-Myers Squibb Company	USA	Annual	06/05/2025	1k	Elect Director Phyllis R. Yale	For	For	For	
Bristol-Myers Squibb Company	USA	Annual	06/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Bristol-Myers Squibb Company	USA	Annual	06/05/2025	3	Ratify Deloitte & Touche LLP as Auditors	For	For	For	
Bristol-Myers Squibb Company	USA	Annual	06/05/2025	4	Establish a Board Committee on Corporate Financial Sustainability	Against	Against	Against	We voted against this proposal made by an anti-ESG and anti-DEI proponent.
Bristol-Myers Squibb Company	USA	Annual	06/05/2025	5	Consider Abolishing DEI Goals	Against	Against	Against	We voted against this proposal made by an anti-ESG and anti-DEI proponent.
Danaher Corporation	USA	Annual	06/05/2025	1a	Elect Director Rainer M. Blair	For	For	For	
Danaher Corporation	USA	Annual	06/05/2025	1b	Elect Director Feroz Dewan	For	For	For	
Danaher Corporation	USA	Annual	06/05/2025	1c	Elect Director Linda Filler	For	For	For	
Danaher Corporation	USA	Annual	06/05/2025	1d	Elect Director Charles W. Lamanna	For	For	For	
Danaher Corporation	USA	Annual	06/05/2025	1e	Elect Director Teri List	For	Against	For	ISS considers pledging of company stock by directors or executive officers to pose a risk to the investments of outside shareholders. However We supported the re-election of this director as the company has provided a reasonable rationale on its share pledging policy.
Danaher Corporation	USA	Annual	06/05/2025	1f	Elect Director Jessica L. Mega	For	For	For	
Danaher Corporation	USA	Annual	06/05/2025	1g	Elect Director Mitchell P. Rales	For	For	For	
Danaher Corporation	USA	Annual	06/05/2025	1h	Elect Director Steven M. Rales	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Danaher Corporation	USA	Annual	06/05/2025	1i	Elect Director A. Shane Sanders	For	Against	For	ISS considers pledging of company stock by directors or executive officers to pose a risk to the investments of outside shareholders. However We supported the re-election of this director as the company has provided a reasonable rationale on its share pledging policy.
Danaher Corporation	USA	Annual	06/05/2025	1j	Elect Director John T. Schwieters	For	Against	For	ISS considers pledging of company stock by directors or executive officers to pose a risk to the investments of outside shareholders. However We supported the re-election of this director as the company has provided a reasonable rationale on its share pledging policy.
Danaher Corporation	USA	Annual	06/05/2025	1k	Elect Director Alan G. Spoon	For	For	For	
Danaher Corporation	USA	Annual	06/05/2025	1l	Elect Director Raymond C. Stevens	For	Against	For	ISS considers pledging of company stock by directors or executive officers to pose a risk to the investments of outside shareholders. However We supported the re-election of this director as the company has provided a reasonable rationale on its share pledging policy.
Danaher Corporation	USA	Annual	06/05/2025	1m	Elect Director Elias A. Zerhouni	For	For	For	
Danaher Corporation	USA	Annual	06/05/2025	2	Ratify Ernst & Young LLP as Auditors	For	For	For	
Danaher Corporation	USA	Annual	06/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
GE Aerospace	USA	Annual	06/05/2025	1a	Elect Director Stephen Angel	For	For	For	
GE Aerospace	USA	Annual	06/05/2025	1b	Elect Director Sebastien Bazin	For	For	For	
GE Aerospace	USA	Annual	06/05/2025	1c	Elect Director Margaret Billson	For	For	For	
GE Aerospace	USA	Annual	06/05/2025	1d	Elect Director H. Lawrence Culp, Jr.	For	For	For	
GE Aerospace	USA	Annual	06/05/2025	1e	Elect Director Thomas Enders	For	For	For	
GE Aerospace	USA	Annual	06/05/2025	1f	Elect Director Edward Garden	For	For	For	
GE Aerospace	USA	Annual	06/05/2025	1g	Elect Director Isabella Goren	For	For	For	
GE Aerospace	USA	Annual	06/05/2025	1h	Elect Director Thomas Horton	For	For	For	
GE Aerospace	USA	Annual	06/05/2025	1i	Elect Director Catherine Lesjak	For	For	For	
GE Aerospace	USA	Annual	06/05/2025	1j	Elect Director Darren McDew	For	For	For	
GE Aerospace	USA	Annual	06/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	We voted against this item as there are concerns regarding the disclosure and structure of the CEO's pay.
GE Aerospace	USA	Annual	06/05/2025	3	Ratify Deloitte & Touche LLP as Auditors	For	For	For	
GE Aerospace	USA	Annual	06/05/2025	4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against	Against	We voted against this shareholder proposal as the company's current policies and procedures are in line with peers.
Intel Corporation	USA	Annual	06/05/2025	1a	Elect Director James J. Goetz	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Intel Corporation	USA	Annual	06/05/2025	1b	Elect Director Andrea J. Goldsmith	For	For	For	
Intel Corporation	USA	Annual	06/05/2025	1c	Elect Director Alyssa H. Henry	For	For	For	
Intel Corporation	USA	Annual	06/05/2025	1d	Elect Director Eric Meurice	For	For	For	
Intel Corporation	USA	Annual	06/05/2025	1e	Elect Director Barbara G. Novick	For	For	For	
Intel Corporation	USA	Annual	06/05/2025	1f	Elect Director Steve Sanghi	For	For	For	
Intel Corporation	USA	Annual	06/05/2025	1g	Elect Director Gregory D. Smith	For	For	For	
Intel Corporation	USA	Annual	06/05/2025	1h	Elect Director Stacy J. Smith	For	For	For	
Intel Corporation	USA	Annual	06/05/2025	1i	Elect Director Lip-Bu Tan	For	For	For	
Intel Corporation	USA	Annual	06/05/2025	1j	Elect Director Dion J. Weisler	For	For	For	
Intel Corporation	USA	Annual	06/05/2025	1k	Elect Director Frank D. Yeary	For	For	For	
Intel Corporation	USA	Annual	06/05/2025	2	Ratify Ernst & Young LLP as Auditors	For	For	For	
Intel Corporation	USA	Annual	06/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	We voted against this item the cash severance award paid to the former CEO is considered excessive.
Intel Corporation	USA	Annual	06/05/2025	4	Amend Omnibus Stock Plan	For	Against	Against	We voted against this item as certain features of the stock plan are considered excessive.
Intel Corporation	USA	Annual	06/05/2025	5	Report on Ethical Impact Assessment	Against	Against	Against	We voted against this shareholder proposal as the company's current policies and procedures are in line with peers.
Intel Corporation	USA	Annual	06/05/2025	6	Report on Discrimination in Charitable Contributions	Against	Against	Against	We voted against this proposal made by an anti-ESG and anti-DEI proponent.
Intel Corporation	USA	Annual	06/05/2025	7	Provide Right to Act by Written Consent	Against	For	For	
Temple Bar Investment Trust Plc	United Kingdom	Annual	06/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Temple Bar Investment Trust Plc	United Kingdom	Annual	06/05/2025	2	Approve Remuneration Report	For	For	For	
Temple Bar Investment Trust Plc	United Kingdom	Annual	06/05/2025	3	Re-elect Carolyn Sims as Director	For	For	For	
Temple Bar Investment Trust Plc	United Kingdom	Annual	06/05/2025	4	Re-elect Charles Cade as Director	For	For	For	
Temple Bar Investment Trust Plc	United Kingdom	Annual	06/05/2025	5	Re-elect Richard Wyatt as Director	For	For	For	
Temple Bar Investment Trust Plc	United Kingdom	Annual	06/05/2025	6	Re-elect Shefaly Yogendra as Director	For	For	For	
Temple Bar Investment Trust Plc	United Kingdom	Annual	06/05/2025	7	Reappoint BDO LLP as Auditors	For	For	For	
Temple Bar Investment Trust Plc	United Kingdom	Annual	06/05/2025	8	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	For	
Temple Bar Investment Trust Plc	United Kingdom	Annual	06/05/2025	9	Approve the Company's Dividend Policy	For	For	For	
Temple Bar Investment Trust Plc	United Kingdom	Annual	06/05/2025	10	Authorise Issue of Equity	For	For	For	
Temple Bar Investment Trust Plc	United Kingdom	Annual	06/05/2025	11	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Temple Bar Investment Trust Plc	United Kingdom	Annual	06/05/2025	12	Authorise Market Purchase of Ordinary Shares	For	For	For	
Temple Bar Investment Trust Plc	United Kingdom	Annual	06/05/2025	13	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Valero Energy Corporation	USA	Annual	06/05/2025	1a	Elect Director Fred M. Diaz	For	For	For	
Valero Energy Corporation	USA	Annual	06/05/2025	1b	Elect Director H. Paulett Eberhart	For	For	For	
Valero Energy Corporation	USA	Annual	06/05/2025	1c	Elect Director Marie A. Ffolkes	For	For	For	
Valero Energy Corporation	USA	Annual	06/05/2025	1d	Elect Director Kimberly S. Greene	For	For	For	
Valero Energy Corporation	USA	Annual	06/05/2025	1e	Elect Director Deborah P. Majoras	For	For	For	
Valero Energy Corporation	USA	Annual	06/05/2025	1f	Elect Director Eric D. Mullins	For	For	For	
Valero Energy Corporation	USA	Annual	06/05/2025	1g	Elect Director R. Lane Riggs	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Valero Energy Corporation	USA	Annual	06/05/2025	1h	Elect Director Randall J. Weisenburger	For	For	For	
Valero Energy Corporation	USA	Annual	06/05/2025	1i	Elect Director Rayford Wilkins, Jr.	For	For	For	
Valero Energy Corporation	USA	Annual	06/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	We voted against this item as there are significant concerns raised by a recent pay decision, and the company had reneged on its commitment to increase disclosure around pay.
Valero Energy Corporation	USA	Annual	06/05/2025	3	Ratify KPMG LLP as Auditors	For	For	For	
AptarGroup, Inc.	USA	Annual	07/05/2025	1a	Elect Director Giovanna Kampouri Monnas	For	For	For	
AptarGroup, Inc.	USA	Annual	07/05/2025	1b	Elect Director Isabel Marey-Semper	For	For	For	
AptarGroup, Inc.	USA	Annual	07/05/2025	1c	Elect Director Stephan B. Tanda	For	For	For	
AptarGroup, Inc.	USA	Annual	07/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
AptarGroup, Inc.	USA	Annual	07/05/2025	3	Amend Omnibus Stock Plan	For	For	For	
AptarGroup, Inc.	USA	Annual	07/05/2025	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	2	Approve Remuneration Report	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	3	Approve Remuneration Policy	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	4	Approve Final Dividend	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	5	Re-elect Nicholas Anderson as Director	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	6	Re-elect Thomas Arseneault as Director	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	7	Re-elect Crystal Ashby as Director	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	8	Re-elect Angus Cockburn as Director	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	9	Re-elect Dame Elizabeth Corley as Director	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	10	Re-elect Bradley Greve as Director	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	11	Re-elect Jane Griffiths as Director	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	12	Re-elect Cressida Hogg as Director	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	13	Re-elect Ewan Kirk as Director	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	14	Re-elect Stephen Pearce as Director	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	15	Re-elect Nicole Piasecki as Director	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	16	Re-elect Charles Woodburn as Director	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	17	Reappoint Deloitte LLP as Auditors	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	18	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	19	Authorise UK Political Donations and Expenditure	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	20	Amend Long-Term Incentive Plan	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	21	Authorise Issue of Equity	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	22	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	23	Authorise Market Purchase of Ordinary Shares	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
BAE Systems plc	United Kingdom	Annual	07/05/2025	25	Amend Articles of Association	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	2	Approve Remuneration Report	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	3	Approve Remuneration Policy	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	4	Amend Long Term Incentive Plan	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Barclays Plc	United Kingdom	Annual	07/05/2025	5	Elect Diony Lebot as Director	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	6	Elect Mary Mack as Director	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	7	Elect Brian Shea as Director	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	8	Re-elect Robert Berry as Director	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	9	Re-elect Anna Cross as Director	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	10	Re-elect Dawn Fitzpatrick as Director	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	11	Re-elect Mary Francis as Director	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	12	Re-elect Brian Gilvary as Director	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	13	Re-elect Nigel Higgins as Director	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	14	Re-elect Sir John Kingman as Director	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	15	Re-elect Marc Moses as Director	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	16	Re-elect Coimbatore Venkatakrishnan as Director	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	17	Re-elect Julia Wilson as Director	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	18	Reappoint KPMG LLP as Auditors	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	19	Authorise the Board Audit Committee to Fix Remuneration of Auditors	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	20	Authorise UK Political Donations and Expenditure	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	21	Authorise Issue of Equity	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	22	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	24	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	25	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	26	Authorise Market Purchase of Ordinary Shares	For	For	For	
Barclays Plc	United Kingdom	Annual	07/05/2025	27	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Gilead Sciences, Inc.	USA	Annual	07/05/2025	1a	Elect Director Jacqueline K. Barton	For	For	For	
Gilead Sciences, Inc.	USA	Annual	07/05/2025	1b	Elect Director Jeffrey A. Bluestone	For	For	For	
Gilead Sciences, Inc.	USA	Annual	07/05/2025	1c	Elect Director Sandra J. Horning	For	For	For	
Gilead Sciences, Inc.	USA	Annual	07/05/2025	1d	Elect Director Kelly A. Kramer	For	For	For	
Gilead Sciences, Inc.	USA	Annual	07/05/2025	1e	Elect Director Ted W. Love	For	For	For	
Gilead Sciences, Inc.	USA	Annual	07/05/2025	1f	Elect Director Harish M. Manwani	For	For	For	
Gilead Sciences, Inc.	USA	Annual	07/05/2025	1g	Elect Director Daniel P. O'Day	For	For	For	
Gilead Sciences, Inc.	USA	Annual	07/05/2025	1h	Elect Director Javier J. Rodriguez	For	For	For	
Gilead Sciences, Inc.	USA	Annual	07/05/2025	1i	Elect Director Anthony Welters	For	For	For	
Gilead Sciences, Inc.	USA	Annual	07/05/2025	2	Ratify Ernst & Young LLP as Auditors	For	For	For	
Gilead Sciences, Inc.	USA	Annual	07/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Gilead Sciences, Inc.	USA	Annual	07/05/2025	4	Report on Pay Disparity	Against	Against	Against	We voted against two shareholder proposals as they're considered overly perspective.

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Gilead Sciences, Inc.	USA	Annual	07/05/2025	5	Require Independent Board Chair	Against	Against	Against	We voted against this request because the company already has a lead independent director in place, and there are currently no governance concerns.
Gilead Sciences, Inc.	USA	Annual	07/05/2025	6	Adopt Comprehensive Human Rights Policy and Human Rights Due Diligence Process	Against	For	For	We supported this shareholder request as in light of recent controversies, the adoption of a comprehensive human rights policy would be beneficial for shareholders to assess how the company is managing and mitigating these risks.
Gilead Sciences, Inc.	USA	Annual	07/05/2025	7	Report on the Risks of DEI Practices for Contractors	Against	Against	Against	We voted against two shareholder proposals as they're considered overly proscriptive.
GSK Plc	United Kingdom	Annual	07/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	2	Approve Remuneration Report	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	3	Approve Remuneration Policy	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	4	Elect Gavin Screaton as Director	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	5	Re-elect Sir Jonathan Symonds as Director	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	6	Re-elect Dame Emma Walmsley as Director	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	7	Re-elect Julie Brown as Director	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	8	Re-elect Elizabeth Anderson as Director	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	9	Re-elect Charles Bancroft as Director	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	10	Re-elect Hal Barron as Director	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	11	Re-elect Anne Beal as Director	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	12	Re-elect Wendy Becker as Director	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	13	Re-elect Harry Dietz as Director	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	14	Re-elect Jeannie Lee as Director	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	15	Re-elect Vishal Sikka as Director	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	16	Reappoint Deloitte LLP as Auditors	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	17	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	18	Authorise UK Political Donations and Expenditure	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	19	Authorise Issue of Equity	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	20	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	22	Authorise Market Purchase of Ordinary Shares	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	23	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
GSK Plc	United Kingdom	Annual	07/05/2025	25	Approve Share Value Plan	For	For	For	
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	2	Approve Allocation of Income and Dividends of EUR 4.30 per Share	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	3	Approve Discharge of Management Board for Fiscal Year 2024	For	For	For	
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	4	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	For	For	
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	6	Approve Remuneration Report	For	For	For	
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	For	
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	9	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For	For	
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 500 Million Pool of Capital to Guarantee Conversion Rights	For	For	For	
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	11	Approve Supervisory Board Remuneration Policy	For	For	For	
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	12	Approve Management Board Remuneration Policy	For	For	For	
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	13	Amend Article Re: Location of Annual Meeting	For	For	For	
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	14	Approve Virtual-Only Shareholder Meetings Until 2027	For	Against	Against	We voted against this request as we prefer meetings to be held in a hybrid format.
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	15	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	None	Against	Against	We voted against this request as shareholders may be disadvantaged due to not having access to meeting materials prior to the AGM.
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	For	For	For	
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for Fiscal Year 2026	For	For	For	
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	5.3	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	For	For	For	
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	7.1	Elect Ben van Beurden to the Supervisory Board	For	For	For	
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	7.2	Elect Elizabeth Centoni to the Supervisory Board	For	For	For	
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	7.3	Elect Timotheus Hoettges to the Supervisory Board	For	For	For	
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	7.4	Elect Olaf Koch to the Supervisory Board	For	For	For	
Mercedes-Benz Group AG	Germany	Annual	07/05/2025	7.5	Elect Helene Svahn to the Supervisory Board	For	For	For	
PepsiCo, Inc.	USA	Annual	07/05/2025	1a	Elect Director Segun Agbaje	For	For	For	
PepsiCo, Inc.	USA	Annual	07/05/2025	1b	Elect Director Jennifer Bailey	For	For	For	
PepsiCo, Inc.	USA	Annual	07/05/2025	1c	Elect Director Cesar Conde	For	For	For	
PepsiCo, Inc.	USA	Annual	07/05/2025	1d	Elect Director Ian Cook	For	For	For	
PepsiCo, Inc.	USA	Annual	07/05/2025	1e	Elect Director Edith W. Cooper	For	For	For	
PepsiCo, Inc.	USA	Annual	07/05/2025	1f	Elect Director Susan M. Diamond	For	For	For	
PepsiCo, Inc.	USA	Annual	07/05/2025	1g	Elect Director Dina Dublon	For	For	For	
PepsiCo, Inc.	USA	Annual	07/05/2025	1h	Elect Director Michelle Gass	For	For	For	
PepsiCo, Inc.	USA	Annual	07/05/2025	1i	Elect Director Ramon L. Laguarta	For	For	For	
PepsiCo, Inc.	USA	Annual	07/05/2025	1j	Elect Director Dave J. Lewis	For	For	For	
PepsiCo, Inc.	USA	Annual	07/05/2025	1k	Elect Director David C. Page	For	For	For	
PepsiCo, Inc.	USA	Annual	07/05/2025	1l	Elect Director Robert C. Pohlrad	For	For	For	
PepsiCo, Inc.	USA	Annual	07/05/2025	1m	Elect Director Daniel Vasella	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
PepsiCo, Inc.	USA	Annual	07/05/2025	1n	Elect Director Darren Walker	For	For	For	
PepsiCo, Inc.	USA	Annual	07/05/2025	1o	Elect Director Alberto Weisser	For	For	For	
PepsiCo, Inc.	USA	Annual	07/05/2025	2	Ratify KPMG LLP as Auditors	For	For	For	
PepsiCo, Inc.	USA	Annual	07/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
PepsiCo, Inc.	USA	Annual	07/05/2025	4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
PepsiCo, Inc.	USA	Annual	07/05/2025	5	Report on Third-Party Racial Equity Audit	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
PepsiCo, Inc.	USA	Annual	07/05/2025	6	Report on Risks Related to Biodiversity and Nature Loss	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
PepsiCo, Inc.	USA	Annual	07/05/2025	7	Report on Plastic Packaging	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
Philip Morris International Inc.	USA	Annual	07/05/2025	1a	Elect Director Bonin Bough	For	For	For	
Philip Morris International Inc.	USA	Annual	07/05/2025	1b	Elect Director Andre Calantzopoulos	For	For	For	
Philip Morris International Inc.	USA	Annual	07/05/2025	1c	Elect Director Michel Combes	For	For	For	
Philip Morris International Inc.	USA	Annual	07/05/2025	1d	Elect Director Werner Geissler	For	For	For	
Philip Morris International Inc.	USA	Annual	07/05/2025	1e	Elect Director Victoria Harker	For	For	For	
Philip Morris International Inc.	USA	Annual	07/05/2025	1f	Elect Director Lisa A. Hook	For	For	For	
Philip Morris International Inc.	USA	Annual	07/05/2025	1g	Elect Director Kalpana Morparia	For	For	For	
Philip Morris International Inc.	USA	Annual	07/05/2025	1h	Elect Director Jacek Olczak	For	For	For	
Philip Morris International Inc.	USA	Annual	07/05/2025	1i	Elect Director Robert B. Polet	For	For	For	
Philip Morris International Inc.	USA	Annual	07/05/2025	1j	Elect Director Dessi Temperley	For	For	For	
Philip Morris International Inc.	USA	Annual	07/05/2025	1k	Elect Director Shlomo Yanai	For	For	For	
Philip Morris International Inc.	USA	Annual	07/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Philip Morris International Inc.	USA	Annual	07/05/2025	3	Ratify PricewaterhouseCoopers SA as Auditors	For	For	For	
S&P Global Inc.	USA	Annual	07/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	For	We supported this item as the company has outlined a relatively stringent non-compete clause, and the outgoing officer has provided significant transition services during the year in review.
S&P Global Inc.	USA	Annual	07/05/2025	3	Ratify Ernst & Young LLP as Auditors	For	For	For	
S&P Global Inc.	USA	Annual	07/05/2025	4	Amend Clawback Policy	Against	Against	Against	We voted against this request as the company has a clawback policy in place.
S&P Global Inc.	USA	Annual	07/05/2025	1.1	Elect Director Marco Alvera	For	For	For	
S&P Global Inc.	USA	Annual	07/05/2025	1.2	Elect Director Martina L. Cheung	For	For	For	
S&P Global Inc.	USA	Annual	07/05/2025	1.3	Elect Director Jacques Esculier	For	For	For	
S&P Global Inc.	USA	Annual	07/05/2025	1.4	Elect Director William D. Green	For	For	For	
S&P Global Inc.	USA	Annual	07/05/2025	1.5	Elect Director Stephanie C. Hill	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
S&P Global Inc.	USA	Annual	07/05/2025	1.6	Elect Director Rebecca Jacoby	For	For	For	
S&P Global Inc.	USA	Annual	07/05/2025	1.7	Elect Director Ian Paul Livingston	For	For	For	
S&P Global Inc.	USA	Annual	07/05/2025	1.8	Elect Director Maria R. Morris	For	For	For	
S&P Global Inc.	USA	Annual	07/05/2025	1.9	Elect Director Gregory Washington	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	A	Elect Alban de Beaulaincourt as Representative of Employee Shareholders to the Board	Against	Against	Against	We voted against this director election as only one candidate can be elected, and the incumbent employee shareholder was due to be re-elected.
Schneider Electric SE	France	Annual/ Special	07/05/2025	B	Elect François Durif as Representative of Employee Shareholders to the Board	Against	Against	Against	We voted against this director election as only one candidate can be elected, and the incumbent employee shareholder was due to be re-elected.
Schneider Electric SE	France	Annual/ Special	07/05/2025	C	Elect Venkat Garimella as Representative of Employee Shareholders to the Board	Against	Against	Against	We voted against this director election as only one candidate can be elected, and the incumbent employee shareholder was due to be re-elected.
Schneider Electric SE	France	Annual/ Special	07/05/2025	D	Elect Gérard Le Gouefflec as Representative of Employee Shareholders to the Board	Against	Against	Against	We voted against this director election as only one candidate can be elected, and the incumbent employee shareholder was due to be re-elected.
Schneider Electric SE	France	Annual/ Special	07/05/2025	E	Elect Amandine Petitdemange as Representative of Employee Shareholders to the Board	Against	Against	Against	We voted against this director election as only one candidate can be elected, and the incumbent employee shareholder was due to be re-elected.
Schneider Electric SE	France	Annual/ Special	07/05/2025	1	Approve Financial Statements and Statutory Reports	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	3	Approve Allocation of Income and Dividends of EUR 3.90 per Share	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	5	Approve Compensation Report of Corporate Officers	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	6	Approve Compensation of Olivier Blum, CEO from November 1, 2024 to December 31, 2024	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	7	Approve Compensation of Peter Herweck, CEO from January 1, 2024 to November 1, 2024	For	Against	Against	We voted against this item owing to concerns regarding the overall quantum of the termination payment paid out to the former CEO.
Schneider Electric SE	France	Annual/ Special	07/05/2025	8	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	9	Approve Remuneration Policy of CEO	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	10	Approve Remuneration Policy of Chairman of the Board	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Schneider Electric SE	France	Annual/ Special	07/05/2025	11	Approve Remuneration Policy of Directors	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	12	Reelect Jean-Pascal Tricoire as Director	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	13	Reelect Anna Ohlsson-Leijon as Director	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	14	Ratify Appointment of Clotilde Delbos as Director	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	15	Elect Xiaohong (Laura) Ding as Representative of Employee Shareholders to the Board	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 224 Million	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	21	Authorize Capital Increase of up to 9.73 Percent of Issued Capital for Contributions in Kind	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	23	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	29	Amend Article 11.3 of Bylaws Re: Conditions for Replacement of Representative of Employees Shareholders	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	30	Amend Article 14.3 of Bylaws Re: Board Deliberations	For	For	For	
Schneider Electric SE	France	Annual/ Special	07/05/2025	31	Authorize Filing of Required Documents/Other Formalities	For	For	For	
The European Smaller Companies Trust PLC	United Kingdom	Special	07/05/2025	1	Authorise Market Purchase of Ordinary Shares Pursuant to the Tender Offer	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Tritax Big Box REIT Plc	United Kingdom	Annual	07/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Tritax Big Box REIT Plc	United Kingdom	Annual	07/05/2025	2	Approve Remuneration Report	For	For	For	
Tritax Big Box REIT Plc	United Kingdom	Annual	07/05/2025	3	Elect Kirsty Wilman as Director	For	For	For	
Tritax Big Box REIT Plc	United Kingdom	Annual	07/05/2025	4	Re-elect Aubrey Adams as Director	For	For	For	
Tritax Big Box REIT Plc	United Kingdom	Annual	07/05/2025	5	Re-elect Elizabeth Brown as Director	For	For	For	
Tritax Big Box REIT Plc	United Kingdom	Annual	07/05/2025	6	Re-elect Wu Gang as Director	For	For	For	
Tritax Big Box REIT Plc	United Kingdom	Annual	07/05/2025	7	Re-elect Alastair Hughes as Director	For	For	For	
Tritax Big Box REIT Plc	United Kingdom	Annual	07/05/2025	8	Re-elect Richard Laing as Director	For	For	For	
Tritax Big Box REIT Plc	United Kingdom	Annual	07/05/2025	9	Re-elect Karen Whitworth as Director	For	For	For	
Tritax Big Box REIT Plc	United Kingdom	Annual	07/05/2025	10	Reappoint BDO LLP as Auditors	For	For	For	
Tritax Big Box REIT Plc	United Kingdom	Annual	07/05/2025	11	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Tritax Big Box REIT Plc	United Kingdom	Annual	07/05/2025	12	Approve Dividend Policy	For	For	For	
Tritax Big Box REIT Plc	United Kingdom	Annual	07/05/2025	13	Authorise Issue of Equity	For	For	For	
Tritax Big Box REIT Plc	United Kingdom	Annual	07/05/2025	14	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Tritax Big Box REIT Plc	United Kingdom	Annual	07/05/2025	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Tritax Big Box REIT Plc	United Kingdom	Annual	07/05/2025	16	Authorise Market Purchase of Ordinary Shares	For	For	For	
Tritax Big Box REIT Plc	United Kingdom	Annual	07/05/2025	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
abrdn Asian Income Fund Limited	United Kingdom	Annual	08/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
abrdn Asian Income Fund Limited	United Kingdom	Annual	08/05/2025	2	Approve Remuneration Report	For	For	For	
abrdn Asian Income Fund Limited	United Kingdom	Annual	08/05/2025	3	Approve Company's Dividend Policy	For	For	For	
abrdn Asian Income Fund Limited	United Kingdom	Annual	08/05/2025	4	Elect Jane Routledge as Director	For	For	For	
abrdn Asian Income Fund Limited	United Kingdom	Annual	08/05/2025	5	Re-elect Nicky McCabe as Director	For	For	For	
abrdn Asian Income Fund Limited	United Kingdom	Annual	08/05/2025	6	Re-elect Ian Cadby as Director	For	For	For	
abrdn Asian Income Fund Limited	United Kingdom	Annual	08/05/2025	7	Re-elect Mark Florance as Director	For	For	For	
abrdn Asian Income Fund Limited	United Kingdom	Annual	08/05/2025	8	Re-elect Robert Kirkby as Director	For	For	For	
abrdn Asian Income Fund Limited	United Kingdom	Annual	08/05/2025	9	Reappoint KPMG Channel Islands Limited as Auditors and Authorise Their Remuneration	For	For	For	
abrdn Asian Income Fund Limited	United Kingdom	Annual	08/05/2025	10	Authorise Market Purchase of Ordinary Shares	For	For	For	
abrdn Asian Income Fund Limited	United Kingdom	Annual	08/05/2025	11	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
abrdn Asian Income Fund Limited	United Kingdom	Annual	08/05/2025	12	Approve Change of Company Name to Aberdeen Asian Income Fund Limited	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	2	Approve Final Dividend	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	3	Reappoint KPMG LLP as Auditors	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	4	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	5	Approve Remuneration Report	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	6A	Re-elect Sir Douglas Flint as Director	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	6b	Re-elect Jonathan Asquith as Director	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	6C	Re-elect John Devine as Director	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	6D	Re-elect Hannah Grove as Director	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	6E	Re-elect Michael O'Brien as Director	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	6F	Re-elect Cathleen Raffaelli as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
abrdn Plc	United Kingdom	Annual	08/05/2025	6G	Re-elect Jason Windsor as Director	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	7A	Elect Vivek Ahuja as Director	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	7B	Elect Katie Bickerstaffe as Director	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	8	Authorise UK Political Donations and Expenditure	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	9	Authorise Issue of Equity	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	10	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	11	Authorise Market Purchase of Ordinary Shares	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	12	Authorise Issue of Equity in Relation to the Issue of Convertible Bonds	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	13	Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Convertible Bonds	For	For	For	
abrdn Plc	United Kingdom	Annual	08/05/2025	14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	2	Approve Allocation of Income and Dividends of EUR 15.40 per Share	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	3.a	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	3.b	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	3.c	Approve Discharge of Management Board Member Claire-Marie Coste-Lepoutre for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	3.d	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	3.e	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	3.f	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	3.g	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	3.h	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	3.i	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	4.a	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	4.b	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	4.c	Approve Discharge of Supervisory Board Member Joerg Schneider for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	4.d	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	4.e	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	4.f	Approve Discharge of Supervisory Board Member Nadine Brandl for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	4.g	Approve Discharge of Supervisory Board Member Stephanie Bruce for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	4.h	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2024	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Allianz SE	Germany	Annual	08/05/2025	4.i	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	4.j	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	4.k	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	4.l	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	4.m	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	4.n	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	4.o	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	4.p	Approve Discharge of Supervisory Board Member Katharina Wesenick for Fiscal Year 2024	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	5.A	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	5.B	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	6	Approve Remuneration Report	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	7	Approve Remuneration Policy	For	Against	Against	We voted against this item as the conditions of the long-term incentive plan are not considered sufficiently rigorous.
Allianz SE	Germany	Annual	08/05/2025	8	Elect Ralf Thomas to the Supervisory Board	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	9	Amend Articles of Association	For	For	For	
Allianz SE	Germany	Annual	08/05/2025	10	Approve Virtual-Only Shareholder Meetings Until 2027	For	For	For	
Cellnex Telecom SA	Spain	Annual	08/05/2025	1	Approve Consolidated and Standalone Financial Statements	For	For	For	
Cellnex Telecom SA	Spain	Annual	08/05/2025	2	Approve Non-Financial Information Statement	For	For	For	
Cellnex Telecom SA	Spain	Annual	08/05/2025	3	Approve Allocation of Income	For	For	For	
Cellnex Telecom SA	Spain	Annual	08/05/2025	4	Approve Discharge of Board	For	For	For	
Cellnex Telecom SA	Spain	Annual	08/05/2025	5	Approve Dividends Charged Against Reserves	For	For	For	
Cellnex Telecom SA	Spain	Annual	08/05/2025	6	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	For	For	
Cellnex Telecom SA	Spain	Annual	08/05/2025	9	Authorize Board to Ratify and Execute Approved Resolutions	For	For	For	
Cellnex Telecom SA	Spain	Annual	08/05/2025	10	Advisory Vote on Remuneration Report	For	For	For	
Cellnex Telecom SA	Spain	Annual	08/05/2025	7.1	Elect Luis Manas Anton as Director	For	For	For	
Cellnex Telecom SA	Spain	Annual	08/05/2025	7.2	Maintain Vacant Board Seats and Number of Directors	For	For	For	
Cellnex Telecom SA	Spain	Annual	08/05/2025	8.1	Approve Annual Maximum Remuneration	For	For	For	
Cellnex Telecom SA	Spain	Annual	08/05/2025	8.2	Approve Remuneration Policy	For	For	For	
Cellnex Telecom SA	Spain	Annual	08/05/2025	8.3	Approve Stock-for-Salary Plan	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	1a	Re-elect Richie Boucher as Director	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	1b	Re-elect Caroline Dowling as Director	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	1c	Re-elect Richard Fearon as Director	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	1d	Re-elect Johan Karlstrom as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
CRH Plc	Ireland	Annual	08/05/2025	1e	Re-elect Shaun Kelly as Director	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	1f	Re-elect Badar Khan as Director	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	1g	Re-elect Lamar McKay as Director	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	1h	Re-elect Jim Mintern as Director	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	1i	Re-elect Gillian L. Platt as Director	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	1j	Re-elect Mary K. Rhinehart as Director	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	1k	Re-elect Siobhan Talbot as Director	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	1l	Re-elect Christina Verchere as Director	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	
CRH Plc	Ireland	Annual	08/05/2025	4	Approve Omnibus Stock Plan	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	5a	Ratify Deloitte & Touche LLP as Auditors	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	5b	Authorize Board to Fix Remuneration of Auditors	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	6	Authorize Issue of Equity	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	7	Authorize Issue of Equity without Pre-emptive Rights	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	8	Authorize Share Repurchase Program	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	9	Authorize Reissuance of Treasury Shares	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	10	Require Advance Notice for Shareholder Proposals/ Nominations	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	11a	Adopt Plurality Voting in Contested Director Elections	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	11b	Amend Articles of Association to Allow the Board to Determine the Number of Directors and Provide for Holdover Directors	For	For	For	
CRH Plc	Ireland	Annual	08/05/2025	12	Amend Articles of Association	For	For	For	
Ecolab Inc.	USA	Annual	08/05/2025	1a	Elect Director Judson B. Althoff	For	For	For	
Ecolab Inc.	USA	Annual	08/05/2025	1b	Elect Director Shari L. Ballard	For	For	For	
Ecolab Inc.	USA	Annual	08/05/2025	1c	Elect Director Christophe Beck	For	For	For	
Ecolab Inc.	USA	Annual	08/05/2025	1d	Elect Director Michel D. Doukeris	For	For	For	
Ecolab Inc.	USA	Annual	08/05/2025	1e	Elect Director Eric M. Green	For	For	For	
Ecolab Inc.	USA	Annual	08/05/2025	1f	Elect Director Marion K. Gross	For	For	For	
Ecolab Inc.	USA	Annual	08/05/2025	1g	Elect Director Michael Larson	For	For	For	
Ecolab Inc.	USA	Annual	08/05/2025	1h	Elect Director David W. MacLennan	For	For	For	
Ecolab Inc.	USA	Annual	08/05/2025	1i	Elect Director Tracy B. McKibben	For	For	For	
Ecolab Inc.	USA	Annual	08/05/2025	1j	Elect Director Lionel L. Nowell, III	For	For	For	
Ecolab Inc.	USA	Annual	08/05/2025	1k	Elect Director Victoria J. Reich	For	For	For	
Ecolab Inc.	USA	Annual	08/05/2025	1l	Elect Director Suzanne M. Vautrinot	For	For	For	
Ecolab Inc.	USA	Annual	08/05/2025	1m	Elect Director John J. Zillmer	For	For	For	
Ecolab Inc.	USA	Annual	08/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Ecolab Inc.	USA	Annual	08/05/2025	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
Ecolab Inc.	USA	Annual	08/05/2025	4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	For	For	
Fidelity European Trust Plc	United Kingdom	Annual	08/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Fidelity European Trust Plc	United Kingdom	Annual	08/05/2025	2	Approve Final Dividend	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Fidelity European Trust Plc	United Kingdom	Annual	08/05/2025	3	Re-elect Fleur Meijs as Director	For	For	For	
Fidelity European Trust Plc	United Kingdom	Annual	08/05/2025	4	Re-elect Milyae Park as Director	For	For	For	
Fidelity European Trust Plc	United Kingdom	Annual	08/05/2025	5	Re-elect Sir Ivan Rogers as Director	For	For	For	
Fidelity European Trust Plc	United Kingdom	Annual	08/05/2025	6	Elect Davina Walter as Director	For	For	For	
Fidelity European Trust Plc	United Kingdom	Annual	08/05/2025	7	Re-elect Paul Yates as Director	For	For	For	
Fidelity European Trust Plc	United Kingdom	Annual	08/05/2025	8	Approve Remuneration Report	For	For	For	
Fidelity European Trust Plc	United Kingdom	Annual	08/05/2025	9	Reappoint Ernst & Young LLP as Auditors	For	For	For	
Fidelity European Trust Plc	United Kingdom	Annual	08/05/2025	10	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Fidelity European Trust Plc	United Kingdom	Annual	08/05/2025	11	Authorise Issue of Equity	For	For	For	
Fidelity European Trust Plc	United Kingdom	Annual	08/05/2025	12	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Fidelity European Trust Plc	United Kingdom	Annual	08/05/2025	13	Authorise Market Purchase of Ordinary Shares	For	For	For	
Fidelity European Trust Plc	United Kingdom	Annual	08/05/2025	14	Approve Continuation of Company as Investment Trust	For	For	For	
Fidelity European Trust Plc	United Kingdom	Annual	08/05/2025	15	Adopt New Articles of Association	For	For	For	
Grafton Group Plc	Ireland	Annual	08/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Grafton Group Plc	Ireland	Annual	08/05/2025	2	Approve Final Dividend	For	For	For	
Grafton Group Plc	Ireland	Annual	08/05/2025	3a	Re-elect Ian Tyler as Director	For	For	For	
Grafton Group Plc	Ireland	Annual	08/05/2025	3b	Re-elect Eric Born as Director	For	For	For	
Grafton Group Plc	Ireland	Annual	08/05/2025	3c	Re-elect David Arnold as Director	For	For	For	
Grafton Group Plc	Ireland	Annual	08/05/2025	3d	Re-elect Susan Murray as Director	For	For	For	
Grafton Group Plc	Ireland	Annual	08/05/2025	3e	Re-elect Vincent Crowley as Director	For	For	For	
Grafton Group Plc	Ireland	Annual	08/05/2025	3f	Re-elect Rosheen McGuckian as Director	For	For	For	
Grafton Group Plc	Ireland	Annual	08/05/2025	3g	Re-elect Avis Darzins as Director	For	For	For	
Grafton Group Plc	Ireland	Annual	08/05/2025	3h	Re-elect Mark Robson as Director	For	For	For	
Grafton Group Plc	Ireland	Annual	08/05/2025	4	Ratify PricewaterhouseCoopers as Auditors	For	For	For	
Grafton Group Plc	Ireland	Annual	08/05/2025	5	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Grafton Group Plc	Ireland	Annual	08/05/2025	6	Approve Remuneration Report	For	For	For	
Grafton Group Plc	Ireland	Annual	08/05/2025	7	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Grafton Group Plc	Ireland	Annual	08/05/2025	8	Authorise Issue of Equity	For	For	For	
Grafton Group Plc	Ireland	Annual	08/05/2025	9	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Grafton Group Plc	Ireland	Annual	08/05/2025	10	Authorise Market Purchase of Shares	For	For	For	
Grafton Group Plc	Ireland	Annual	08/05/2025	11	Determine Price Range at which Treasury Shares may be Re-issued Off-Market	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	A	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	B	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	C	Authorise Market Purchase of Ordinary Shares	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	D	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	2	Approve Final Dividend	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	3	Approve Remuneration Report	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	4	Elect Jamie Pike as Director	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	5	Elect Anne Thorburn as Director	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	6	Elect Victoria Hull as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
IMI Plc	United Kingdom	Annual	08/05/2025	7	Re-elect Jackie Callaway as Director	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	8	Re-elect Thomas Thune Andersen as Director	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	9	Re-elect Katie Jackson as Director	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	10	Re-elect Ajai Puri as Director	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	11	Re-elect Daniel Shook as Director	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	12	Re-elect Roy Twite as Director	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	13	Reappoint Deloitte LLP as Auditors	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	15	Authorise Issue of Equity	For	For	For	
IMI Plc	United Kingdom	Annual	08/05/2025	16	Authorise UK Political Donations and Expenditure	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	2	Approve Remuneration Policy	For	Against	Against	We voted against this item as the CEO's salary increase is significantly misaligned with the wider workforce, without a compelling justification provided.
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	3	Approve Remuneration Report	For	Against	Against	We voted against this item as the CEO's salary increase is significantly misaligned with the wider workforce, without a compelling justification provided.
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	4	Approve Final Dividend	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	5a	Re-elect Graham Allan as Director	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	5b	Re-elect Arthur de Haast as Director	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	5C	Re-elect Duriya Farooqui as Director	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	5D	Re-elect Michael Glover as Director	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	5E	Re-elect Byron Grote as Director	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	5F	Re-elect Sir Ron Kalifa as Director	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	5g	Re-elect Elie Maalouf as Director	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	5h	Re-elect Deanna Oppenheimer as Director	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	5i	Re-elect Angie Risley as Director	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	5j	Re-elect Sharon Rothstein as Director	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	6	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	7	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	8	Authorise UK Political Donations and Expenditure	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	9	Authorise Issue of Equity	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	10	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	12	Authorise Market Purchase of Ordinary Shares	For	For	For	
InterContinental Hotels Group Plc	United Kingdom	Annual	08/05/2025	13	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Koninklijke Philips NV	Netherlands	Annual	08/05/2025	3.b.	Adopt Financial Statements	For	For	For	
Koninklijke Philips NV	Netherlands	Annual	08/05/2025	3.c.	Approve Dividends	For	For	For	
Koninklijke Philips NV	Netherlands	Annual	08/05/2025	3.d.	Approve Remuneration Report	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Koninklijke Philips NV	Netherlands	Annual	08/05/2025	3.e.	Approve Discharge of Management Board	For	For	For	
Koninklijke Philips NV	Netherlands	Annual	08/05/2025	3.f.	Approve Discharge of Supervisory Board	For	For	For	
Koninklijke Philips NV	Netherlands	Annual	08/05/2025	4.	Reelect M.J. van Ginneken to Management Board	For	For	For	
Koninklijke Philips NV	Netherlands	Annual	08/05/2025	5.a.	Reelect S.K. Chua to Supervisory Board	For	For	For	
Koninklijke Philips NV	Netherlands	Annual	08/05/2025	5.b.	Reelect I.K. Nooyi to Supervisory Board	For	For	For	
Koninklijke Philips NV	Netherlands	Annual	08/05/2025	5.c.	Elect R.J. White to Supervisory Board	For	For	For	
Koninklijke Philips NV	Netherlands	Annual	08/05/2025	6.a.	Grant Board Authority to Issue Shares	For	For	For	
Koninklijke Philips NV	Netherlands	Annual	08/05/2025	6.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For	
Koninklijke Philips NV	Netherlands	Annual	08/05/2025	7.	Authorize Repurchase of Shares	For	For	For	
Koninklijke Philips NV	Netherlands	Annual	08/05/2025	8.	Approve Cancellation of Shares	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	2	Approve Remuneration Report	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	3	Approve Remuneration Policy	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	4	Approve Final Dividend	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	5	Re-elect Andrew Bonfield as Director	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	6	Re-elect Margherita Della Valle as Director	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	7	Re-elect Mehmood Khan as Director	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	8	Re-elect Elane Stock as Director	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	9	Re-elect Sir Jeremy Darroch as Director	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	10	Re-elect Tamara Ingram as Director	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	11	Re-elect Kris Licht as Director	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	12	Re-elect Shannon Eisenhardt as Director	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	13	Re-elect Marybeth Hays as Director	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	14	Elect Fiona Dawson as Director	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	15	Elect Stefan Oschmann as Director	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	16	Elect Mahesh Madhavan as Director	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	17	Reappoint KPMG LLP as Auditors	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	18	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	19	Authorise UK Political Donations and Expenditure	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	20	Approve Long-Term Incentive Plan	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	21	Approve Sharesave Plan	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	22	Authorise Issue of Equity	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	23	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	25	Authorise Market Purchase of Ordinary Shares	For	For	For	
Reckitt Benckiser Group Plc	United Kingdom	Annual	08/05/2025	26	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	2	Approve Final Dividend	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	3	Approve Remuneration Report	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	4	Approve Remuneration Policy	For	Against	For	We supported this item as the CEO has experienced low pay increase opportunities in recent years, and this increase seeks to address this.
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	5	Elect Lincoln Leong as Director	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	6	Re-elect Maria Ramos as Director	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	7	Re-elect Shirish Apte as Director	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	8	Re-elect Diego De Giorgi as Director	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	9	Re-elect Jackie Hunt as Director	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	10	Re-elect Diane Jurgens as Director	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	11	Re-elect Robin Lawther as Director	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	12	Re-elect Phil Rivett as Director	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	13	Re-elect David Tang as Director	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	14	Re-elect Bill Winters as Director	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	15	Re-elect Linda Yueh as Director	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	16	Reappoint Ernst & Young LLP as Auditors	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	18	Authorise UK Political Donations and Expenditure	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	19	Authorise Issue of Equity	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	20	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 25	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	21	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	22	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	25	Authorise Market Purchase of Ordinary Shares	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	26	Authorise Market Purchase of Preference Shares	For	For	For	
Standard Chartered Plc	United Kingdom	Annual	08/05/2025	27	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Stryker Corporation	USA	Annual	08/05/2025	1a	Elect Director Mary K. Brainerd	For	For	For	
Stryker Corporation	USA	Annual	08/05/2025	1b	Elect Director Giovanni Caforio	For	For	For	
Stryker Corporation	USA	Annual	08/05/2025	1c	Elect Director Kevin A. Lobo	For	For	For	
Stryker Corporation	USA	Annual	08/05/2025	1d	Elect Director Emmanuel P. Maceda	For	For	For	
Stryker Corporation	USA	Annual	08/05/2025	1e	Elect Director Sherilyn S. McCoy	For	For	For	
Stryker Corporation	USA	Annual	08/05/2025	1f	Elect Director Rachel M. Ruggeri	For	For	For	
Stryker Corporation	USA	Annual	08/05/2025	1g	Elect Director Andrew K. Silvernail	For	For	For	
Stryker Corporation	USA	Annual	08/05/2025	1h	Elect Director Lisa M. Skeete Tatum	For	For	For	
Stryker Corporation	USA	Annual	08/05/2025	1i	Elect Director Ronda E. Stryker	For	For	For	
Stryker Corporation	USA	Annual	08/05/2025	1j	Elect Director Rajeev Suri	For	For	For	
Stryker Corporation	USA	Annual	08/05/2025	2	Ratify Ernst & Young LLP as Auditors	For	For	For	
Stryker Corporation	USA	Annual	08/05/2025	3	Amend Omnibus Stock Plan	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Stryker Corporation	USA	Annual	08/05/2025	4	Amend Restricted Stock Plan	For	For	For	
Stryker Corporation	USA	Annual	08/05/2025	5	Amend Qualified Employee Stock Purchase Plan	For	For	For	
Stryker Corporation	USA	Annual	08/05/2025	6	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Stryker Corporation	USA	Annual	08/05/2025	7	Report on Political Contributions and Expenditures	Against	Against	Against	We voted against this request as the company has recently enhanced its transparency in this area.
Union Pacific Corporation	USA	Annual	08/05/2025	1a	Elect Director David B. Dillon	For	For	For	
Union Pacific Corporation	USA	Annual	08/05/2025	1b	Elect Director Sheri H. Edison	For	For	For	
Union Pacific Corporation	USA	Annual	08/05/2025	1c	Elect Director Teresa M. Finley	For	For	For	
Union Pacific Corporation	USA	Annual	08/05/2025	1d	Elect Director Deborah C. Hopkins	For	For	For	
Union Pacific Corporation	USA	Annual	08/05/2025	1e	Elect Director Jane H. Lute	For	For	For	
Union Pacific Corporation	USA	Annual	08/05/2025	1f	Elect Director Michael R. McCarthy	For	For	For	
Union Pacific Corporation	USA	Annual	08/05/2025	1g	Elect Director Doyle R. Simons	For	For	For	
Union Pacific Corporation	USA	Annual	08/05/2025	1h	Elect Director John K. Tien, Jr.	For	For	For	
Union Pacific Corporation	USA	Annual	08/05/2025	1i	Elect Director V. James Vena	For	For	For	
Union Pacific Corporation	USA	Annual	08/05/2025	1j	Elect Director John P. Wiehoff	For	For	For	
Union Pacific Corporation	USA	Annual	08/05/2025	1k	Elect Director Christopher J. Williams	For	For	For	
Union Pacific Corporation	USA	Annual	08/05/2025	2	Ratify Deloitte & Touche LLP as Auditors	For	For	For	
Union Pacific Corporation	USA	Annual	08/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Union Pacific Corporation	USA	Annual	08/05/2025	4	Amend Clawback Policy	Against	Against	Against	We voted against this request as the company's current clawback policies is in line with peers.
United Rentals, Inc.	USA	Annual	08/05/2025	1a	Elect Director Julie M. Heuer Brandt	For	For	For	
United Rentals, Inc.	USA	Annual	08/05/2025	1b	Elect Director Marc A. Bruno	For	For	For	
United Rentals, Inc.	USA	Annual	08/05/2025	1c	Elect Director Larry D. De Shon	For	For	For	
United Rentals, Inc.	USA	Annual	08/05/2025	1d	Elect Director Matthew J. Flannery	For	For	For	
United Rentals, Inc.	USA	Annual	08/05/2025	1e	Elect Director Kim Harris Jones	For	For	For	
United Rentals, Inc.	USA	Annual	08/05/2025	1f	Elect Director Terri L. Kelly	For	For	For	
United Rentals, Inc.	USA	Annual	08/05/2025	1g	Elect Director Michael J. Kneeland	For	For	For	
United Rentals, Inc.	USA	Annual	08/05/2025	1h	Elect Director Francisco J. Lopez-Balboa	For	For	For	
United Rentals, Inc.	USA	Annual	08/05/2025	1i	Elect Director Gracia C. Martore	For	For	For	
United Rentals, Inc.	USA	Annual	08/05/2025	1j	Elect Director Shiv Singh	For	For	For	
United Rentals, Inc.	USA	Annual	08/05/2025	2	Ratify Ernst & Young LLP as Auditors	For	For	For	
United Rentals, Inc.	USA	Annual	08/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
United Rentals, Inc.	USA	Annual	08/05/2025	4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	Against	Against	Against	We voted against this request as in recent years, the company has provided a more meaningful written consent right through the reduction of the vote threshold which has been beneficial for shareholders.
Admiral Group Plc	United Kingdom	Annual	09/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	2	Approve Remuneration Report	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	3	Approve Final Dividend	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	4	Re-elect Michael Rogers as Director	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	5	Re-elect Milena Mondini de Focatiis as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Admiral Group Plc	United Kingdom	Annual	09/05/2025	6	Re-elect Geraint Jones as Director	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	7	Re-elect Evelyn Bourke as Director	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	8	Re-elect Michael Brierley as Director	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	9	Re-elect Andrew Crossley as Director	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	10	Re-elect Karen Green as Director	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	11	Re-elect Fiona Muldoon as Director	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	12	Re-elect Jayaprakasa Rangaswami as Director	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	13	Re-elect William Roberts as Director	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	14	Re-elect Justine Roberts as Director	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	15	Reappoint Deloitte LLP as Auditors	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	17	Authorise UK Political Donations and Expenditure	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	18	Approve Discretionary Free Share Scheme	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	19	Authorise Issue of Equity	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	20	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	22	Authorise Market Purchase of Ordinary Shares	For	For	For	
Admiral Group Plc	United Kingdom	Annual	09/05/2025	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Colgate-Palmolive Company	USA	Annual	09/05/2025	1a	Elect Director John P. Bilbrey	For	For	For	
Colgate-Palmolive Company	USA	Annual	09/05/2025	1b	Elect Director John T. Cahill	For	For	For	
Colgate-Palmolive Company	USA	Annual	09/05/2025	1c	Elect Director Steven A. Cahillane	For	For	For	
Colgate-Palmolive Company	USA	Annual	09/05/2025	1d	Elect Director Lisa M. Edwards	For	For	For	
Colgate-Palmolive Company	USA	Annual	09/05/2025	1e	Elect Director C. Martin Harris	For	For	For	
Colgate-Palmolive Company	USA	Annual	09/05/2025	1f	Elect Director Martina Hund-Mejean	For	For	For	
Colgate-Palmolive Company	USA	Annual	09/05/2025	1g	Elect Director Kimberly A. Nelson	For	For	For	
Colgate-Palmolive Company	USA	Annual	09/05/2025	1h	Elect Director Brian O. Newman	For	For	For	
Colgate-Palmolive Company	USA	Annual	09/05/2025	1i	Elect Director Lorrie M. Norrington	For	For	For	
Colgate-Palmolive Company	USA	Annual	09/05/2025	1j	Elect Director Noel Wallace	For	For	For	
Colgate-Palmolive Company	USA	Annual	09/05/2025	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
Colgate-Palmolive Company	USA	Annual	09/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Colgate-Palmolive Company	USA	Annual	09/05/2025	4	Require Independent Board Chair	Against	Against	Against	We voted against this request as the company has a lead independent director in place and no governance issues have been raised at this time.
Colgate-Palmolive Company	USA	Annual	09/05/2025	5	Revisit Plastic Packaging Policies	Against	Against	Against	We voted against this shareholder request as it is overly prescriptive and the company already produces sufficient disclosure in this area.
JPMORGAN GLOBAL GROWTH & INCOME PLC	United Kingdom	Special	09/05/2025	1	Authorise Issue of Equity in Connection with the Scheme of Reconstruction and Winding-Up of Henderson International Income Trust plc	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
JPMORGAN GLOBAL GROWTH & INCOME PLC	United Kingdom	Special	09/05/2025	2	Authorise Issue of Equity	For	For	For	
JPMORGAN GLOBAL GROWTH & INCOME PLC	United Kingdom	Special	09/05/2025	3	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
JPMORGAN GLOBAL GROWTH & INCOME PLC	United Kingdom	Special	09/05/2025	4	Approve Increase in Directors' Aggregate Annual Remuneration Cap	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	2	Approve Remuneration Policy	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	3	Approve Remuneration Report	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	4	Approve Final Dividend	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	5	Re-elect Lucinda Bell as Director	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	6	Re-elect Richard Berliand as Director	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	7	Re-elect Laurie Fitch as Director	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	8	Re-elect Antoine Forterre as Director	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	9	Re-elect Robyn Grew as Director	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	10	Elect Dixit Joshi as Director	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	11	Re-elect Cecelia Kurzman as Director	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	12	Elect Sarah Legg as Director	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	13	Re-elect Anne Wade as Director	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	14	Elect Paco Ybarra as Director	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	15	Reappoint Deloitte LLP as Auditors	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	17	Authorise UK Political Donations and Expenditure	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	18	Authorise Issue of Equity	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	19	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	21	Authorise Market Purchase of Ordinary Shares	For	For	For	
Man Group Plc (Jersey)	Jersey	Annual	09/05/2025	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Marriott International, Inc.	USA	Annual	09/05/2025	1a	Elect Director Anthony G. Capuano	For	For	For	
Marriott International, Inc.	USA	Annual	09/05/2025	1b	Elect Director Isabella D. Goren	For	For	For	
Marriott International, Inc.	USA	Annual	09/05/2025	1c	Elect Director Deborah Marriott Harrison	For	For	For	
Marriott International, Inc.	USA	Annual	09/05/2025	1d	Elect Director Frederick A. Henderson	For	For	For	
Marriott International, Inc.	USA	Annual	09/05/2025	1e	Elect Director Lauren R. Hobart	For	For	For	
Marriott International, Inc.	USA	Annual	09/05/2025	1f	Elect Director Debra L. Lee	For	For	For	
Marriott International, Inc.	USA	Annual	09/05/2025	1g	Elect Director Aylwin B. Lewis	For	For	For	
Marriott International, Inc.	USA	Annual	09/05/2025	1h	Elect Director David S. Marriott	For	For	For	
Marriott International, Inc.	USA	Annual	09/05/2025	1i	Elect Director Margaret M. McCarthy	For	For	For	
Marriott International, Inc.	USA	Annual	09/05/2025	1j	Elect Director Grant F. Reid	For	For	For	
Marriott International, Inc.	USA	Annual	09/05/2025	1k	Elect Director Horacio D. Rozanski	For	For	For	
Marriott International, Inc.	USA	Annual	09/05/2025	1l	Elect Director Susan C. Schwab	For	For	For	
Marriott International, Inc.	USA	Annual	09/05/2025	1m	Elect Director Sean C. Tresvant	For	For	For	
Marriott International, Inc.	USA	Annual	09/05/2025	2	Ratify Ernst & Young LLP as Auditors	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Marriott International, Inc.	USA	Annual	09/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Vulcan Materials Company	USA	Annual	09/05/2025	1a	Elect Director Lydia H. Kennard	For	For	For	
Vulcan Materials Company	USA	Annual	09/05/2025	1b	Elect Director Kathleen L. Quirk	For	For	For	
Vulcan Materials Company	USA	Annual	09/05/2025	1c	Elect Director David P. Steiner	For	For	For	
Vulcan Materials Company	USA	Annual	09/05/2025	1d	Elect Director Lee J. Styslinger, III	For	For	For	
Vulcan Materials Company	USA	Annual	09/05/2025	2	Approve Omnibus Stock Plan	For	For	For	
Vulcan Materials Company	USA	Annual	09/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Vulcan Materials Company	USA	Annual	09/05/2025	4	Ratify Deloitte & Touche LLP as Auditors	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	1	Approve Financial Statements and Statutory Reports	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	3	Approve Allocation of Income and Dividends of EUR 4.79 per Share	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	4	Approve Auditors' Special Report on Related-Party Transactions	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	6	Reelect Jean-Laurent Bonnafe as Director	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	7	Reelect Lieve Logghe as Director	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	8	Elect Bertrand de Mazieres as Director	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	9	Elect Valerie Chort as Director	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	10	Elect Nicolas Peter as Director	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	11	Elect Guillaume Poupard as Director	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	12	Approve Remuneration Policy of Directors	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	13	Approve Remuneration Policy of Chairman of the Board	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	14	Approve Remuneration Policy of CEO	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	15	Approve Remuneration Policy of Vice-CEOs	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	16	Approve Compensation Report of Corporate Officers	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	17	Approve Compensation of Jean Lemierre, Chairman of the Board	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	18	Approve Compensation of Jean-Laurent Bonnafe, CEO	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	19	Approve Compensation of Yann Gerardin, Vice-CEO	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	20	Approve Compensation of Thierry Laborde, Vice-CEO	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
BNP Paribas SA	France	Annual/ Special	13/05/2025	21	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	22	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	23	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	26	Amend Article 14 of Bylaws Re: Age Limit of CEO	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	27	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	28	Amend Article 16 of Bylaws Re: Age Limit of Vice-CEOs	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	29	Amend Article 10 of Bylaws to Comply with Legal Changes Re: Board Deliberations	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	30	Amend Article 10 and 18 of Bylaws to Comply with Legal Changes	For	For	For	
BNP Paribas SA	France	Annual/ Special	13/05/2025	31	Authorize Filing of Required Documents/Other Formalities	For	For	For	
ConocoPhillips	USA	Annual	13/05/2025	1a	Elect Director Dennis V. Arriola	For	For	For	
ConocoPhillips	USA	Annual	13/05/2025	1b	Elect Director Nelda J. Connors	For	For	For	
ConocoPhillips	USA	Annual	13/05/2025	1c	Elect Director Gay Huey Evans	For	For	For	
ConocoPhillips	USA	Annual	13/05/2025	1d	Elect Director Jeffrey A. Joerres	For	For	For	
ConocoPhillips	USA	Annual	13/05/2025	1e	Elect Director Ryan M. Lance	For	For	For	
ConocoPhillips	USA	Annual	13/05/2025	1f	Elect Director Timothy A. Leach	For	For	For	
ConocoPhillips	USA	Annual	13/05/2025	1g	Elect Director William H. McRaven	For	For	For	
ConocoPhillips	USA	Annual	13/05/2025	1h	Elect Director Sharmila Mulligan	For	For	For	
ConocoPhillips	USA	Annual	13/05/2025	1i	Elect Director Arjun N. Murti	For	For	For	
ConocoPhillips	USA	Annual	13/05/2025	1j	Elect Director Robert A. Niblock	For	For	Against	We voted against the re-election of the lead independent director to express our ongoing disapproval regarding the company's energy transition strategy. While the company does have a broad 2050 ambition to be net zero in terms of Scope 1 and 2 emissions, but this is significantly lagging best practice.
ConocoPhillips	USA	Annual	13/05/2025	1k	Elect Director David T. Seaton	For	For	For	
ConocoPhillips	USA	Annual	13/05/2025	1l	Elect Director R.A. Walker	For	For	For	
ConocoPhillips	USA	Annual	13/05/2025	2	Ratify Ernst & Young LLP as Auditors	For	For	For	
ConocoPhillips	USA	Annual	13/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
ConocoPhillips	USA	Annual	13/05/2025	4	Eliminate Supermajority Vote Requirement	For	For	For	
ConocoPhillips	USA	Annual	13/05/2025	5	Remove All GHG Emissions Reduction Targets	Against	Against	Against	We voted against the proposal which was put forward by an anti-ESG proponent.

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Essex Property Trust, Inc.	USA	Annual	13/05/2025	1a	Elect Director John V. Arabia	For	For	For	
Essex Property Trust, Inc.	USA	Annual	13/05/2025	1b	Elect Director Keith R. Guericke	For	Against	Against	We voted against this director's election because the director is deemed non-independent and serves on the Nominations Committee. This arrangement compromises the committee's independence, failing to adhere to best practice guidelines.
Essex Property Trust, Inc.	USA	Annual	13/05/2025	1c	Elect Director Anne B. Gust	For	For	For	
Essex Property Trust, Inc.	USA	Annual	13/05/2025	1d	Elect Director Maria R. Hawthorne	For	For	For	
Essex Property Trust, Inc.	USA	Annual	13/05/2025	1e	Elect Director Amal M. Johnson	For	For	For	
Essex Property Trust, Inc.	USA	Annual	13/05/2025	1f	Elect Director Mary Kasaris	For	For	For	
Essex Property Trust, Inc.	USA	Annual	13/05/2025	1g	Elect Director Angela L. Kleiman	For	For	For	
Essex Property Trust, Inc.	USA	Annual	13/05/2025	1h	Elect Director Irving F. Lyons, III	For	For	For	
Essex Property Trust, Inc.	USA	Annual	13/05/2025	1i	Elect Director George M. Marcus	For	For	For	
Essex Property Trust, Inc.	USA	Annual	13/05/2025	2	Ratify KPMG LLP as Auditors	For	For	For	
Essex Property Trust, Inc.	USA	Annual	13/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Midwich Group Plc	United Kingdom	Annual	13/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Midwich Group Plc	United Kingdom	Annual	13/05/2025	2	Re-elect Stephen Fenby as Director	For	For	For	
Midwich Group Plc	United Kingdom	Annual	13/05/2025	3	Re-elect Andrew Herbert as Director	For	For	For	
Midwich Group Plc	United Kingdom	Annual	13/05/2025	4	Re-elect Mike Ashley as Director	For	For	For	
Midwich Group Plc	United Kingdom	Annual	13/05/2025	5	Re-elect Stephen Lamb as Director	For	For	For	
Midwich Group Plc	United Kingdom	Annual	13/05/2025	6	Re-elect Hilary Wright as Director	For	For	For	
Midwich Group Plc	United Kingdom	Annual	13/05/2025	7	Re-elect Alison Seekings as Director	For	For	For	
Midwich Group Plc	United Kingdom	Annual	13/05/2025	8	Appoint RSM UK Audit LLP as Auditors and Authorise Their Remuneration	For	For	For	
Midwich Group Plc	United Kingdom	Annual	13/05/2025	9	Approve Final Dividend	For	For	For	
Midwich Group Plc	United Kingdom	Annual	13/05/2025	10	Approve Remuneration Report	For	For	For	
Midwich Group Plc	United Kingdom	Annual	13/05/2025	11	Authorise Issue of Equity	For	For	For	
Midwich Group Plc	United Kingdom	Annual	13/05/2025	12	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Midwich Group Plc	United Kingdom	Annual	13/05/2025	13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Midwich Group Plc	United Kingdom	Annual	13/05/2025	14	Authorise Market Purchase of Ordinary Shares	For	For	For	
SAP SE	Germany	Annual	13/05/2025	2	Approve Allocation of Income and Dividends of EUR 2.35 per Share	For	For	For	
SAP SE	Germany	Annual	13/05/2025	3	Approve Discharge of Management Board for Fiscal Year 2024	For	For	For	
SAP SE	Germany	Annual	13/05/2025	4	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	For	For	
SAP SE	Germany	Annual	13/05/2025	6	Approve Remuneration Report	For	For	For	
SAP SE	Germany	Annual	13/05/2025	8	Approve Virtual-Only Shareholder Meetings Until 2027	For	For	For	
SAP SE	Germany	Annual	13/05/2025	5.1	Ratify BDO AG as Auditors for Fiscal Year 2025	For	For	For	
SAP SE	Germany	Annual	13/05/2025	5.2	Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	For	For	For	
SAP SE	Germany	Annual	13/05/2025	7.1	Approve Creation of EUR 250 Million Pool of Authorized Capital I with Preemptive Rights	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
SAP SE	Germany	Annual	13/05/2025	7.2	Approve Creation of EUR 250 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	2	Approve Final Dividend	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	3	Approve Remuneration Policy	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	4	Approve Remuneration Report	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	5	Re-elect Mark Fitzpatrick as Director	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	6	Re-elect Simon Fraser as Director	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	7	Re-elect Rosemary Hilary as Director	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	8	Re-elect John Hitchins as Director	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	9	Re-elect Paul Manduca as Director	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	10	Elect Caroline Waddington as Director	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	11	Elect Rooney Anand as Director	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	12	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	13	Authorise Group Audit Committee to Fix Remuneration of Auditors	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	14	Authorise Issue of Equity	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	17	Authorise Market Purchase of Ordinary Shares	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
St. James's Place Plc	United Kingdom	Annual	13/05/2025	19	Adopt New Articles of Association	For	For	For	
Waste Management, Inc.	USA	Annual	13/05/2025	1a	Elect Director Thomas L. Bene	For	For	For	
Waste Management, Inc.	USA	Annual	13/05/2025	1b	Elect Director Bruce E. Chinn	For	For	For	
Waste Management, Inc.	USA	Annual	13/05/2025	1c	Elect Director James C. Fish, Jr.	For	For	For	
Waste Management, Inc.	USA	Annual	13/05/2025	1d	Elect Director Andres R. Gluski	For	For	For	
Waste Management, Inc.	USA	Annual	13/05/2025	1e	Elect Director Victoria M. Holt	For	For	For	
Waste Management, Inc.	USA	Annual	13/05/2025	1f	Elect Director Kathleen M. Mazzarella	For	For	For	
Waste Management, Inc.	USA	Annual	13/05/2025	1g	Elect Director Sean E. Menke	For	For	For	
Waste Management, Inc.	USA	Annual	13/05/2025	1h	Elect Director William B. Plummer	For	For	For	
Waste Management, Inc.	USA	Annual	13/05/2025	1i	Elect Director Maryrose T. Sylvester	For	For	For	
Waste Management, Inc.	USA	Annual	13/05/2025	2	Ratify Ernst & Young LLP as Auditors	For	For	For	
Waste Management, Inc.	USA	Annual	13/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Xylem Inc.	USA	Annual	13/05/2025	1a	Elect Director Earl R. Ellis	For	For	For	
Xylem Inc.	USA	Annual	13/05/2025	1b	Elect Director Robert F. Friel	For	For	For	
Xylem Inc.	USA	Annual	13/05/2025	1c	Elect Director Lisa Glatch	For	For	For	
Xylem Inc.	USA	Annual	13/05/2025	1d	Elect Director Victoria D. Harker	For	For	For	
Xylem Inc.	USA	Annual	13/05/2025	1e	Elect Director Mark D. Morelli	For	For	For	
Xylem Inc.	USA	Annual	13/05/2025	1f	Elect Director Jerome A. Peribere	For	For	For	
Xylem Inc.	USA	Annual	13/05/2025	1g	Elect Director Matthew F. Pine	For	For	For	
Xylem Inc.	USA	Annual	13/05/2025	1h	Elect Director Lila Tretikov	For	For	For	
Xylem Inc.	USA	Annual	13/05/2025	1i	Elect Director Uday Yadav	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Xylem Inc.	USA	Annual	13/05/2025	2	Ratify Deloitte & Touche LLP as Auditors	For	For	For	
Xylem Inc.	USA	Annual	13/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Xylem Inc.	USA	Annual	13/05/2025	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Against	We voted against this request as are no concerns with the company's ownership base as it relates to reducing the threshold for shareholders to call a special meeting.
Advanced Micro Devices, Inc.	USA	Annual	14/05/2025	1a	Elect Director Nora M. Denzel	For	For	For	
Advanced Micro Devices, Inc.	USA	Annual	14/05/2025	1b	Elect Director Michael P. Gregoire	For	For	For	
Advanced Micro Devices, Inc.	USA	Annual	14/05/2025	1c	Elect Director Joseph A. Householder	For	For	For	
Advanced Micro Devices, Inc.	USA	Annual	14/05/2025	1d	Elect Director John W. Marren	For	For	For	
Advanced Micro Devices, Inc.	USA	Annual	14/05/2025	1e	Elect Director Jon A. Olson	For	For	For	
Advanced Micro Devices, Inc.	USA	Annual	14/05/2025	1f	Elect Director Lisa T. Su	For	For	For	
Advanced Micro Devices, Inc.	USA	Annual	14/05/2025	1g	Elect Director Abhi Y. Talwalkar	For	For	For	
Advanced Micro Devices, Inc.	USA	Annual	14/05/2025	1h	Elect Director Elizabeth W. Vanderslice	For	For	For	
Advanced Micro Devices, Inc.	USA	Annual	14/05/2025	2	Ratify Ernst & Young LLP as Auditors	For	For	For	
Advanced Micro Devices, Inc.	USA	Annual	14/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Advanced Micro Devices, Inc.	USA	Annual	14/05/2025	4	Increase Authorized Common Stock	For	For	For	
Advanced Micro Devices, Inc.	USA	Annual	14/05/2025	5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	For	For	
Advanced Micro Devices, Inc.	USA	Annual	14/05/2025	6	Amend Right to Call Special Meeting	Against	Against	Against	We voted against this request as the current level set which allows shareholders to call a special meeting is in line with company peers.
American International Group, Inc.	USA	Annual	14/05/2025	1a	Elect Director Paola Bergamaschi	For	For	For	
American International Group, Inc.	USA	Annual	14/05/2025	1b	Elect Director James Cole, Jr.	For	For	For	
American International Group, Inc.	USA	Annual	14/05/2025	1c	Elect Director James (Jimmy) Dunne, III	For	Against	Against	We voted against the re-election of this director in light of the committee's poor responsiveness to last year's low say-on-pay vote result.
American International Group, Inc.	USA	Annual	14/05/2025	1d	Elect Director John (Chris) Inglis	For	For	For	
American International Group, Inc.	USA	Annual	14/05/2025	1e	Elect Director Courtney Leimkuhler	For	For	For	
American International Group, Inc.	USA	Annual	14/05/2025	1f	Elect Director Linda A. Mills	For	Against	Against	We voted against the re-election of this director in light of the committee's poor responsiveness to last year's low say-on-pay vote result.
American International Group, Inc.	USA	Annual	14/05/2025	1g	Elect Director Diana M. Murphy	For	Against	Against	We voted against the re-election of this director in light of the committee's poor responsiveness to last year's low say-on-pay vote result.
American International Group, Inc.	USA	Annual	14/05/2025	1h	Elect Director Juan Perez	For	For	For	
American International Group, Inc.	USA	Annual	14/05/2025	1i	Elect Director Peter R. Porrino	For	For	For	
American International Group, Inc.	USA	Annual	14/05/2025	1j	Elect Director John G. Rice	For	For	For	
American International Group, Inc.	USA	Annual	14/05/2025	1k	Elect Director Vanessa A. Wittman	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
American International Group, Inc.	USA	Annual	14/05/2025	1l	Elect Director Peter Zaffino	For	For	For	
American International Group, Inc.	USA	Annual	14/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	We voted against this item in light of the committee's poor responsiveness to last year's low say-on-pay vote result.
American International Group, Inc.	USA	Annual	14/05/2025	3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	
American International Group, Inc.	USA	Annual	14/05/2025	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
American Water Works Company, Inc.	USA	Annual	14/05/2025	1a	Elect Director Jeffrey N. Edwards	For	For	For	
American Water Works Company, Inc.	USA	Annual	14/05/2025	1b	Elect Director John C. Griffith	For	For	For	
American Water Works Company, Inc.	USA	Annual	14/05/2025	1c	Elect Director Laurie P. Havanec	For	For	For	
American Water Works Company, Inc.	USA	Annual	14/05/2025	1d	Elect Director Julia L. Johnson	For	For	For	
American Water Works Company, Inc.	USA	Annual	14/05/2025	1e	Elect Director Patricia L. Kampling	For	For	For	
American Water Works Company, Inc.	USA	Annual	14/05/2025	1f	Elect Director Karl F. Kurz	For	For	For	
American Water Works Company, Inc.	USA	Annual	14/05/2025	1g	Elect Director Michael L. Marberry	For	For	For	
American Water Works Company, Inc.	USA	Annual	14/05/2025	1h	Elect Director Stuart M. McGuigan	For	For	For	
American Water Works Company, Inc.	USA	Annual	14/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
American Water Works Company, Inc.	USA	Annual	14/05/2025	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	2	Approve Allocation of Income and Dividends of EUR 4.30 per Ordinary Share and EUR 4.32 per Preferred Share	For	For	For	
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	3	Approve Discharge of Management Board for Fiscal Year 2024	For	For	For	
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	7	Approve Remuneration Report	For	For	For	
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	8	Approve Remuneration Policy	For	For	For	
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	9	Approve Remuneration of Supervisory Board	For	For	For	
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	10	Approve Virtual-Only Shareholder Meetings Until 2030	For	For	For	
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	For	
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.2	Approve Discharge of Supervisory Board Member Martin Kimmich for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.6	Approve Discharge of Supervisory Board Member Christiane Benner (until May 15, 2024) for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.7	Approve Discharge of Supervisory Board Member Ulrich Bauer (from May 15, 2024) for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.8	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.9	Approve Discharge of Supervisory Board Member Bernhard Ebner (until May 15, 2024) for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	For	For	For	
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	For	For	For	
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	6.1	Elect Marc Bitzer to the Supervisory Board	For	For	For	
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	6.2	Elect Rachel Empey to the Supervisory Board	For	For	For	
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	6.3	Elect Nicolas Peter to the Supervisory Board	For	For	For	
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	6.4	Elect Anke Schaeferkordt to the Supervisory Board	For	For	For	
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	6.5	Elect Christoph Schmidt to the Supervisory Board	For	For	For	
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.10	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.11	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.12	Approve Discharge of Supervisory Board Member Johann Horn (until May 15, 2024) for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.13	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.14	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.15	Approve Discharge of Supervisory Board Member Gerhard Kurz (until Oct. 31, 2024) for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.16	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.17	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.18	Approve Discharge of Supervisory Board Member Michael Nikolaides (from Nov. 1, 2024) for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.19	Approve Discharge of Supervisory Board Member Horst Ott (from May 15, 2024) for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.20	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.21	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.22	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.23	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bayerische Motoren Werke AG (BMW)	Germany	Annual	14/05/2025	4.24	Approve Discharge of Supervisory Board Member Johanna Wenckebach (from May 15, 2024) for Fiscal Year 2024	For	Against	Against	We voted against this item as the company has failed to address concerns relating to recent controversies.
Bellevue Healthcare Trust plc	United Kingdom	Special	14/05/2025	1	Authorise Market Purchase of Ordinary Shares	For	For	For	
Eni SpA	Italy	Annual/ Special	14/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Eni SpA	Italy	Annual/ Special	14/05/2025	2	Approve Allocation of Income	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Eni SpA	Italy	Annual/ Special	14/05/2025	3	Amend Long Term Incentive Plan 2023-2025	For	For	For	
Eni SpA	Italy	Annual/ Special	14/05/2025	4	Approve Remuneration Policy	For	For	For	
Eni SpA	Italy	Annual/ Special	14/05/2025	5	Approve Second Section of the Remuneration Report	For	For	For	
Eni SpA	Italy	Annual/ Special	14/05/2025	6	Authorize Share Repurchase Program	For	For	For	
Eni SpA	Italy	Annual/ Special	14/05/2025	7	Authorize Use of Available Reserves for Dividend Distribution	For	For	For	
Eni SpA	Italy	Annual/ Special	14/05/2025	8	Authorize Reduction and Use of the Reserve Pursuant to Law 342/2000 for Dividend Distribution	For	For	For	
Eni SpA	Italy	Annual/ Special	14/05/2025	9	Authorize Cancellation of Repurchased Shares without Reduction of Share Capital	For	For	For	
HgCapital Trust PLC	United Kingdom	Annual	14/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
HgCapital Trust PLC	United Kingdom	Annual	14/05/2025	2	Approve Remuneration Report	For	For	For	
HgCapital Trust PLC	United Kingdom	Annual	14/05/2025	3	Approve Final Dividend	For	For	For	
HgCapital Trust PLC	United Kingdom	Annual	14/05/2025	4	Elect John Billowits as Director	For	For	For	
HgCapital Trust PLC	United Kingdom	Annual	14/05/2025	5	Re-elect Richard Brooman as Director	For	For	For	
HgCapital Trust PLC	United Kingdom	Annual	14/05/2025	6	Re-elect Helena Coles as Director	For	For	For	
HgCapital Trust PLC	United Kingdom	Annual	14/05/2025	7	Re-elect Pilar Junco as Director	For	For	For	
HgCapital Trust PLC	United Kingdom	Annual	14/05/2025	8	Re-elect Erika Schraner as Director	For	For	For	
HgCapital Trust PLC	United Kingdom	Annual	14/05/2025	9	Re-elect Jim Strang as Director	For	For	For	
HgCapital Trust PLC	United Kingdom	Annual	14/05/2025	10	Reappoint Grant Thornton UK LLP as Auditors	For	For	For	
HgCapital Trust PLC	United Kingdom	Annual	14/05/2025	11	Authorise Board to Fix Remuneration of Auditors	For	For	For	
HgCapital Trust PLC	United Kingdom	Annual	14/05/2025	12	Approve Continuation of Company as Investment Trust	For	For	For	
HgCapital Trust PLC	United Kingdom	Annual	14/05/2025	13	Approve the Proposed Changes to the Investment Policy	For	For	For	
HgCapital Trust PLC	United Kingdom	Annual	14/05/2025	14	Authorise Issue of Equity	For	For	For	
HgCapital Trust PLC	United Kingdom	Annual	14/05/2025	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
HgCapital Trust PLC	United Kingdom	Annual	14/05/2025	16	Authorise Market Purchase of Ordinary Shares	For	For	For	
JPMorgan American Investment Trust Plc	United Kingdom	Annual	14/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
JPMorgan American Investment Trust Plc	United Kingdom	Annual	14/05/2025	2	Approve Remuneration Policy	For	For	For	
JPMorgan American Investment Trust Plc	United Kingdom	Annual	14/05/2025	3	Approve Remuneration Report	For	For	For	
JPMorgan American Investment Trust Plc	United Kingdom	Annual	14/05/2025	4	Approve Final Dividend	For	For	For	
JPMorgan American Investment Trust Plc	United Kingdom	Annual	14/05/2025	5	Re-elect Nadia Manzoor as Director	For	For	For	
JPMorgan American Investment Trust Plc	United Kingdom	Annual	14/05/2025	6	Re-elect Robert Talbut as Director	For	For	For	
JPMorgan American Investment Trust Plc	United Kingdom	Annual	14/05/2025	7	Re-elect Claire Binyon as Director	For	For	For	
JPMorgan American Investment Trust Plc	United Kingdom	Annual	14/05/2025	8	Re-elect Pui Kei Yuen as Director	For	For	For	
JPMorgan American Investment Trust Plc	United Kingdom	Annual	14/05/2025	9	Re-elect Colin Moore as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
JPMorgan American Investment Trust Plc	United Kingdom	Annual	14/05/2025	10	Reappoint BDO LLP as Auditors and Authorise Their Remuneration	For	For	For	
JPMorgan American Investment Trust Plc	United Kingdom	Annual	14/05/2025	11	Authorise Issue of Equity	For	For	For	
JPMorgan American Investment Trust Plc	United Kingdom	Annual	14/05/2025	12	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
JPMorgan American Investment Trust Plc	United Kingdom	Annual	14/05/2025	13	Authorise Market Purchase of Ordinary Shares	For	For	For	
JPMorgan American Investment Trust Plc	United Kingdom	Annual	14/05/2025	14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	2	Approve Remuneration Report	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	3	Re-elect Shriti Vadera as Director	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	4	Re-elect Anil Wadhvani as Director	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	5	Re-elect Jeremy Anderson as Director	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	6	Re-elect Arijit Basu as Director	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	7	Re-elect Chua Sock Koong as Director	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	8	Re-elect Ming Lu as Director	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	9	Re-elect George Sartorel as Director	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	10	Re-elect Mark Saunders as Director	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	11	Re-elect Claudia Dyckerhoff as Director	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	12	Re-elect Jeanette Wong as Director	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	13	Re-elect Amy Yip as Director	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	14	Reappoint Ernst & Young LLP as Auditors	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	16	Authorise UK Political Donations and Expenditure	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	17	Authorise Issue of Equity	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	18	Authorise Issue of Equity to Include Repurchased Shares	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	19	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	21	Authorise Market Purchase of Ordinary Shares	For	For	For	
Prudential Plc	United Kingdom	Annual	14/05/2025	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	2	Approve Remuneration Report	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	3	Approve Increase in the Maximum Aggregate Amount of Fees Payable to Directors	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	4	Approve Final Dividend	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	5	Reappoint Deloitte LLP as Auditors	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	6	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	7	Elect Tim Cobbold as Director	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	8	Elect Louisa Burdett as Director	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	9	Re-elect Nimesh Patel as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Spirax Group Plc	United Kingdom	Annual	14/05/2025	10	Re-elect Angela Archon as Director	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	11	Re-elect Constance Baroudel as Director	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	12	Re-elect Peter France as Director	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	13	Re-elect Richard Gillingwater as Director	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	14	Re-elect Caroline Johnstone as Director	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	15	Re-elect Jane Kingston as Director	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	16	Re-elect Kevin Thompson as Director	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	17	Authorise UK Political Donations and Expenditure	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	18	Approve Scrip Dividend Program	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	19	Authorise Issue of Equity	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	20	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	22	Authorise Market Purchase of Ordinary Shares	For	For	For	
Spirax Group Plc	United Kingdom	Annual	14/05/2025	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Tencent Holdings Limited	Cayman Islands	Annual	14/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Tencent Holdings Limited	Cayman Islands	Annual	14/05/2025	2	Approve Final Dividend	For	For	For	
Tencent Holdings Limited	Cayman Islands	Annual	14/05/2025	3a	Elect Li Dong Sheng as Director	For	For	For	
Tencent Holdings Limited	Cayman Islands	Annual	14/05/2025	3b	Elect Yang Siu Shun as Director	For	For	For	
Tencent Holdings Limited	Cayman Islands	Annual	14/05/2025	3c	Authorize Board to Fix Remuneration of Directors	For	For	For	
Tencent Holdings Limited	Cayman Islands	Annual	14/05/2025	4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	For	
Tencent Holdings Limited	Cayman Islands	Annual	14/05/2025	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	Against	We voted against this share equity issuance request as the company has not specified the discount limit for issuance of shares.
Tencent Holdings Limited	Cayman Islands	Annual	14/05/2025	6	Authorize Repurchase of Issued Share Capital	For	For	For	
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	2	Approve Remuneration Report	For	For	For	
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	3	Amend Remuneration Policy	For	For	For	
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	4	Approve Final Dividend	For	For	For	
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	5	Elect Geoff Drabble as Director	For	For	For	
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	6	Re-elect Duncan Cooper as Director	For	For	For	
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	7	Re-elect Marianne Culver as Director	For	For	For	
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	8	Re-elect Heath Drewett as Director	For	For	For	
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	9	Re-elect Jora Gill as Director	For	For	For	
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	10	Re-elect Louise Hardy as Director	For	For	For	
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	11	Re-elect Jez Maiden as Director	For	For	For	
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	12	Appoint Deloitte LLP as Auditors	For	For	For	
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	13	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	14	Authorise Issue of Equity	For	For	For	
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	16	Authorise Market Purchase of Ordinary Shares	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	18	Approve Performance Share Plan	For	For	For	
Travis Perkins Plc	United Kingdom	Annual	14/05/2025	19	Authorise the Directors to Adopt Further Schemes based on the Performance Share Plan	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	2	Approve Remuneration Report	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	3	Re-elect Sir Peter Estlin as Director	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	4	Re-elect Ian McLaughlin as Director	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	5	Re-elect Dave Watts as Director	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	6	Re-elect Karen Briggs as Director	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	7	Re-elect Michele Greene as Director	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	8	Re-elect Oliver Laird as Director	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	9	Re-elect Graham Lindsay as Director	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	10	Re-elect Jackie Noakes as Director	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	11	Reappoint Deloitte LLP as Auditors	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	13	Authorise UK Political Donations and Expenditure	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	14	Authorise Issue of Equity	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	17	Authorise Market Purchase of Ordinary Shares	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	18	Authorise Issue of Equity in Relation to Additional Tier 1 Securities	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	19	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Securities	For	For	For	
Vanquis Banking Group Plc	United Kingdom	Annual	14/05/2025	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
adidas AG	Germany	Annual	15/05/2025	2	Approve Allocation of Income and Dividends of EUR 2.00 per Share	For	For	For	
adidas AG	Germany	Annual	15/05/2025	3	Approve Discharge of Management Board for Fiscal Year 2024	For	For	For	
adidas AG	Germany	Annual	15/05/2025	4	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	For	For	
adidas AG	Germany	Annual	15/05/2025	5	Approve Remuneration Report	For	For	For	
adidas AG	Germany	Annual	15/05/2025	6	Elect Thomas Rabe to the Supervisory Board	For	Against	Against	We voted against the re-election of this director as the company has failed to address over boarding concerns, having previously outlined its intentions to do so.
adidas AG	Germany	Annual	15/05/2025	7	Approve Creation of EUR 50 Million Pool of Authorized Capital 2025/I with Preemptive Rights	For	For	For	
adidas AG	Germany	Annual	15/05/2025	8	Approve Creation of EUR 20 Million Pool of Authorized Capital 2025/II with or without Exclusion of Preemptive Rights	For	For	For	
adidas AG	Germany	Annual	15/05/2025	9	Approve Virtual-Only Shareholder Meetings Until 2027	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
adidas AG	Germany	Annual	15/05/2025	10.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	For	For	For	
adidas AG	Germany	Annual	15/05/2025	10.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	For	For	For	
Altria Group, Inc.	USA	Annual	15/05/2025	1a	Elect Director Ian L.T. Clarke	For	For	For	
Altria Group, Inc.	USA	Annual	15/05/2025	1b	Elect Director Marjorie M. Connelly	For	For	For	
Altria Group, Inc.	USA	Annual	15/05/2025	1c	Elect Director R. Matt Davis	For	For	For	
Altria Group, Inc.	USA	Annual	15/05/2025	1d	Elect Director William F. Gifford, Jr.	For	For	For	
Altria Group, Inc.	USA	Annual	15/05/2025	1e	Elect Director Debra J. Kelly-Ennis	For	For	For	
Altria Group, Inc.	USA	Annual	15/05/2025	1f	Elect Director Kathryn B. McQuade	For	For	For	
Altria Group, Inc.	USA	Annual	15/05/2025	1g	Elect Director George Munoz	For	For	For	
Altria Group, Inc.	USA	Annual	15/05/2025	1h	Elect Director Virginia E. Shanks	For	For	For	
Altria Group, Inc.	USA	Annual	15/05/2025	1i	Elect Director Richard S. Stoddart	For	For	For	
Altria Group, Inc.	USA	Annual	15/05/2025	1j	Elect Director Ellen R. Strahlman	For	For	For	
Altria Group, Inc.	USA	Annual	15/05/2025	1k	Elect Director M. Max Yzaguirre	For	For	For	
Altria Group, Inc.	USA	Annual	15/05/2025	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
Altria Group, Inc.	USA	Annual	15/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Altria Group, Inc.	USA	Annual	15/05/2025	4	Approve Omnibus Stock Plan	For	For	For	
Altria Group, Inc.	USA	Annual	15/05/2025	5	Approve Non-Employee Director Omnibus Stock Plan	For	For	For	
AT&T Inc.	USA	Annual	15/05/2025	2	Ratify Ernst & Young LLP as Auditors	For	For	For	
AT&T Inc.	USA	Annual	15/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
AT&T Inc.	USA	Annual	15/05/2025	1.1	Elect Director Scott T. Ford	For	For	For	
AT&T Inc.	USA	Annual	15/05/2025	1.2	Elect Director William E. Kennard	For	For	For	
AT&T Inc.	USA	Annual	15/05/2025	1.3	Elect Director Stephen J. Luczo	For	For	For	
AT&T Inc.	USA	Annual	15/05/2025	1.4	Elect Director Marissa A. Mayer	For	For	For	
AT&T Inc.	USA	Annual	15/05/2025	1.5	Elect Director Michael B. McCallister	For	For	For	
AT&T Inc.	USA	Annual	15/05/2025	1.6	Elect Director Beth E. Mooney	For	For	For	
AT&T Inc.	USA	Annual	15/05/2025	1.7	Elect Director Matthew K. Rose	For	For	For	
AT&T Inc.	USA	Annual	15/05/2025	1.8	Elect Director John T. Stankey	For	For	For	
AT&T Inc.	USA	Annual	15/05/2025	1.9	Elect Director Cynthia B. Taylor	For	For	For	
AT&T Inc.	USA	Annual	15/05/2025	1.10	Elect Director Luis A. Ubiñas	For	For	For	
Bridgepoint Group Plc	United Kingdom	Annual	15/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Bridgepoint Group Plc	United Kingdom	Annual	15/05/2025	2	Approve Remuneration Report	For	For	For	
Bridgepoint Group Plc	United Kingdom	Annual	15/05/2025	3	Approve Remuneration Policy	For	For	For	
Bridgepoint Group Plc	United Kingdom	Annual	15/05/2025	4	Reappoint Forvis Mazars LLP as Auditors	For	For	For	
Bridgepoint Group Plc	United Kingdom	Annual	15/05/2025	5	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	For	
Bridgepoint Group Plc	United Kingdom	Annual	15/05/2025	6	Approve Final Dividend	For	For	For	
Bridgepoint Group Plc	United Kingdom	Annual	15/05/2025	7	Re-elect Raoul Hughes as Director	For	For	For	
Bridgepoint Group Plc	United Kingdom	Annual	15/05/2025	8	Elect Ruth Prior as Director	For	For	For	
Bridgepoint Group Plc	United Kingdom	Annual	15/05/2025	9	Re-elect Angeles Garcia-Poveda as Director	For	For	For	
Bridgepoint Group Plc	United Kingdom	Annual	15/05/2025	10	Re-elect Carolyn McCall as Director	For	For	For	
Bridgepoint Group Plc	United Kingdom	Annual	15/05/2025	11	Re-elect Archie Norman as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Bridgepoint Group Plc	United Kingdom	Annual	15/05/2025	12	Re-elect Tim Score as Director	For	For	For	
Bridgepoint Group Plc	United Kingdom	Annual	15/05/2025	13	Re-elect Cyrus Taraporevala as Director	For	For	For	
Bridgepoint Group Plc	United Kingdom	Annual	15/05/2025	14	Authorise Issue of Equity	For	For	For	
Bridgepoint Group Plc	United Kingdom	Annual	15/05/2025	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Bridgepoint Group Plc	United Kingdom	Annual	15/05/2025	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Bridgepoint Group Plc	United Kingdom	Annual	15/05/2025	17	Authorise Market Purchase of Ordinary Shares	For	For	For	
Bridgepoint Group Plc	United Kingdom	Annual	15/05/2025	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Euronext NV	Netherlands	Annual	15/05/2025	3.b.	Approve Remuneration Report	For	Against	Against	We voted against this item as there are significant concerns regarding the upward discretionary adjustment paid to the CEO during the year in review.
Euronext NV	Netherlands	Annual	15/05/2025	3.c.	Adopt Financial Statements and Statutory Reports	For	For	For	
Euronext NV	Netherlands	Annual	15/05/2025	3.d.	Approve Dividends	For	For	For	
Euronext NV	Netherlands	Annual	15/05/2025	3.e.	Approve Discharge of Management Board	For	For	For	
Euronext NV	Netherlands	Annual	15/05/2025	3.f.	Approve Discharge of Supervisory Board	For	For	For	
Euronext NV	Netherlands	Annual	15/05/2025	4.a.	Reelect Piero Novelli to Supervisory Board	For	For	For	
Euronext NV	Netherlands	Annual	15/05/2025	4.b.	Reelect Olivier Sichel to Supervisory Board	For	For	For	
Euronext NV	Netherlands	Annual	15/05/2025	4.c.	Elect Francesca Scaglia to Supervisory Board	For	For	For	
Euronext NV	Netherlands	Annual	15/05/2025	5.a.	Reelect Delphine d'Amarzit to Management Board	For	For	For	
Euronext NV	Netherlands	Annual	15/05/2025	5.b.	Elect Rene van Vlerken to Management Board	For	For	For	
Euronext NV	Netherlands	Annual	15/05/2025	6.	Amend Remuneration Policy for Management Board	For	For	For	
Euronext NV	Netherlands	Annual	15/05/2025	7.	Amend Remuneration Policy for Supervisory Board	For	For	For	
Euronext NV	Netherlands	Annual	15/05/2025	8.	Ratify KPMG Accountants N.V. as Auditors	For	For	For	
Euronext NV	Netherlands	Annual	15/05/2025	9.	Approve Cancellation of Repurchased Shares	For	For	For	
Euronext NV	Netherlands	Annual	15/05/2025	10.a.	Grant Board Authority to Issue Shares	For	For	For	
Euronext NV	Netherlands	Annual	15/05/2025	10.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For	
Euronext NV	Netherlands	Annual	15/05/2025	11.	Authorize Repurchase of Shares	For	For	For	
Euronext NV	Netherlands	Annual	15/05/2025	12.	Authorize Board to Grant Rights to French Beneficiaries to Receive Shares	For	For	For	
Hammerson Plc	United Kingdom	Annual	15/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Hammerson Plc	United Kingdom	Annual	15/05/2025	2	Approve Remuneration Report	For	For	For	
Hammerson Plc	United Kingdom	Annual	15/05/2025	3	Approve Final Dividend	For	For	For	
Hammerson Plc	United Kingdom	Annual	15/05/2025	4	Re-elect Habib Annous as Director	For	For	For	
Hammerson Plc	United Kingdom	Annual	15/05/2025	5	Re-elect Meka Brunel as Director	For	For	For	
Hammerson Plc	United Kingdom	Annual	15/05/2025	6	Re-elect Mike Butterworth as Director	For	For	For	
Hammerson Plc	United Kingdom	Annual	15/05/2025	7	Re-elect Rita-Rose Gagne as Director	For	For	For	
Hammerson Plc	United Kingdom	Annual	15/05/2025	8	Re-elect Adam Metz as Director	For	For	For	
Hammerson Plc	United Kingdom	Annual	15/05/2025	9	Re-elect Robert Noel as Director	For	For	For	
Hammerson Plc	United Kingdom	Annual	15/05/2025	10	Re-elect Himanshu Raja as Director	For	For	For	
Hammerson Plc	United Kingdom	Annual	15/05/2025	11	Re-elect Carol Welch as Director	For	For	For	
Hammerson Plc	United Kingdom	Annual	15/05/2025	12	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Hammerson Plc	United Kingdom	Annual	15/05/2025	13	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Hammerson Plc	United Kingdom	Annual	15/05/2025	14	Authorise Issue of Equity	For	For	For	
Hammerson Plc	United Kingdom	Annual	15/05/2025	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Hammerson Plc	United Kingdom	Annual	15/05/2025	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Hammerson Plc	United Kingdom	Annual	15/05/2025	17	Authorise Market Purchase of Ordinary Shares	For	For	For	
Just Eat Takeaway.com NV	Netherlands	Annual	15/05/2025	2b.	Approve Remuneration Report	For	For	For	
Just Eat Takeaway.com NV	Netherlands	Annual	15/05/2025	2c.	Adopt Financial Statements and Statutory Reports	For	For	For	
Just Eat Takeaway.com NV	Netherlands	Annual	15/05/2025	3.	Amend Remuneration Policy of Management Board	For	For	For	
Just Eat Takeaway.com NV	Netherlands	Annual	15/05/2025	4a.	Approve Discharge of Management Board	For	For	For	
Just Eat Takeaway.com NV	Netherlands	Annual	15/05/2025	4b.	Approve Discharge of Supervisory Board	For	For	For	
Just Eat Takeaway.com NV	Netherlands	Annual	15/05/2025	5.	Grant Board Authority to Issue Shares for General Purposes and in Connection with Incentive Plans	For	For	For	
Just Eat Takeaway.com NV	Netherlands	Annual	15/05/2025	6.	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For	
Just Eat Takeaway.com NV	Netherlands	Annual	15/05/2025	7a.	Authorize Repurchase of Shares	For	For	For	
Just Eat Takeaway.com NV	Netherlands	Annual	15/05/2025	7b.	Approve Cancellation of Repurchased Shares	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	2	Re-elect Sir Robin Budenberg as Director	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	3	Re-elect Charlie Nunn as Director	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	4	Elect Nathan Bostock as Director	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	5	Re-elect William Chalmers as Director	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	6	Re-elect Sarah Legg as Director	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	7	Re-elect Amanda Mackenzie as Director	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	8	Re-elect Harmeen Mehta as Director	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	9	Re-elect Cathy Turner as Director	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	10	Re-elect Scott Whewey as Director	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	11	Re-elect Catherine Woods as Director	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	12	Approve Remuneration Report	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	13	Approve Final Dividend	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	14	Reappoint Deloitte LLP as Auditors	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	16	Approve Amendments to the Rules of Lloyds Banking Group plc Long Term Incentive Plan, Lloyds Banking Group plc Deferred Bonus Plan, Lloyds Banking Group plc Long-Term Share Plan, and the Lloyds Banking Group plc Executive Group Ownership Share Plan 2016	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	17	Authorise UK Political Donations and Expenditure	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	18	Authorise Issue of Equity	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	19	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	20	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	22	Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	23	Authorise Market Purchase of Ordinary Shares	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	24	Authorise Market Purchase of Preference Shares	For	For	For	
Lloyds Banking Group Plc	United Kingdom	Annual	15/05/2025	25	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Marsh & McLennan Companies, Inc.	USA	Annual	15/05/2025	1a	Elect Director Anthony K. Anderson	For	For	For	
Marsh & McLennan Companies, Inc.	USA	Annual	15/05/2025	1b	Elect Director John Q. Doyle	For	For	For	
Marsh & McLennan Companies, Inc.	USA	Annual	15/05/2025	1c	Elect Director H. Edward Hanway	For	For	For	
Marsh & McLennan Companies, Inc.	USA	Annual	15/05/2025	1d	Elect Director Judith Hartmann	For	For	For	
Marsh & McLennan Companies, Inc.	USA	Annual	15/05/2025	1e	Elect Director Deborah C. Hopkins	For	For	For	
Marsh & McLennan Companies, Inc.	USA	Annual	15/05/2025	1f	Elect Director Tamara Ingram	For	For	For	
Marsh & McLennan Companies, Inc.	USA	Annual	15/05/2025	1g	Elect Director Jane H. Lute	For	For	For	
Marsh & McLennan Companies, Inc.	USA	Annual	15/05/2025	1h	Elect Director Steven A. Mills	For	For	For	
Marsh & McLennan Companies, Inc.	USA	Annual	15/05/2025	1i	Elect Director Morton O. Schapiro	For	For	For	
Marsh & McLennan Companies, Inc.	USA	Annual	15/05/2025	1j	Elect Director Jan Siegmund	For	For	For	
Marsh & McLennan Companies, Inc.	USA	Annual	15/05/2025	1k	Elect Director Lloyd M. Yates	For	For	For	
Marsh & McLennan Companies, Inc.	USA	Annual	15/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Marsh & McLennan Companies, Inc.	USA	Annual	15/05/2025	3	Ratify Deloitte & Touche LLP as Auditors	For	For	For	
Marsh & McLennan Companies, Inc.	USA	Annual	15/05/2025	4	Amend Omnibus Stock Plan	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	2	Approve Remuneration Report	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	3	Approve Final Dividend	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	4	Elect Jonathan Blanchard as Director	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	5	Re-elect Jonathan Bewes as Director	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	6	Re-elect Venetia Butterfield as Director	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	7	Re-elect Soumen Das as Director	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	8	Re-elect Tom Hall as Director	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	9	Re-elect Dame Tristia Harrison as Director	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	10	Re-elect Richard Papp as Director	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	11	Re-elect Michael Roney as Director	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	12	Re-elect Jane Shields as Director	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	13	Re-elect Jeremy Stakol as Director	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	14	Re-elect Amy Stirling as Director	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	15	Re-elect Lord Wolfson as Director	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	16	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	18	Approve Long Term Incentive Plan	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	19	Authorise Issue of Equity	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	20	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Next Plc	United Kingdom	Annual	15/05/2025	22	Authorise Market Purchase of Ordinary Shares	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	23	Authorise Off-Market Purchase of Ordinary Shares	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	24	Adopt New Articles of Association	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	25	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Next Plc	United Kingdom	Annual	15/05/2025	26	Approve ShareAction Requisitioned Resolution	Against	Against	Against	We voted against this request, as the company does not fall below peers or other sectors in disclosure.
Regional REIT Limited	Guernsey	Annual	15/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Regional REIT Limited	Guernsey	Annual	15/05/2025	2	Ratify RSM UK Audit LLP as Auditors	For	For	For	
Regional REIT Limited	Guernsey	Annual	15/05/2025	3	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Regional REIT Limited	Guernsey	Annual	15/05/2025	4	Re-elect Stephen Inglis as Director	For	For	Against	We voted against the re-election of this director based on concerns that the manager representative is a non-independent director.
Regional REIT Limited	Guernsey	Annual	15/05/2025	5	Re-elect Frances Daley as Director	For	For	For	
Regional REIT Limited	Guernsey	Annual	15/05/2025	6	Re-elect Massy Larizadeh as Director	For	For	For	
Regional REIT Limited	Guernsey	Annual	15/05/2025	7	Elect Nicole Burstow as Director	For	For	For	
Regional REIT Limited	Guernsey	Annual	15/05/2025	8	Elect David Hunter as Director	For	For	For	
Regional REIT Limited	Guernsey	Annual	15/05/2025	9	Authorise Market Purchase of Ordinary Shares	For	For	For	
Regional REIT Limited	Guernsey	Annual	15/05/2025	10	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Regional REIT Limited	Guernsey	Annual	15/05/2025	11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Smithson Investment Trust PLC	United Kingdom	Special	15/05/2025	1	Approve Reduction of the Share Premium Account	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	2	Approve Remuneration Policy	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	3	Approve Remuneration Report	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	4	Approve Final Dividend	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	5	Re-elect Richard Huntingford as Director	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	6	Re-elect Joe Lister as Director	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	7	Re-elect Michael Burt as Director	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	8	Re-elect Ross Paterson as Director	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	9	Re-elect Ilaria del Beato as Director	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	10	Re-elect Dame Shirley Pearce as Director	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	11	Re-elect Thomas Jackson as Director	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	12	Re-elect Sir Steve Smith as Director	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	13	Re-elect Nicola Dulieu as Director	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	14	Re-elect Angela Jain as Director	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	15	Reappoint Deloitte LLP as Auditors	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	17	Approve Performance Share Plan	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	18	Approve Employee Share Option Scheme	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	19	Authorise Issue of Equity	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	20	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	22	Authorise Market Purchase of Ordinary Shares	For	For	For	
The UNITE Group Plc	United Kingdom	Annual	15/05/2025	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
BH Macro Limited	Guernsey	Annual	16/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
BH Macro Limited	Guernsey	Annual	16/05/2025	2	Ratify Ernst & Young LLP as Auditors	For	For	For	
BH Macro Limited	Guernsey	Annual	16/05/2025	3	Authorise Board to Fix Remuneration of Auditors	For	For	For	
BH Macro Limited	Guernsey	Annual	16/05/2025	4	Re-elect Richard Horlick as Director	For	For	For	
BH Macro Limited	Guernsey	Annual	16/05/2025	5	Re-elect Caroline Chan as Director	For	For	For	
BH Macro Limited	Guernsey	Annual	16/05/2025	6	Re-elect Julia Chapman as Director	For	For	For	
BH Macro Limited	Guernsey	Annual	16/05/2025	7	Re-elect Bronwyn Curtis as Director	For	For	For	
BH Macro Limited	Guernsey	Annual	16/05/2025	8	Re-elect John Le Poidevin as Director	For	For	For	
BH Macro Limited	Guernsey	Annual	16/05/2025	9	Approve Remuneration Report	For	For	For	
BH Macro Limited	Guernsey	Annual	16/05/2025	10	Authorise Issue of Equity	For	For	For	
BH Macro Limited	Guernsey	Annual	16/05/2025	11	Authorise Market Purchase of Shares	For	For	For	
BH Macro Limited	Guernsey	Annual	16/05/2025	12	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	2	Approve Remuneration Report	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	3	Approve Final Dividend	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	4	Re-elect Lucinda Bell as Director	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	5	Re-elect Mark Breuer as Director	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	6	Re-elect Nigel George as Director	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	7	Re-elect Helen Gordon as Director	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	8	Elect Madeleine McDougall as Director	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	9	Re-elect Emily Prideaux as Director	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	10	Re-elect Sanjeev Sharma as Director	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	11	Elect Robert Wilkinson as Director	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	12	Re-elect Paul Williams as Director	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	13	Re-elect Damian Wisniewski as Director	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	14	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	16	Authorise Issue of Equity	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	17	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	19	Authorise Market Purchase of Ordinary Shares	For	For	For	
Derwent London Plc	United Kingdom	Annual	16/05/2025	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
JPMorgan European Discovery Trust plc	United Kingdom	Special	16/05/2025	1	Authorise Market Purchase of Ordinary Shares	For	For	For	
Republic Services, Inc.	USA	Annual	19/05/2025	1a	Elect Director Manny Kadre	For	For	For	
Republic Services, Inc.	USA	Annual	19/05/2025	1b	Elect Director Michael A. Duffy	For	For	For	
Republic Services, Inc.	USA	Annual	19/05/2025	1c	Elect Director Thomas W. Handley	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Republic Services, Inc.	USA	Annual	19/05/2025	1d	Elect Director Jennifer M. Kirk	For	For	For	
Republic Services, Inc.	USA	Annual	19/05/2025	1e	Elect Director Michael Larson	For	For	For	
Republic Services, Inc.	USA	Annual	19/05/2025	1f	Elect Director Norman Thomas Linebarger	For	For	For	
Republic Services, Inc.	USA	Annual	19/05/2025	1g	Elect Director Meg Reynolds	For	For	For	
Republic Services, Inc.	USA	Annual	19/05/2025	1h	Elect Director James P. Snee	For	For	For	
Republic Services, Inc.	USA	Annual	19/05/2025	1i	Elect Director Brian S. Tyler	For	For	For	
Republic Services, Inc.	USA	Annual	19/05/2025	1j	Elect Director Jon Vander Ark	For	For	For	
Republic Services, Inc.	USA	Annual	19/05/2025	1k	Elect Director Sandra M. Volpe	For	For	For	
Republic Services, Inc.	USA	Annual	19/05/2025	1l	Elect Director Katharine B. Weymouth	For	For	For	
Republic Services, Inc.	USA	Annual	19/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Republic Services, Inc.	USA	Annual	19/05/2025	3	Ratify Ernst & Young LLP as Auditors	For	For	For	
Baker Hughes Company	USA	Annual	20/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Baker Hughes Company	USA	Annual	20/05/2025	3	Ratify KPMG LLP as Auditors	For	For	For	
Baker Hughes Company	USA	Annual	20/05/2025	1.1	Elect Director W. Geoffrey Beattie	For	For	For	
Baker Hughes Company	USA	Annual	20/05/2025	1.2	Elect Director Abdulaziz M. Al Gudaimi	For	For	For	
Baker Hughes Company	USA	Annual	20/05/2025	1.3	Elect Director Gregory D. Brenneman	For	For	For	
Baker Hughes Company	USA	Annual	20/05/2025	1.4	Elect Director Cynthia B. Carroll	For	For	For	
Baker Hughes Company	USA	Annual	20/05/2025	1.5	Elect Director Michael R. Dumais	For	For	For	
Baker Hughes Company	USA	Annual	20/05/2025	1.6	Elect Director Shirley A. Edwards	For	For	For	
Baker Hughes Company	USA	Annual	20/05/2025	1.8	Elect Director John G. Rice	For	For	For	
Baker Hughes Company	USA	Annual	20/05/2025	1.9	Elect Director Lorenzo Simonelli	For	For	For	
Baker Hughes Company	USA	Annual	20/05/2025	1.10	Elect Director Mohsen M. Sohi	For	For	For	
Honeywell International Inc.	USA	Annual	20/05/2025	1a	Elect Director Duncan B. Angove	For	For	For	
Honeywell International Inc.	USA	Annual	20/05/2025	1b	Elect Director William S. Ayer	For	For	For	
Honeywell International Inc.	USA	Annual	20/05/2025	1c	Elect Director Kevin Burke	For	For	For	
Honeywell International Inc.	USA	Annual	20/05/2025	1d	Elect Director D. Scott Davis	For	For	For	
Honeywell International Inc.	USA	Annual	20/05/2025	1e	Elect Director Deborah Flint	For	For	For	
Honeywell International Inc.	USA	Annual	20/05/2025	1f	Elect Director Vimal Kapur	For	For	For	
Honeywell International Inc.	USA	Annual	20/05/2025	1g	Elect Director Michael W. Lamach	For	For	For	
Honeywell International Inc.	USA	Annual	20/05/2025	1h	Elect Director Rose Lee	For	For	For	
Honeywell International Inc.	USA	Annual	20/05/2025	1i	Elect Director Grace Lieblein	For	For	For	
Honeywell International Inc.	USA	Annual	20/05/2025	1j	Elect Director Robin Watson	For	For	For	
Honeywell International Inc.	USA	Annual	20/05/2025	1k	Elect Director Stephen Williamson	For	For	For	
Honeywell International Inc.	USA	Annual	20/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Honeywell International Inc.	USA	Annual	20/05/2025	3	Ratify Deloitte & Touche LLP as Auditors	For	For	For	
Honeywell International Inc.	USA	Annual	20/05/2025	4	Approve Liability Management Reorganization	For	For	For	
Honeywell International Inc.	USA	Annual	20/05/2025	5	Require Independent Board Chair	Against	Against	Against	We voted against this request as the company already has a lead independent director in place and no governance issues have been identified.
Impax Environmental Markets Plc	United Kingdom	Annual	20/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Impax Environmental Markets Plc	United Kingdom	Annual	20/05/2025	2	Approve Remuneration Report	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Impax Environmental Markets Plc	United Kingdom	Annual	20/05/2025	3	Approve the Company's Distribution Policy	For	For	For	
Impax Environmental Markets Plc	United Kingdom	Annual	20/05/2025	4	Re-elect Glen Suarez as Director	For	For	For	
Impax Environmental Markets Plc	United Kingdom	Annual	20/05/2025	5	Re-elect Stephanie Eastment as Director	For	For	For	
Impax Environmental Markets Plc	United Kingdom	Annual	20/05/2025	6	Re-elect Aine Kelly as Director	For	For	For	
Impax Environmental Markets Plc	United Kingdom	Annual	20/05/2025	7	Re-elect Elizabeth Surkovic as Director	For	For	For	
Impax Environmental Markets Plc	United Kingdom	Annual	20/05/2025	8	Re-elect Guy Walker as Director	For	For	For	
Impax Environmental Markets Plc	United Kingdom	Annual	20/05/2025	9	Reappoint BDO LLP as Auditors	For	For	For	
Impax Environmental Markets Plc	United Kingdom	Annual	20/05/2025	10	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Impax Environmental Markets Plc	United Kingdom	Annual	20/05/2025	11	Authorise Issue of Equity	For	For	For	
Impax Environmental Markets Plc	United Kingdom	Annual	20/05/2025	12	Approve Continuation of Company as Investment Trust	For	For	For	
Impax Environmental Markets Plc	United Kingdom	Annual	20/05/2025	13	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Impax Environmental Markets Plc	United Kingdom	Annual	20/05/2025	14	Authorise Market Purchase of Ordinary Shares	For	For	For	
Impax Environmental Markets Plc	United Kingdom	Annual	20/05/2025	15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	2	Approve Remuneration Policy	For	Against	Against	We voted against this item as we consider the increase in the maximum award opportunity excessive, without providing a compelling rationale.
International Workplace Group Plc	Jersey	Annual	20/05/2025	3	Approve Remuneration Report	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	4	Approve Deferred Bonus Share Plan	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	5	Approve Performance Share Plan	For	Against	Against	We voted against this item as we consider the increase in the maximum award opportunity excessive, without providing a compelling rationale.
International Workplace Group Plc	Jersey	Annual	20/05/2025	6	Approve Restricted Share Plan	For	Against	Against	We voted against this item as we consider the increase in the maximum award opportunity excessive, without providing a compelling rationale.
International Workplace Group Plc	Jersey	Annual	20/05/2025	7	Approve Share Option Plan	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	8	Approve Final Dividend	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	9	Ratify KPMG Ireland as Auditors	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	10	Authorise Board to Fix Remuneration of Auditors	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	11	Elect Lázaro Campos as Director	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	12	Re-elect Mark Dixon as Director	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	13	Re-elect Laurie Harris as Director	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	14	Re-elect Nina Henderson as Director	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	15	Elect Stephen Jennings as Director	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	16	Re-elect Sophie L'Helias as Director	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	17	Re-elect Tarun Lal as Director	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	18	Re-elect Charlie Steel as Director	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	19	Re-elect Douglas Sutherland as Director	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	20	Authorise Issue of Equity	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
International Workplace Group Plc	Jersey	Annual	20/05/2025	21	Authorise the Company to Hold as Treasury Shares Any Shares Purchased or Contracted to be Purchased by the Company Pursuant to the Authority Granted in Resolution 22	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	22	Authorise Market Purchase of Ordinary Shares	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	23	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
International Workplace Group Plc	Jersey	Annual	20/05/2025	25	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
JPMorgan Chase & Co.	USA	Annual	20/05/2025	1a	Elect Director Linda B. Bammann	For	For	For	
JPMorgan Chase & Co.	USA	Annual	20/05/2025	1b	Elect Director Michele G. Buck	For	For	For	
JPMorgan Chase & Co.	USA	Annual	20/05/2025	1c	Elect Director Stephen B. Burke	For	For	For	
JPMorgan Chase & Co.	USA	Annual	20/05/2025	1d	Elect Director Todd A. Combs	For	For	For	
JPMorgan Chase & Co.	USA	Annual	20/05/2025	1e	Elect Director Alicia Boler Davis	For	For	For	
JPMorgan Chase & Co.	USA	Annual	20/05/2025	1f	Elect Director James Dimon	For	For	For	
JPMorgan Chase & Co.	USA	Annual	20/05/2025	1g	Elect Director Alex Gorsky	For	For	For	
JPMorgan Chase & Co.	USA	Annual	20/05/2025	1h	Elect Director Mellody Hobson	For	For	For	
JPMorgan Chase & Co.	USA	Annual	20/05/2025	1i	Elect Director Phebe N. Novakovic	For	For	For	
JPMorgan Chase & Co.	USA	Annual	20/05/2025	1j	Elect Director Virginia M. Rometty	For	For	For	
JPMorgan Chase & Co.	USA	Annual	20/05/2025	1k	Elect Director Brad D. Smith	For	For	For	
JPMorgan Chase & Co.	USA	Annual	20/05/2025	1l	Elect Director Mark A. Weinberger	For	For	For	
JPMorgan Chase & Co.	USA	Annual	20/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
JPMorgan Chase & Co.	USA	Annual	20/05/2025	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
JPMorgan Chase & Co.	USA	Annual	20/05/2025	4	Require Independent Board Chair	Against	For	Against	We voted against this request as the company has a lead independent director in place and no governance issues have been identified.
JPMorgan Chase & Co.	USA	Annual	20/05/2025	5	Report on Social Impacts of Climate Transition Finance	Against	Against	Against	We voted against this shareholder request as it is overly prescriptive and its asks will be better addressed through public policy.
McDonald's Corporation	USA	Annual	20/05/2025	1a	Elect Director Anthony Capuano	For	For	For	
McDonald's Corporation	USA	Annual	20/05/2025	1b	Elect Director Kareem Daniel	For	For	For	
McDonald's Corporation	USA	Annual	20/05/2025	1c	Elect Director Lloyd Dean	For	For	For	
McDonald's Corporation	USA	Annual	20/05/2025	1d	Elect Director Catherine Engelbert	For	For	For	
McDonald's Corporation	USA	Annual	20/05/2025	1e	Elect Director Margaret Georgiadis	For	For	For	
McDonald's Corporation	USA	Annual	20/05/2025	1f	Elect Director Michael Hsu	For	For	For	
McDonald's Corporation	USA	Annual	20/05/2025	1g	Elect Director Christopher Kempczinski	For	For	For	
McDonald's Corporation	USA	Annual	20/05/2025	1h	Elect Director Jennifer Taubert	For	For	For	
McDonald's Corporation	USA	Annual	20/05/2025	1i	Elect Director Paul Walsh	For	For	For	
McDonald's Corporation	USA	Annual	20/05/2025	1j	Elect Director Amy Weaver	For	For	For	
McDonald's Corporation	USA	Annual	20/05/2025	1k	Elect Director Miles White	For	For	For	
McDonald's Corporation	USA	Annual	20/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
McDonald's Corporation	USA	Annual	20/05/2025	3	Ratify Ernst & Young LLP as Auditors	For	For	For	
McDonald's Corporation	USA	Annual	20/05/2025	4	Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	Against	Against	Against	We voted against this proposal made by an anti-ESG and anti-DEI proponent.
McDonald's Corporation	USA	Annual	20/05/2025	5	Disclose an Assessment of Current Climate Transition Plans	Against	Against	Against	We voted against this shareholder proposal as the company already provides sufficient disclosure in this area.
McDonald's Corporation	USA	Annual	20/05/2025	6	Consider Eliminating DEI Goals from Compensation Plan Incentives	Against	Against	Against	We voted against this proposal put forward by an anti-ESG and anti-DEI proponent.
Shell Plc	United Kingdom	Annual	20/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	2	Approve Remuneration Report	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	2	Approve Remuneration Report	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	3	Re-elect Dick Boer as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	3	Re-elect Dick Boer as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	4	Re-elect Neil Carson as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	4	Re-elect Neil Carson as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	5	Re-elect Ann Godbehere as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	5	Re-elect Ann Godbehere as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	6	Re-elect Sinead Gorman as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	6	Re-elect Sinead Gorman as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	7	Re-elect Jane Lute as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	7	Re-elect Jane Lute as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	8	Re-elect Catherine Hughes as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	8	Re-elect Catherine Hughes as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	9	Re-elect Sir Andrew Mackenzie as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	9	Re-elect Sir Andrew Mackenzie as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	10	Re-elect Sir Charles Roxburgh as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	10	Re-elect Sir Charles Roxburgh as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	11	Re-elect Wael Sawan as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	11	Re-elect Wael Sawan as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	12	Re-elect Abraham Schot as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	12	Re-elect Abraham Schot as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	13	Re-elect Leena Srivastava as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	13	Re-elect Leena Srivastava as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	14	Re-elect Cyrus Taraporevala as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	14	Re-elect Cyrus Taraporevala as Director	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	15	Reappoint Ernst & Young LLP as Auditors	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	15	Reappoint Ernst & Young LLP as Auditors	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	17	Authorise Issue of Equity	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	17	Authorise Issue of Equity	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Shell Plc	United Kingdom	Annual	20/05/2025	18	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	18	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	19	Authorise Market Purchase of Ordinary Shares	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	19	Authorise Market Purchase of Ordinary Shares	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	20	Authorise Off-Market Purchase of Ordinary Shares	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	20	Authorise Off-Market Purchase of Ordinary Shares	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	21	Authorise UK Political Donations and Expenditure	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	21	Authorise UK Political Donations and Expenditure	For	For	For	
Shell Plc	United Kingdom	Annual	20/05/2025	22	Request Company Disclose Whether and How Its: Demand Forecast For LNG; LNG Production And Sales Targets; And New Capital Expenditure In Natural Gas Assets; Are Consistent With Climate Commitments, Including Target To Reach Net Zero Emissions By 2025	Against	Against	For	We supported this shareholder request as more information on how Shell's current business plans align with the continued commitment to reach net zero by 2050 would benefit shareholders.
Shell Plc	United Kingdom	Annual	20/05/2025	22	Request Company Disclose Whether and How Its: Demand Forecast For LNG; LNG Production And Sales Targets; And New Capital Expenditure In Natural Gas Assets; Are Consistent With Climate Commitments, Including Target To Reach Net Zero Emissions By 2025	Against	Against	For	We supported this shareholder request as more information on how Shell's current business plans align with the continued commitment to reach net zero by 2050 would benefit shareholders.
Societe Generale SA	France	Annual/ Special	20/05/2025	1	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	2	Approve Financial Statements and Statutory Reports	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	3	Approve Allocation of Income and Dividends of EUR 1.09 per Share	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	5	Approve Remuneration Policy of Chairman of the Board	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	6	Approve Remuneration Policy of CEO and Vice-CEO	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	7	Approve Remuneration Policy of Directors	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	8	Approve Compensation Report of Corporate Officers	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	9	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	10	Approve Compensation of Slawomir Krupa, CEO	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	11	Approve Compensation of Philippe Aymerich, Vice-CEO Until October 31, 2024	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	12	Approve Compensation of Pierre Palmieri, Vice-CEO	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	13	Approve the Aggregate Remuneration Granted in 2024 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	14	Reelect William Connelly as Director	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	15	Reelect Henri Poupert-Lafarge as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Societe Generale SA	France	Annual/ Special	20/05/2025	16	Elect Olivier Klein as Director	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	17	Elect Ingrid-Helen Arnold as Director	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	18	Reelect Sebastien Wetter as Representative of Employee Shareholders to the Board	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	21	Amend Articles of Bylaws to Incorporate Legal Changes	For	For	For	
Societe Generale SA	France	Annual/ Special	20/05/2025	22	Authorize Filing of Required Documents/Other Formalities	For	For	For	
Amazon.com, Inc.	USA	Annual	21/05/2025	1a	Elect Director Jeffrey P. Bezos	For	For	For	
Amazon.com, Inc.	USA	Annual	21/05/2025	1b	Elect Director Andrew R. Jassy	For	For	For	
Amazon.com, Inc.	USA	Annual	21/05/2025	1c	Elect Director Keith B. Alexander	For	For	For	
Amazon.com, Inc.	USA	Annual	21/05/2025	1d	Elect Director Edith W. Cooper	For	For	For	
Amazon.com, Inc.	USA	Annual	21/05/2025	1e	Elect Director Jamie S. Gorelick	For	For	For	
Amazon.com, Inc.	USA	Annual	21/05/2025	1f	Elect Director Daniel P. Huttenlocher	For	For	For	
Amazon.com, Inc.	USA	Annual	21/05/2025	1g	Elect Director Andrew Y. Ng	For	For	For	
Amazon.com, Inc.	USA	Annual	21/05/2025	1h	Elect Director Indra K. Nooyi	For	For	For	
Amazon.com, Inc.	USA	Annual	21/05/2025	1i	Elect Director Jonathan J. Rubinstein	For	For	For	
Amazon.com, Inc.	USA	Annual	21/05/2025	1j	Elect Director Brad D. Smith	For	For	For	
Amazon.com, Inc.	USA	Annual	21/05/2025	1k	Elect Director Patricia Q. Stonesifer	For	For	For	
Amazon.com, Inc.	USA	Annual	21/05/2025	1l	Elect Director Wendell P. Weeks	For	For	For	
Amazon.com, Inc.	USA	Annual	21/05/2025	2	Ratify Ernst & Young LLP as Auditors	For	For	For	
Amazon.com, Inc.	USA	Annual	21/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	We voted against this item as the NEO pay was excessive in comparison to peers.
Amazon.com, Inc.	USA	Annual	21/05/2025	4	Adopt Mandatory Policy Separating the Roles of CEO and Board Chair	Against	Against	Against	We voted against this request as the board has a lead independent director in place and no governance issues have been identified.
Amazon.com, Inc.	USA	Annual	21/05/2025	5	Report on Risks of Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	Against	Against	Against	We voted against this proposal made by an anti-ESG and anti-DEI proponent.
Amazon.com, Inc.	USA	Annual	21/05/2025	6	Disclose All Material Scope 3 Emissions	Against	Against	Against	We voted against this shareholder proposal as the company already provides sufficient disclosure in this area.
Amazon.com, Inc.	USA	Annual	21/05/2025	7	Report on Impact of Data Centers on Climate Commitments	Against	Against	Against	We voted against this shareholder proposal as the company already provides sufficient disclosure in this area.
Amazon.com, Inc.	USA	Annual	21/05/2025	8	Commission Third Party Assessment of Board Oversight of Human Rights Risks of AI	Against	Against	Against	We voted against this shareholder proposal as the company already provides sufficient disclosure in this area.

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Amazon.com, Inc.	USA	Annual	21/05/2025	9	Report on Efforts to Reduce Plastic Packaging	Against	Against	Against	We voted against this shareholder proposal as the company already provides sufficient disclosure in this area.
Amazon.com, Inc.	USA	Annual	21/05/2025	10	Commission Independent Audit and Report on Warehouse Working Conditions	Against	Against	Against	We voted against this shareholder proposal as the company already provides sufficient disclosure in this area.
Amazon.com, Inc.	USA	Annual	21/05/2025	11	Report on Unethical Use of External Data in Development of AI Products	Against	Against	Against	We voted against this shareholder proposal as the company already provides sufficient disclosure in this area.
BlackRock World Mining Trust Plc	United Kingdom	Annual	21/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
BlackRock World Mining Trust Plc	United Kingdom	Annual	21/05/2025	2	Approve Remuneration Report	For	For	For	
BlackRock World Mining Trust Plc	United Kingdom	Annual	21/05/2025	3	Approve Final Dividend	For	For	For	
BlackRock World Mining Trust Plc	United Kingdom	Annual	21/05/2025	4	Re-elect Charles Goodyear as Director	For	For	For	
BlackRock World Mining Trust Plc	United Kingdom	Annual	21/05/2025	5	Re-elect Judith Mosely as Director	For	For	Against	We voted against the re-election of the Senior Independent Director, as her tenure exceeds nine years. We provided a cautionary support last year, but voted against at this year's AGM.
BlackRock World Mining Trust Plc	United Kingdom	Annual	21/05/2025	6	Re-elect Srinivasan Venkatakrishnan as Director	For	For	For	
BlackRock World Mining Trust Plc	United Kingdom	Annual	21/05/2025	7	Elect Elisabeth Scott as Director	For	For	For	
BlackRock World Mining Trust Plc	United Kingdom	Annual	21/05/2025	8	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
BlackRock World Mining Trust Plc	United Kingdom	Annual	21/05/2025	9	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
BlackRock World Mining Trust Plc	United Kingdom	Annual	21/05/2025	10	Approve Continuation of Company as Investment Trust	For	For	For	
BlackRock World Mining Trust Plc	United Kingdom	Annual	21/05/2025	11	Authorise Issue of Equity	For	For	For	
BlackRock World Mining Trust Plc	United Kingdom	Annual	21/05/2025	12	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
BlackRock World Mining Trust Plc	United Kingdom	Annual	21/05/2025	13	Authorise Market Purchase of Ordinary Shares	For	For	For	
Dowlais Group Plc	United Kingdom	Annual	21/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Dowlais Group Plc	United Kingdom	Annual	21/05/2025	2	Approve Remuneration Report	For	For	For	
Dowlais Group Plc	United Kingdom	Annual	21/05/2025	3	Approve Final Dividend	For	For	For	
Dowlais Group Plc	United Kingdom	Annual	21/05/2025	4	Re-elect Liam Butterworth as Director	For	For	For	
Dowlais Group Plc	United Kingdom	Annual	21/05/2025	5	Re-elect Roberto Fioroni as Director	For	For	For	
Dowlais Group Plc	United Kingdom	Annual	21/05/2025	6	Re-elect Simon Smith as Director	For	For	For	
Dowlais Group Plc	United Kingdom	Annual	21/05/2025	7	Re-elect Celia Baxter as Director	For	For	For	
Dowlais Group Plc	United Kingdom	Annual	21/05/2025	8	Re-elect Philip Harrison as Director	For	For	For	
Dowlais Group Plc	United Kingdom	Annual	21/05/2025	9	Re-elect Fiona MacAulay as Director	For	For	For	
Dowlais Group Plc	United Kingdom	Annual	21/05/2025	10	Re-elect Shali Vasudeva as Director	For	For	For	
Dowlais Group Plc	United Kingdom	Annual	21/05/2025	11	Reappoint Deloitte LLP as Auditors	For	For	For	
Dowlais Group Plc	United Kingdom	Annual	21/05/2025	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Dowlais Group Plc	United Kingdom	Annual	21/05/2025	13	Authorise UK Political Donations and Expenditure	For	For	For	
Dowlais Group Plc	United Kingdom	Annual	21/05/2025	14	Authorise Issue of Equity	For	For	For	
Dowlais Group Plc	United Kingdom	Annual	21/05/2025	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Dowlais Group Plc	United Kingdom	Annual	21/05/2025	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Dowlais Group Plc	United Kingdom	Annual	21/05/2025	17	Authorise Market Purchase of Ordinary Shares	For	For	For	
Dowlais Group Plc	United Kingdom	Annual	21/05/2025	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Equinix, Inc.	USA	Annual	21/05/2025	1a	Elect Director Nanci Caldwell	For	For	For	
Equinix, Inc.	USA	Annual	21/05/2025	1b	Elect Director Adaire Fox-Martin	For	For	For	
Equinix, Inc.	USA	Annual	21/05/2025	1c	Elect Director Gary Hromadko	For	For	For	
Equinix, Inc.	USA	Annual	21/05/2025	1d	Elect Director Charles Meyers	For	For	For	
Equinix, Inc.	USA	Annual	21/05/2025	1e	Elect Director Thomas Olinger	For	For	For	
Equinix, Inc.	USA	Annual	21/05/2025	1f	Elect Director Christopher Paisley	For	For	For	
Equinix, Inc.	USA	Annual	21/05/2025	1g	Elect Director Sandra Rivera	For	For	For	
Equinix, Inc.	USA	Annual	21/05/2025	1h	Elect Director Fidelma Russo	For	For	For	
Equinix, Inc.	USA	Annual	21/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Equinix, Inc.	USA	Annual	21/05/2025	3	Amend Omnibus Stock Plan	For	Against	Abstain	We placed an abstention vote in this instance as while we recognise the underlying equity incentive philosophy and merits of the overall structure, we remain cautious about the scale of the proposed increase.
Equinix, Inc.	USA	Annual	21/05/2025	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
Equinix, Inc.	USA	Annual	21/05/2025	5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	Against	For	Against	We voted against this shareholder request as the current level is in line with peers.
Greggs Plc	United Kingdom	Annual	21/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Greggs Plc	United Kingdom	Annual	21/05/2025	2	Reappoint RSM UK Audit LLP as Auditors	For	For	For	
Greggs Plc	United Kingdom	Annual	21/05/2025	3	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Greggs Plc	United Kingdom	Annual	21/05/2025	4	Approve Final Dividend	For	For	For	
Greggs Plc	United Kingdom	Annual	21/05/2025	5	Re-elect Matt Davies as Director	For	For	For	
Greggs Plc	United Kingdom	Annual	21/05/2025	6	Re-elect Roisin Currie as Director	For	For	For	
Greggs Plc	United Kingdom	Annual	21/05/2025	7	Re-elect Richard Hutton as Director	For	For	For	
Greggs Plc	United Kingdom	Annual	21/05/2025	8	Re-elect Kate Ferry as Director	For	For	For	
Greggs Plc	United Kingdom	Annual	21/05/2025	9	Re-elect Mohamed Elsarky as Director	For	For	For	
Greggs Plc	United Kingdom	Annual	21/05/2025	10	Re-elect Lynne Weedall as Director	For	For	For	
Greggs Plc	United Kingdom	Annual	21/05/2025	11	Re-elect Nigel Mills as Director	For	For	For	
Greggs Plc	United Kingdom	Annual	21/05/2025	12	Elect Tamara Rogers as Director	For	For	For	
Greggs Plc	United Kingdom	Annual	21/05/2025	13	Approve Remuneration Report	For	For	For	
Greggs Plc	United Kingdom	Annual	21/05/2025	14	Authorise Issue of Equity	For	For	For	
Greggs Plc	United Kingdom	Annual	21/05/2025	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Greggs Plc	United Kingdom	Annual	21/05/2025	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Greggs Plc	United Kingdom	Annual	21/05/2025	17	Authorise Market Purchase of Ordinary Shares	For	For	For	
Greggs Plc	United Kingdom	Annual	21/05/2025	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Halliburton Company	USA	Annual	21/05/2025	1a	Elect Director Abdulaziz F. Al Khayyal	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Halliburton Company	USA	Annual	21/05/2025	1b	Elect Director William E. Albrecht	For	For	For	
Halliburton Company	USA	Annual	21/05/2025	1c	Elect Director M. Katherine Banks	For	For	For	
Halliburton Company	USA	Annual	21/05/2025	1d	Elect Director Alan M. Bennett	For	For	For	
Halliburton Company	USA	Annual	21/05/2025	1e	Elect Director Earl M. Cummings	For	For	For	
Halliburton Company	USA	Annual	21/05/2025	1f	Elect Director Murry S. Gerber	For	For	For	
Halliburton Company	USA	Annual	21/05/2025	1g	Elect Director Robert A. Malone	For	For	For	
Halliburton Company	USA	Annual	21/05/2025	1h	Elect Director Jeffrey A. Miller	For	For	For	
Halliburton Company	USA	Annual	21/05/2025	1i	Elect Director Maurice S. Smith	For	For	For	
Halliburton Company	USA	Annual	21/05/2025	1j	Elect Director Janet L. Weiss	For	For	For	
Halliburton Company	USA	Annual	21/05/2025	1k	Elect Director Tobi M. Edwards Young	For	For	For	
Halliburton Company	USA	Annual	21/05/2025	2	Ratify KPMG LLP as Auditors	For	For	For	
Halliburton Company	USA	Annual	21/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Markel Group Inc.	USA	Annual	21/05/2025	1a	Elect Director Mark M. Besca	For	For	For	
Markel Group Inc.	USA	Annual	21/05/2025	1b	Elect Director Lawrence A. Cunningham	For	For	For	
Markel Group Inc.	USA	Annual	21/05/2025	1c	Elect Director Thomas S. Gayner	For	For	For	
Markel Group Inc.	USA	Annual	21/05/2025	1d	Elect Director Greta J. Harris	For	For	For	
Markel Group Inc.	USA	Annual	21/05/2025	1e	Elect Director Morgan E. Housel	For	For	For	
Markel Group Inc.	USA	Annual	21/05/2025	1f	Elect Director Diane Leopold	For	For	For	
Markel Group Inc.	USA	Annual	21/05/2025	1g	Elect Director Steven A. Markel	For	For	For	
Markel Group Inc.	USA	Annual	21/05/2025	1h	Elect Director Jonathan E. Michael	For	For	For	
Markel Group Inc.	USA	Annual	21/05/2025	1i	Elect Director Harold L. Morrison, Jr.	For	For	For	
Markel Group Inc.	USA	Annual	21/05/2025	1j	Elect Director Michael O'Reilly	For	For	For	
Markel Group Inc.	USA	Annual	21/05/2025	1k	Elect Director A. Lynne Puckett	For	For	For	
Markel Group Inc.	USA	Annual	21/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Markel Group Inc.	USA	Annual	21/05/2025	3	Ratify KPMG LLP as Auditors	For	For	For	
Markel Group Inc.	USA	Annual	21/05/2025	4	Disclose GHG Emissions from Underwriting, Insuring, and Investing	Against	Against	For	We supported this request as shareholders would benefit from additional information on the company's insurance operations.
Markel Group Inc.	USA	Annual	21/05/2025	5	Adopt Simple Majority Vote	Against	For	For	We supported this shareholder request as it would enhance shareholder rights.
Mondelez International, Inc.	USA	Annual	21/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Mondelez International, Inc.	USA	Annual	21/05/2025	3	Approve Nonqualified Employee Stock Purchase Plan	For	For	For	
Mondelez International, Inc.	USA	Annual	21/05/2025	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
Mondelez International, Inc.	USA	Annual	21/05/2025	5	Commission Third Party Assessment of Company's Commitment to Freedom of Association and Collective Bargaining	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
Mondelez International, Inc.	USA	Annual	21/05/2025	6	Report on Sustainable Packaging Policies for Flexible Plastics	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Mondelez International, Inc.	USA	Annual	21/05/2025	7	Report on Climate Lobbying	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
Mondelez International, Inc.	USA	Annual	21/05/2025	8	Commission Third-Party Report on Effectiveness of Implementing Human Rights Policy in High Risk Areas	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
Mondelez International, Inc.	USA	Annual	21/05/2025	9	Report on Recycled Content Claims of Plastic Packaging	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
Mondelez International, Inc.	USA	Annual	21/05/2025	1.1	Elect Director Ertharin Cousin	For	For	For	
Mondelez International, Inc.	USA	Annual	21/05/2025	1.2	Elect Director Cees 't Hart	For	For	For	
Mondelez International, Inc.	USA	Annual	21/05/2025	1.3	Elect Director Nancy McKinstry	For	For	For	
Mondelez International, Inc.	USA	Annual	21/05/2025	1.4	Elect Director Brian J. McNamara	For	For	For	
Mondelez International, Inc.	USA	Annual	21/05/2025	1.5	Elect Director Jorge S. Mesquita	For	For	For	
Mondelez International, Inc.	USA	Annual	21/05/2025	1.6	Elect Director Jane Hamilton Nielsen	For	For	For	
Mondelez International, Inc.	USA	Annual	21/05/2025	1.7	Elect Director Paula A. Price	For	For	For	
Mondelez International, Inc.	USA	Annual	21/05/2025	1.8	Elect Director Patrick T. Siewert	For	For	For	
Mondelez International, Inc.	USA	Annual	21/05/2025	1.9	Elect Director Michael A. Todman	For	For	For	
Mondelez International, Inc.	USA	Annual	21/05/2025	1.10	Elect Director Dirk Van de Put	For	For	For	
Mortgage Advice Bureau (Holdings) plc	United Kingdom	Annual	21/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Mortgage Advice Bureau (Holdings) plc	United Kingdom	Annual	21/05/2025	2	Approve Remuneration Report	For	Against	For	We supported this item as the executives received a salary increase in line with the wider workforce, which we welcome.
Mortgage Advice Bureau (Holdings) plc	United Kingdom	Annual	21/05/2025	3	Re-elect Peter Brodnicki as Director	For	For	For	
Mortgage Advice Bureau (Holdings) plc	United Kingdom	Annual	21/05/2025	4	Elect Paul Gill as Director	For	For	For	
Mortgage Advice Bureau (Holdings) plc	United Kingdom	Annual	21/05/2025	5	Re-elect Rachel Haworth as Director	For	For	For	
Mortgage Advice Bureau (Holdings) plc	United Kingdom	Annual	21/05/2025	6	Re-elect Nathan Imlach as Director	For	Against	For	We supported this re-election this year with the intention to reassess the board independence ahead of next year's AGM.
Mortgage Advice Bureau (Holdings) plc	United Kingdom	Annual	21/05/2025	7	Re-elect Mike Jones as Director	For	For	For	
Mortgage Advice Bureau (Holdings) plc	United Kingdom	Annual	21/05/2025	8	Re-elect Emilie McCarthy as Director	For	For	For	
Mortgage Advice Bureau (Holdings) plc	United Kingdom	Annual	21/05/2025	9	Re-elect Ben Thompson as Director	For	For	For	
Mortgage Advice Bureau (Holdings) plc	United Kingdom	Annual	21/05/2025	10	Reappoint BDO LLP as Auditors	For	For	For	
Mortgage Advice Bureau (Holdings) plc	United Kingdom	Annual	21/05/2025	11	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Mortgage Advice Bureau (Holdings) plc	United Kingdom	Annual	21/05/2025	12	Approve Final Dividend	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Mortgage Advice Bureau (Holdings) plc	United Kingdom	Annual	21/05/2025	13	Authorise Issue of Equity	For	For	For	
Mortgage Advice Bureau (Holdings) plc	United Kingdom	Annual	21/05/2025	14	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Mortgage Advice Bureau (Holdings) plc	United Kingdom	Annual	21/05/2025	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Mortgage Advice Bureau (Holdings) plc	United Kingdom	Annual	21/05/2025	16	Authorise Market Purchase of Ordinary Shares	For	For	For	
Thermo Fisher Scientific Inc.	USA	Annual	21/05/2025	1a	Elect Director Marc N. Casper	For	For	For	
Thermo Fisher Scientific Inc.	USA	Annual	21/05/2025	1b	Elect Director Nelson J. Chai	For	For	For	
Thermo Fisher Scientific Inc.	USA	Annual	21/05/2025	1c	Elect Director Ruby R. Chandy	For	For	For	
Thermo Fisher Scientific Inc.	USA	Annual	21/05/2025	1d	Elect Director C. Martin Harris	For	For	For	
Thermo Fisher Scientific Inc.	USA	Annual	21/05/2025	1e	Elect Director Tyler Jacks	For	For	For	
Thermo Fisher Scientific Inc.	USA	Annual	21/05/2025	1f	Elect Director Jennifer M. Johnson	For	For	For	
Thermo Fisher Scientific Inc.	USA	Annual	21/05/2025	1g	Elect Director R. Alexandra Keith	For	For	For	
Thermo Fisher Scientific Inc.	USA	Annual	21/05/2025	1h	Elect Director Karen S. Lynch	For	For	For	
Thermo Fisher Scientific Inc.	USA	Annual	21/05/2025	1i	Elect Director James C. Mullen	For	For	For	
Thermo Fisher Scientific Inc.	USA	Annual	21/05/2025	1j	Elect Director Debora L. Spar	For	For	For	
Thermo Fisher Scientific Inc.	USA	Annual	21/05/2025	1k	Elect Director Scott M. Sperling	For	For	For	
Thermo Fisher Scientific Inc.	USA	Annual	21/05/2025	1l	Elect Director Dion J. Weisler	For	For	For	
Thermo Fisher Scientific Inc.	USA	Annual	21/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	We voted against this item due to misaligned pay practices, overreliance on short-term metrics, and a one-time award partly based on one-year performance.
Thermo Fisher Scientific Inc.	USA	Annual	21/05/2025	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
Thermo Fisher Scientific Inc.	USA	Annual	21/05/2025	4	Amend Right to Call Special Meeting	Against	Against	Against	We voted against this request as the current holding period is in line with peers.
VH Global Energy Infrastructure Plc	United Kingdom	Annual	21/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
VH Global Energy Infrastructure Plc	United Kingdom	Annual	21/05/2025	2	Approve Remuneration Report	For	For	For	
VH Global Energy Infrastructure Plc	United Kingdom	Annual	21/05/2025	3	Approve the Company's Dividend Policy	For	For	For	
VH Global Energy Infrastructure Plc	United Kingdom	Annual	21/05/2025	4	Re-elect Bernard Bulkin as Director	For	For	For	
VH Global Energy Infrastructure Plc	United Kingdom	Annual	21/05/2025	5	Re-elect Daniella Carneiro as Director	For	For	For	
VH Global Energy Infrastructure Plc	United Kingdom	Annual	21/05/2025	6	Re-elect Richard Horlick as Director	For	For	For	
VH Global Energy Infrastructure Plc	United Kingdom	Annual	21/05/2025	7	Re-elect Louise Kingham as Director	For	For	For	
VH Global Energy Infrastructure Plc	United Kingdom	Annual	21/05/2025	8	Elect Patrick Firth as Director	For	For	For	
VH Global Energy Infrastructure Plc	United Kingdom	Annual	21/05/2025	9	Reappoint BDO LLP as Auditors	For	For	For	
VH Global Energy Infrastructure Plc	United Kingdom	Annual	21/05/2025	10	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
VH Global Energy Infrastructure Plc	United Kingdom	Annual	21/05/2025	11	Authorise Issue of Equity	For	For	For	
VH Global Energy Infrastructure Plc	United Kingdom	Annual	21/05/2025	12	Authorise Issue of Equity (Additional Authority)	For	For	For	
VH Global Energy Infrastructure Plc	United Kingdom	Annual	21/05/2025	13	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
VH Global Energy Infrastructure Plc	United Kingdom	Annual	21/05/2025	14	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For	For	For	
VH Global Energy Infrastructure Plc	United Kingdom	Annual	21/05/2025	15	Authorise Market Purchase of Ordinary Shares	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
VH Global Energy Infrastructure Plc	United Kingdom	Annual	21/05/2025	16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Watts Water Technologies, Inc.	USA	Annual	21/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Watts Water Technologies, Inc.	USA	Annual	21/05/2025	3	Ratify KPMG LLP as Auditors	For	For	For	
Watts Water Technologies, Inc.	USA	Annual	21/05/2025	1.1	Elect Director Rebecca J. Boll	For	Withhold	For	We typically vote against multi-class share structures, however, in this instance, voting against would have provided little value as the board does not have the ability to change the current voting structure.
Watts Water Technologies, Inc.	USA	Annual	21/05/2025	1.2	Elect Director Michael J. Dubose	For	Withhold	For	We typically vote against multi-class share structures, however, in this instance, voting against would have provided little value as the board does not have the ability to change the current voting structure.
Watts Water Technologies, Inc.	USA	Annual	21/05/2025	1.3	Elect Director David A. Dunbar	For	Withhold	For	We typically vote against multi-class share structures, however, in this instance, voting against would have provided little value as the board does not have the ability to change the current voting structure.
Watts Water Technologies, Inc.	USA	Annual	21/05/2025	1.4	Elect Director Louise K. Goeser	For	Withhold	For	We typically vote against multi-class share structures, however, in this instance, voting against would have provided little value as the board does not have the ability to change the current voting structure.
Watts Water Technologies, Inc.	USA	Annual	21/05/2025	1.5	Elect Director Kenneth Napolitano	For	Withhold	For	We typically vote against multi-class share structures, however, in this instance, voting against would have provided little value as the board does not have the ability to change the current voting structure.
Watts Water Technologies, Inc.	USA	Annual	21/05/2025	1.6	Elect Director Joseph T. Noonan	For	For	For	We typically vote against multi-class share structures, however, in this instance, voting against would have provided little value as the board does not have the ability to change the current voting structure.
Watts Water Technologies, Inc.	USA	Annual	21/05/2025	1.7	Elect Director Robert J. Pagano, Jr.	For	For	For	
Watts Water Technologies, Inc.	USA	Annual	21/05/2025	1.8	Elect Director Merilee Raines	For	Withhold	For	We typically vote against multi-class share structures, however, in this instance, voting against would have provided little value as the board does not have the ability to change the current voting structure.
Watts Water Technologies, Inc.	USA	Annual	21/05/2025	1.9	Elect Director Joseph W. Reitmeier	For	Withhold	For	We typically vote against multi-class share structures, however, in this instance, voting against would have provided little value as the board does not have the ability to change the current voting structure.
Zoetis Inc.	USA	Annual	21/05/2025	1a	Elect Director Paul M. Bisaro	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Zoetis Inc.	USA	Annual	21/05/2025	1b	Elect Director Vanessa Broadhurst	For	For	For	
Zoetis Inc.	USA	Annual	21/05/2025	1c	Elect Director Frank A. D'Amelio	For	For	For	
Zoetis Inc.	USA	Annual	21/05/2025	1d	Elect Director Gavin D.K. Hattersley	For	For	For	
Zoetis Inc.	USA	Annual	21/05/2025	1e	Elect Director Sanjay Khosla	For	For	For	
Zoetis Inc.	USA	Annual	21/05/2025	1f	Elect Director Antoinette R. Leatherberry	For	For	For	
Zoetis Inc.	USA	Annual	21/05/2025	1g	Elect Director Michael B. McCallister	For	For	For	
Zoetis Inc.	USA	Annual	21/05/2025	1h	Elect Director Gregory Norden	For	For	For	
Zoetis Inc.	USA	Annual	21/05/2025	1i	Elect Director Louise M. Parent	For	For	For	
Zoetis Inc.	USA	Annual	21/05/2025	1j	Elect Director Kristin C. Peck	For	For	For	
Zoetis Inc.	USA	Annual	21/05/2025	1k	Elect Director Willie M. Reed	For	For	For	
Zoetis Inc.	USA	Annual	21/05/2025	1l	Elect Director Mark Stetter	For	For	For	
Zoetis Inc.	USA	Annual	21/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Zoetis Inc.	USA	Annual	21/05/2025	3	Ratify KPMG LLP as Auditors	For	For	For	
Zoetis Inc.	USA	Annual	21/05/2025	4	Amend Right to Call Special Meeting	Against	Against	Against	We voted against this shareholder proposal, as the existing provisions for calling a special meeting are consistent with current market standards
Ashtead Technology Holdings Plc	United Kingdom	Annual	22/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Ashtead Technology Holdings Plc	United Kingdom	Annual	22/05/2025	2	Approve Remuneration Report	For	For	For	
Ashtead Technology Holdings Plc	United Kingdom	Annual	22/05/2025	3	Approve Final Dividend	For	For	For	
Ashtead Technology Holdings Plc	United Kingdom	Annual	22/05/2025	4	Re-elect Ingrid Stewart as Director	For	For	For	
Ashtead Technology Holdings Plc	United Kingdom	Annual	22/05/2025	5	Re-elect Anthony Durrant as Director	For	For	For	
Ashtead Technology Holdings Plc	United Kingdom	Annual	22/05/2025	6	Re-elect Thomas Hamborg-Thomsen as Director	For	For	For	
Ashtead Technology Holdings Plc	United Kingdom	Annual	22/05/2025	7	Re-elect Allan Pirie as Director	For	For	For	
Ashtead Technology Holdings Plc	United Kingdom	Annual	22/05/2025	8	Re-elect William Shannon as Director	For	For	For	
Ashtead Technology Holdings Plc	United Kingdom	Annual	22/05/2025	9	Re-elect Jean Cahuzac as Director	For	For	For	
Ashtead Technology Holdings Plc	United Kingdom	Annual	22/05/2025	10	Elect Kristin Faerovik as Director	For	For	For	
Ashtead Technology Holdings Plc	United Kingdom	Annual	22/05/2025	11	Reappoint BDO LLP as Auditors	For	For	For	
Ashtead Technology Holdings Plc	United Kingdom	Annual	22/05/2025	12	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Ashtead Technology Holdings Plc	United Kingdom	Annual	22/05/2025	13	Authorise Issue of Equity	For	For	For	
Ashtead Technology Holdings Plc	United Kingdom	Annual	22/05/2025	14	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Ashtead Technology Holdings Plc	United Kingdom	Annual	22/05/2025	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Ashtead Technology Holdings Plc	United Kingdom	Annual	22/05/2025	16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	1.	Accept Financial Statements and Statutory Reports	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	2.	Approve Final Dividend	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	3.(a)	Re-elect Akshaya Bhargava as Director	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	3.(b)	Re-elect Giles Andrews as Director	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	3.(c)	Re-elect Ian Buchanan as Director	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	3.(d)	Re-elect Richard Goulding as Director	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	3.(e)	Re-elect Michele Greene as Director	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	3.(f)	Re-elect Myles O'Grady as Director	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	3.(g)	Re-elect Steve Pateman as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	3.(h)	Re-elect Mark Spain as Director	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	3.(i)	Re-elect Margaret Sweeney as Director	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	4.	Ratify KPMG as Auditors	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	5.	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	6.	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	7.	Approve Remuneration Report	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	8.	Approve Remuneration Policy	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	9.	Authorise Market Purchase of Ordinary Shares	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	10.	Authorise Issue of Equity	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	11.	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	12.	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	13.	Authorise Issue of Equity in Relation to Additional Tier 1 Contingent Equity Conversion Notes	For	For	For	
Bank of Ireland Group Plc	Ireland	Annual	22/05/2025	14.	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Contingent Equity Conversion Notes	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	2	Approve Remuneration Policy	For	Against	Against	We voted against this item as the long term portion of the remuneration package is considered excessive in terms of overall quantum.
Intertek Group Plc	United Kingdom	Annual	22/05/2025	3	Approve Remuneration Report	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	4	Approve Final Dividend	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	5	Elect Hilde Merete Aasheim as Director	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	6	Elect Robin Freestone as Director	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	7	Elect Steve Mogford as Director	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	8	Re-elect Andrew Martin as Director	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	9	Re-elect Andre Lacroix as Director	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	10	Re-elect Colm Deasy as Director	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	11	Re-elect Graham Allan as Director	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	12	Re-elect Gurnek Bains as Director	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	13	Re-elect Tamara Ingram as Director	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	14	Re-elect Jez Maiden as Director	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	15	Re-elect Kawal Preet as Director	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	16	Re-elect Apurvi Sheth as Director	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	17	Re-elect Jean-Michel Valette as Director	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	18	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	19	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	20	Authorise Issue of Equity	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	21	Authorise UK Political Donations and Expenditure	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	22	Amend Articles of Association to Increase the Aggregate Limit on Directors' Fees	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	23	Amend Long Term Incentive Plan	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Intertek Group Plc	United Kingdom	Annual	22/05/2025	24	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	26	Authorise Market Purchase of Ordinary Shares	For	For	For	
Intertek Group Plc	United Kingdom	Annual	22/05/2025	27	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	2	Approve Final Dividend	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	3	Elect Clare Bousfield as Director	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	4	Re-elect Henrietta Baldock as Director	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	5	Re-elect Philip Broadley as Director	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	6	Re-elect Jeff Davies as Director	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	7	Re-elect Carolyn Johnson as Director	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	8	Re-elect Nilufer Kheraj as Director	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	9	Re-elect Sir John Kingman as Director	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	10	Re-elect George Lewis as Director	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	11	Re-elect Ric Lewis as Director	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	12	Re-elect Tushar Morzaria as Director	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	13	Re-elect Antonio Simoes as Director	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	14	Re-elect Laura Wade-Gery as Director	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	15	Reappoint KPMG LLP as Auditors	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	17	Approve Remuneration Report	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	18	Authorise UK Political Donations and Expenditure	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	19	Authorise Issue of Equity	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	20	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	21	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	23	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	24	Authorise Market Purchase of Ordinary Shares	For	For	For	
Legal & General Group Plc	United Kingdom	Annual	22/05/2025	25	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
NextEra Energy, Inc.	USA	Annual	22/05/2025	1a	Elect Director Nicole S. Arnaboldi	For	For	For	
NextEra Energy, Inc.	USA	Annual	22/05/2025	1b	Elect Director James L. Camaren	For	For	For	
NextEra Energy, Inc.	USA	Annual	22/05/2025	1c	Elect Director Naren K. Gursahaney	For	For	For	
NextEra Energy, Inc.	USA	Annual	22/05/2025	1d	Elect Director Kirk S. Hachigian	For	For	For	
NextEra Energy, Inc.	USA	Annual	22/05/2025	1e	Elect Director Maria G. Henry	For	For	For	
NextEra Energy, Inc.	USA	Annual	22/05/2025	1f	Elect Director John W. Ketchum	For	For	For	
NextEra Energy, Inc.	USA	Annual	22/05/2025	1g	Elect Director Amy B. Lane	For	For	For	
NextEra Energy, Inc.	USA	Annual	22/05/2025	1h	Elect Director Geoffrey S. Martha	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
NextEra Energy, Inc.	USA	Annual	22/05/2025	1i	Elect Director David L. Porges	For	For	For	
NextEra Energy, Inc.	USA	Annual	22/05/2025	1j	Elect Director Deborah L. "Dev" Stahlkopf	For	For	For	
NextEra Energy, Inc.	USA	Annual	22/05/2025	1k	Elect Director John A. Stall	For	For	For	
NextEra Energy, Inc.	USA	Annual	22/05/2025	1l	Elect Director Darryl L. Wilson	For	For	For	
NextEra Energy, Inc.	USA	Annual	22/05/2025	2	Ratify Deloitte & Touche LLP as Auditors	For	For	For	
NextEra Energy, Inc.	USA	Annual	22/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
The Home Depot, Inc.	USA	Annual	22/05/2025	1a	Elect Director Gerard J. Arpey	For	For	For	
The Home Depot, Inc.	USA	Annual	22/05/2025	1b	Elect Director Ari Bousbib	For	For	For	
The Home Depot, Inc.	USA	Annual	22/05/2025	1c	Elect Director Jeffery H. Boyd	For	For	For	
The Home Depot, Inc.	USA	Annual	22/05/2025	1d	Elect Director Gregory D. Brenneman	For	For	For	
The Home Depot, Inc.	USA	Annual	22/05/2025	1e	Elect Director J. Frank Brown	For	For	For	
The Home Depot, Inc.	USA	Annual	22/05/2025	1f	Elect Director Edward P. Decker	For	For	For	
The Home Depot, Inc.	USA	Annual	22/05/2025	1g	Elect Director Wayne M. Hewett	For	For	For	
The Home Depot, Inc.	USA	Annual	22/05/2025	1h	Elect Director Manuel Kadre	For	For	For	
The Home Depot, Inc.	USA	Annual	22/05/2025	1i	Elect Director Stephanie C. Linnartz	For	For	For	
The Home Depot, Inc.	USA	Annual	22/05/2025	1j	Elect Director Paula A. Santilli	For	For	For	
The Home Depot, Inc.	USA	Annual	22/05/2025	1k	Elect Director Caryn Seidman-Becker	For	For	For	
The Home Depot, Inc.	USA	Annual	22/05/2025	1l	Elect Director Asha Sharma	For	For	For	
The Home Depot, Inc.	USA	Annual	22/05/2025	2	Ratify KPMG LLP as Auditors	For	For	For	
The Home Depot, Inc.	USA	Annual	22/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
The Home Depot, Inc.	USA	Annual	22/05/2025	4	Require Independent Board Chair	Against	Against	Against	We voted against this request as the company has a lead independent director and no governance concerns are present at this time.
The Home Depot, Inc.	USA	Annual	22/05/2025	5	Disclose a Biodiversity Impact and Dependency Assessment	Against	Against	Against	We voted against this request as the company already provides sufficient information in this area.
The Home Depot, Inc.	USA	Annual	22/05/2025	6	Report on Efforts to Reduce Plastic Use	Against	Against	Against	We voted against this request as the company already provides sufficient information in this area.
The Mercantile Investment Trust Plc	United Kingdom	Annual	22/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
The Mercantile Investment Trust Plc	United Kingdom	Annual	22/05/2025	2	Approve Remuneration Policy	For	For	For	
The Mercantile Investment Trust Plc	United Kingdom	Annual	22/05/2025	3	Approve Remuneration Report	For	For	For	
The Mercantile Investment Trust Plc	United Kingdom	Annual	22/05/2025	4	Re-elect Rachel Beagles as Director	For	For	For	
The Mercantile Investment Trust Plc	United Kingdom	Annual	22/05/2025	5	Re-elect Julia Goh as Director	For	For	For	
The Mercantile Investment Trust Plc	United Kingdom	Annual	22/05/2025	6	Re-elect Heather Hopkins as Director	For	For	For	
The Mercantile Investment Trust Plc	United Kingdom	Annual	22/05/2025	7	Re-elect Graham Kitchen as Director	For	For	For	
The Mercantile Investment Trust Plc	United Kingdom	Annual	22/05/2025	8	Re-elect Damien Maltarp as Director	For	For	For	
The Mercantile Investment Trust Plc	United Kingdom	Annual	22/05/2025	9	Reappoint BDO LLP as Auditors and Authorise Their Remuneration	For	For	For	
The Mercantile Investment Trust Plc	United Kingdom	Annual	22/05/2025	10	Authorise Issue of Equity	For	For	For	
The Mercantile Investment Trust Plc	United Kingdom	Annual	22/05/2025	11	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
The Mercantile Investment Trust Plc	United Kingdom	Annual	22/05/2025	12	Authorise Market Purchase of Ordinary Shares	For	For	For	
The Mercantile Investment Trust Plc	United Kingdom	Annual	22/05/2025	13	Approve Dividend Policy	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
The Mercantile Investment Trust Plc	United Kingdom	Annual	22/05/2025	14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Verizon Communications Inc.	USA	Annual	22/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Verizon Communications Inc.	USA	Annual	22/05/2025	3	Ratify Ernst & Young LLP as Auditors	For	For	For	
Verizon Communications Inc.	USA	Annual	22/05/2025	4	Report on Climate Lobbying	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
Verizon Communications Inc.	USA	Annual	22/05/2025	5	Report on Potential Hazards of Lead Cables and Potential Remediation Costs	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
Verizon Communications Inc.	USA	Annual	22/05/2025	6	Report on Risks Related to Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	Against	Against	Against	We voted against this shareholder request filed by an anti ESG proponent.
Verizon Communications Inc.	USA	Annual	22/05/2025	1.1	Elect Director Shellye Archambeau	For	For	For	
Verizon Communications Inc.	USA	Annual	22/05/2025	1.2	Elect Director Roxanne Austin	For	For	For	
Verizon Communications Inc.	USA	Annual	22/05/2025	1.3	Elect Director Mark Bertolini	For	For	For	
Verizon Communications Inc.	USA	Annual	22/05/2025	1.4	Elect Director Vittorio Colao	For	For	For	
Verizon Communications Inc.	USA	Annual	22/05/2025	1.5	Elect Director Caroline Litchfield	For	For	For	
Verizon Communications Inc.	USA	Annual	22/05/2025	1.6	Elect Director Laxman Narasimhan	For	For	For	
Verizon Communications Inc.	USA	Annual	22/05/2025	1.7	Elect Director Clarence Otis, Jr.	For	For	For	
Verizon Communications Inc.	USA	Annual	22/05/2025	1.8	Elect Director Daniel Schulman	For	For	For	
Verizon Communications Inc.	USA	Annual	22/05/2025	1.9	Elect Director Carol Tome	For	For	For	
Verizon Communications Inc.	USA	Annual	22/05/2025	1.10	Elect Director Hans Vestberg	For	For	For	
Waters Corporation	USA	Annual	22/05/2025	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
Waters Corporation	USA	Annual	22/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Waters Corporation	USA	Annual	22/05/2025	4	Amend Qualified Employee Stock Purchase Plan	For	For	For	
Waters Corporation	USA	Annual	22/05/2025	1.1	Elect Director Flemming Ornskov	For	For	For	
Waters Corporation	USA	Annual	22/05/2025	1.2	Elect Director Linda Baddour	For	For	For	
Waters Corporation	USA	Annual	22/05/2025	1.3	Elect Director Udit Batra	For	For	For	
Waters Corporation	USA	Annual	22/05/2025	1.4	Elect Director Dan Brennan	For	For	For	
Waters Corporation	USA	Annual	22/05/2025	1.5	Elect Director Richard Fearon	For	For	For	
Waters Corporation	USA	Annual	22/05/2025	1.6	Elect Director Pearl S. Huang	For	For	For	
Waters Corporation	USA	Annual	22/05/2025	1.7	Elect Director Wei Jiang	For	For	For	
Waters Corporation	USA	Annual	22/05/2025	1.8	Elect Director Heather Knight	For	For	For	
Waters Corporation	USA	Annual	22/05/2025	1.9	Elect Director Christopher A. Kuebler	For	For	For	
Waters Corporation	USA	Annual	22/05/2025	1.10	Elect Director Mark Vergnano	For	For	For	
Amgen Inc.	USA	Annual	23/05/2025	1a	Elect Director Wanda M. Austin	For	For	For	
Amgen Inc.	USA	Annual	23/05/2025	1b	Elect Director Robert A. Bradway	For	For	For	
Amgen Inc.	USA	Annual	23/05/2025	1c	Elect Director Michael V. Drake	For	For	For	
Amgen Inc.	USA	Annual	23/05/2025	1d	Elect Director Brian J. Druker	For	For	For	
Amgen Inc.	USA	Annual	23/05/2025	1e	Elect Director Robert A. Eckert	For	For	For	
Amgen Inc.	USA	Annual	23/05/2025	1f	Elect Director Greg C. Garland	For	For	For	
Amgen Inc.	USA	Annual	23/05/2025	1g	Elect Director Charles M. Holley, Jr.	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Amgen Inc.	USA	Annual	23/05/2025	1h	Elect Director S. Omar Ishrak	For	For	For	
Amgen Inc.	USA	Annual	23/05/2025	1i	Elect Director Tyler Jacks	For	For	For	
Amgen Inc.	USA	Annual	23/05/2025	1j	Elect Director Mary E. Klotman	For	For	For	
Amgen Inc.	USA	Annual	23/05/2025	1k	Elect Director Ellen J. Kullman	For	For	For	
Amgen Inc.	USA	Annual	23/05/2025	1l	Elect Director Amy E. Miles	For	For	For	
Amgen Inc.	USA	Annual	23/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Amgen Inc.	USA	Annual	23/05/2025	3	Ratify Ernst & Young LLP as Auditors	For	For	For	
Fresenius SE & Co. KGaA	Germany	Annual	23/05/2025	1	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	For	For	For	
Fresenius SE & Co. KGaA	Germany	Annual	23/05/2025	2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	For	For	For	
Fresenius SE & Co. KGaA	Germany	Annual	23/05/2025	3	Approve Discharge of Personally Liable Partner for Fiscal Year 2024	For	For	For	
Fresenius SE & Co. KGaA	Germany	Annual	23/05/2025	4	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	For	For	
Fresenius SE & Co. KGaA	Germany	Annual	23/05/2025	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025, Auditors of Sustainability Reporting for Fiscal Year 2025 and for the Review of Interim Financial Statements until 2026 AGM	For	For	For	
Fresenius SE & Co. KGaA	Germany	Annual	23/05/2025	6	Approve Remuneration Report	For	For	For	
Fresenius SE & Co. KGaA	Germany	Annual	23/05/2025	7	Approve Remuneration of Supervisory Board	For	For	For	
Fresenius SE & Co. KGaA	Germany	Annual	23/05/2025	10	Approve Virtual-Only Shareholder Meetings Until 2027	For	For	For	
Fresenius SE & Co. KGaA	Germany	Annual	23/05/2025	11	Amend Articles Re: Supervisory Board Meetings	For	For	For	
Fresenius SE & Co. KGaA	Germany	Annual	23/05/2025	8.1	Elect Michael Diekmann to the Supervisory Board	For	For	For	
Fresenius SE & Co. KGaA	Germany	Annual	23/05/2025	8.2	Elect Ralf Kiesslich to the Supervisory Board	For	For	For	
Fresenius SE & Co. KGaA	Germany	Annual	23/05/2025	8.3	Elect Wolfgang Kirsch to the Supervisory Board	For	For	For	
Fresenius SE & Co. KGaA	Germany	Annual	23/05/2025	8.4	Elect Iris Loew-Friedrich to the Supervisory Board	For	For	For	
Fresenius SE & Co. KGaA	Germany	Annual	23/05/2025	8.5	Elect Susanne Zeidler to the Supervisory Board	For	For	For	
Fresenius SE & Co. KGaA	Germany	Annual	23/05/2025	8.6	Elect Christoph Zindel to the Supervisory Board	For	For	For	
Fresenius SE & Co. KGaA	Germany	Annual	23/05/2025	9.1	Elect Michael Diekmann as Member of the Joint Committee	For	For	For	
Fresenius SE & Co. KGaA	Germany	Annual	23/05/2025	9.2	Elect Susanne Zeidler as Member of the Joint Committee	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	A	Elect Hazel Clinton Fowler Representative of Employee Shareholders to the Board	Against	Against	Against	We voted against this director election owing to over boarding concerns.
TotalEnergies SE	France	Annual/ Special	23/05/2025	A	Elect Hazel Clinton Fowler Representative of Employee Shareholders to the Board	Against	Against	Against	We voted against this director election owing to over boarding concerns.
TotalEnergies SE	France	Annual/ Special	23/05/2025	1	Approve Financial Statements and Statutory Reports	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	1	Approve Financial Statements and Statutory Reports	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	3	Approve Allocation of Income and Dividends of EUR 3.22 per Share	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
TotalEnergies SE	France	Annual/ Special	23/05/2025	3	Approve Allocation of Income and Dividends of EUR 3.22 per Share	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	6	Reelect Lise Croteau as Director	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	6	Reelect Lise Croteau as Director	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	7	Elect Helen Lee Bouygues as Director	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	7	Elect Helen Lee Bouygues as Director	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	8	Elect Laurent Mignon as Director	For	Against	Against	We voted against this director election owing to over boarding concerns.
TotalEnergies SE	France	Annual/ Special	23/05/2025	8	Elect Laurent Mignon as Director	For	Against	Against	We voted against this director election owing to over boarding concerns.
TotalEnergies SE	France	Annual/ Special	23/05/2025	9	Elect Valérie Della Puppa-Tibi as Representative of Employee Shareholders to the Board	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	9	Elect Valérie Della Puppa-Tibi as Representative of Employee Shareholders to the Board	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	10	Approve Compensation Report of Corporate Officers	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	10	Approve Compensation Report of Corporate Officers	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 2.15 Million	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 2.15 Million	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	12	Approve Compensation of Patrick Pouyanné, Chairman and CEO	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	12	Approve Compensation of Patrick Pouyanné, Chairman and CEO	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	13	Approve Remuneration Policy of Chairman and CEO	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	13	Approve Remuneration Policy of Chairman and CEO	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	14	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	14	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	For	
TotalEnergies SE	France	Annual/ Special	23/05/2025	15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
TotalEnergies SE	France	Annual/ Special	23/05/2025	15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	2	Approve Final Dividend	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	3	Approve Compensation Committee Report	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	4	Elect Philip Jansen as Director	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	5	Re-elect Angela Ahrendts as Director	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	6	Re-elect Simon Dingemans as Director	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	7	Re-elect Sandrine Dufour as Director	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	8	Re-elect Tom Ilube as Director	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	9	Re-elect Mark Read as Director	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	10	Re-elect Cindy Rose as Director	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	11	Re-elect Andrew Scott as Director	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	12	Re-elect Keith Weed as Director	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	13	Re-elect Jasmine Whitbread as Director	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	14	Re-elect Joanne Wilson as Director	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	15	Re-elect Ya-Qin Zhang as Director	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	16	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	18	Authorise Issue of Equity	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	19	Approve Share Option Plan	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	20	Authorise Market Purchase of Ordinary Shares	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	21	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
WPP Plc	Jersey	Annual	23/05/2025	22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	1	Approve Financial Statements and Statutory Reports	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	3	Approve Allocation of Income and Dividends of EUR 4.25 per Share	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	5	Approve Compensation Report	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	6	Approve Compensation of Philippe Brassac, Chairman of the Board	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	7	Approve Compensation of Valerie Baudson, CEO	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	8	Approve Compensation of Nicolas Calcoen, Vice-CEO	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	9	Approve Remuneration Policy of Directors	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	10	Approve Remuneration Policy of Chairman of the Board	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Amundi SA	France	Annual/ Special	27/05/2025	11	Approve Remuneration Policy of CEO	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	12	Approve Remuneration Policy of Vice-CEO	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	13	Advisory Vote on the Aggregate Remuneration Granted in 2024 to Senior Management, Responsible Officers and Regulated Risk-Takers	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	14	Reelect Bénédicte Chrétien as Director	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	15	Reelect Virginie Cayatte as Director	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	16	Elect Olivier Gavalda as Director	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	17	Elect Jean-Christophe Mieszala as Director	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	18	Appoint Deloitte & Associés as Auditor	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	19	Approve Report on Progress of Company's Climate Transition Plan (Advisory)	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capital	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Capital	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	23	Approve Issuance of Equity or Equity-Linked Securities up to 10 Percent of Issued Capital for Private Placements	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	25	Authorize Capitalization of Reserves of up to 20 Percent of Issued Capital for Bonus Issue or Increase in Par Value	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	26	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	28	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	29	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	30	Amend Article 14 of Bylaws Re: Board Deliberations	For	For	For	
Amundi SA	France	Annual/ Special	27/05/2025	31	Authorize Filing of Required Documents/Other Formalities	For	For	For	
KION GROUP AG	Germany	Annual	27/05/2025	2	Approve Allocation of Income and Dividends of EUR 0.82 per Share	For	For	For	
KION GROUP AG	Germany	Annual	27/05/2025	3	Approve Discharge of Management Board for Fiscal Year 2024	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
KION GROUP AG	Germany	Annual	27/05/2025	4	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	For	For	
KION GROUP AG	Germany	Annual	27/05/2025	6	Approve Remuneration Report	For	Against	Against	We voted against this item as the guaranteed (non-performance linked) portion of pay is excessive and misaligned with local market norms.
KION GROUP AG	Germany	Annual	27/05/2025	7	Approve Remuneration of Supervisory Board	For	For	For	
KION GROUP AG	Germany	Annual	27/05/2025	5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	For	For	For	
KION GROUP AG	Germany	Annual	27/05/2025	5.2	Appoint KPMG AG as Auditor for Sustainability Reporting Fiscal Year 2025	For	For	For	
KION GROUP AG	Germany	Annual	27/05/2025	8.1	Elect Mohsen Sohi to the Supervisory Board	For	Against	Against	We voted against this director as their term of office exceeds four years, which is not in line with local market norms.
KION GROUP AG	Germany	Annual	27/05/2025	8.2	Elect Sherry Aaholm to the Supervisory Board	For	Against	Against	We voted against this director as their term of office exceeds four years, which is not in line with local market norms.
KION GROUP AG	Germany	Annual	27/05/2025	8.3	Elect Xiaomei Zhang to the Supervisory Board	For	Against	Against	We voted against this director as their term of office exceeds four years, which is not in line with local market norms.
KION GROUP AG	Germany	Annual	27/05/2025	8.4	Elect Jiang Kui to the Supervisory Board	For	Against	Against	We voted against this director as their term of office exceeds four years, which is not in line with local market norms.
KION GROUP AG	Germany	Annual	27/05/2025	8.5	Elect Shaojun Sun to the Supervisory Board	For	Against	Against	We voted against this director as their term of office exceeds four years, which is not in line with local market norms.
KION GROUP AG	Germany	Annual	27/05/2025	8.6	Elect Peter Kameritsch to the Supervisory Board	For	For	For	
Merck & Co., Inc.	USA	Annual	27/05/2025	1a	Elect Director Douglas M. Baker, Jr.	For	For	For	
Merck & Co., Inc.	USA	Annual	27/05/2025	1b	Elect Director Mary Ellen Coe	For	For	For	
Merck & Co., Inc.	USA	Annual	27/05/2025	1c	Elect Director Pamela J. Craig	For	For	For	
Merck & Co., Inc.	USA	Annual	27/05/2025	1d	Elect Director Robert M. Davis	For	For	For	
Merck & Co., Inc.	USA	Annual	27/05/2025	1e	Elect Director Thomas H. Glocer	For	For	For	
Merck & Co., Inc.	USA	Annual	27/05/2025	1f	Elect Director Surendralal "Lal" L. Karsanbhai	For	For	For	
Merck & Co., Inc.	USA	Annual	27/05/2025	1g	Elect Director Risa J. Lavizzo-Mourey	For	For	For	
Merck & Co., Inc.	USA	Annual	27/05/2025	1h	Elect Director Stephen L. Mayo	For	For	For	
Merck & Co., Inc.	USA	Annual	27/05/2025	1i	Elect Director Paul B. Rothman	For	For	For	
Merck & Co., Inc.	USA	Annual	27/05/2025	1j	Elect Director Patricia F. Russo	For	For	For	
Merck & Co., Inc.	USA	Annual	27/05/2025	1k	Elect Director Christine E. Seidman	For	For	For	
Merck & Co., Inc.	USA	Annual	27/05/2025	1l	Elect Director Inge G. Thulin	For	For	For	
Merck & Co., Inc.	USA	Annual	27/05/2025	1m	Elect Director Kathy J. Warden	For	For	For	
Merck & Co., Inc.	USA	Annual	27/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Merck & Co., Inc.	USA	Annual	27/05/2025	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Merck & Co., Inc.	USA	Annual	27/05/2025	4	Report on a Human Rights Impact Assessment	Against	Against	Against	We voted against this shareholder proposal as the company already provides sufficient disclosure in this area.
Merck & Co., Inc.	USA	Annual	27/05/2025	5	Publish Tax Transparency Report	Against	Against	Against	We voted against this shareholder proposal as the company already provides sufficient disclosure in this area.
Merck & Co., Inc.	USA	Annual	27/05/2025	6	Consider Eliminating DEI Goals from Compensation Plan Incentives	Against	Against	Against	We voted against this shareholder proposal filled by an anti-ESG and anti-DEI proponent.
Merck & Co., Inc.	USA	Annual	27/05/2025	7	Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	Against	Against	Against	We voted against this shareholder proposal filled by an anti-ESG and anti-DEI proponent.
Publicis Groupe SA	France	Annual/ Special	27/05/2025	1	Approve Financial Statements and Statutory Reports	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	3	Approve Allocation of Income and Dividends of EUR 3.60 per Share	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning One New Transaction	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	5	Appoint PricewaterhouseCoopers Audit as Auditor	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	6	Appoint PricewaterhouseCoopers Audit as Auditor for Sustainability Reporting	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	7	Appoint KPMG S.A as Auditor for Sustainability Reporting	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	8	Approve Compensation Report of Corporate Officers	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	9	Approve Compensation of Maurice Lévy, Chairman of Supervisory Board until May 29, 2024	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	10	Approve Compensation of Arthur Sadoun, Chairman of Management Board until May 29, 2024	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	11	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member until May 29, 2024	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	12	Approve Compensation of Loris Nold, Management Board Member from February 8, 2024 until May 29, 2024	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	13	Approve Compensation of Michel-Alain Proch, Management Board Member until February 8, 2024	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	14	Approve Compensation of Arthur Sadoun, Chairman and CEO from May 29, 2024	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	15	Approve Remuneration Policy of Chairman and CEO	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	16	Approve Remuneration Policy of Directors	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	19	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Publicis Groupe SA	France	Annual/ Special	27/05/2025	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	22	Amend Articles 12, 13, and 19 of Bylaws to Incorporate Legal Changes	For	For	For	
Publicis Groupe SA	France	Annual/ Special	27/05/2025	23	Authorize Filing of Required Documents/Other Formalities	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	1	Approve Financial Statements and Statutory Reports	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	3	Approve Allocation of Income and Dividends of EUR 1.26 per Share	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	4	Reelect Sébastien Bazin as Director	For	Against	Against	We voted against the re-election of this director as the functions of chairman and CEO are combined and we have concerns regarding the CEO's pay.
Accor SA	France	Annual/ Special	28/05/2025	5	Reelect Asma Abdulrahman Al-Khulaifi as Director	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	6	Reelect Ugo Arzani as Director	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	7	Reelect Hélène Auriol-Potier as Director	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	8	Reelect Qionger Jiang as Director	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	9	Reelect Nicolas Sarkozy as Director	For	Against	Against	We voted against the re-election of this director due to his corruption conviction.
Accor SA	France	Annual/ Special	28/05/2025	10	Reelect Isabelle Simon as Director	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	11	Reelect Sarmad Zok as Director	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	12	Elect Katherine E. Fleming as Director	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	13	Appoint Deloitte as Auditor	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	14	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	15	Appoint Deloitte as Auditor for Sustainability Reporting	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	16	Renew Appointment of PricewaterhouseCoopers Audit as Auditor for Sustainability Reporting	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	17	Approve Compensation Report of Corporate Officers	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	18	Approve Compensation of Sébastien Bazin, Chairman and CEO	For	Against	Against	We voted against the re-election of this director as the functions of chairman and CEO are combined and we have concerns regarding the CEO's pay.

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Accor SA	France	Annual/ Special	28/05/2025	19	Approve Remuneration Policy of Chairman and CEO	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	20	Approve Remuneration Policy of Directors	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	21	Approve Auditors' Special Report on Related-Party Transactions	For	Against	Against	We voted against this item as the company failed to provide sufficient information with respect to the sponsorship agreement.
Accor SA	France	Annual/ Special	28/05/2025	22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Against	Against	We voted against the share repurchase authorization, as it permits buybacks during a takeover period.
Accor SA	France	Annual/ Special	28/05/2025	23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of 50 Percent of Issued Capital	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	25	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of 10 Percent of Issued Capital	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	26	Approve Issuance of Equity or Equity-Linked Securities for up to 10 Percent of Issued Capital for Private Placement	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	29	Authorize Capitalization of Reserves of Up to 50 Percent of Issued Capital for Bonus Issue or Increase in Par Value	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	30	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 24 and 29 at 50 Percent of the Share Capital and Under Items 25-28 at 10 Percent of Issued Capital	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	31	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	32	Pursuant to Item 31 Above, Set Limit of Shares Reserved for Corporate Executive Officers at 15 Percent of Restricted Stock Plans	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	33	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	34	Amend Articles of Bylaws	For	For	For	
Accor SA	France	Annual/ Special	28/05/2025	35	Authorize Filing of Required Documents/Other Formalities	For	For	For	
Chevron Corporation	USA	Annual	28/05/2025	1a	Elect Director Wanda M. Austin	For	For	Against	In line with last year, We voted against the lead independent director as the company has failed to set net zero 2050 target that covers all of Scope 1 and 2 emissions and most relevant Scope 3.
Chevron Corporation	USA	Annual	28/05/2025	1b	Elect Director John B. Frank	For	For	For	
Chevron Corporation	USA	Annual	28/05/2025	1c	Elect Director Alice P. Gast	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Chevron Corporation	USA	Annual	28/05/2025	1d	Elect Director Enrique Hernandez, Jr.	For	For	For	
Chevron Corporation	USA	Annual	28/05/2025	1e	Elect Director Marillyn A. Hewson	For	For	For	
Chevron Corporation	USA	Annual	28/05/2025	1f	Elect Director Jon M. Huntsman, Jr.	For	For	For	
Chevron Corporation	USA	Annual	28/05/2025	1g	Elect Director Charles W. Moorman	For	For	For	
Chevron Corporation	USA	Annual	28/05/2025	1h	Elect Director Dambisa F. Moyo	For	For	For	
Chevron Corporation	USA	Annual	28/05/2025	1i	Elect Director Debra Reed-Klages	For	For	For	
Chevron Corporation	USA	Annual	28/05/2025	1j	Elect Director D. James Umpleby, III	For	For	For	
Chevron Corporation	USA	Annual	28/05/2025	1k	Elect Director Cynthia J. Warner	For	For	For	
Chevron Corporation	USA	Annual	28/05/2025	1l	Elect Director Michael K. (Mike) Wirth	For	For	For	
Chevron Corporation	USA	Annual	28/05/2025	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
Chevron Corporation	USA	Annual	28/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Chevron Corporation	USA	Annual	28/05/2025	4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	For	For	
Chevron Corporation	USA	Annual	28/05/2025	5	Commission Third Party Assessment of Implementation of Human Rights Policy	Against	Against	Against	We voted against this request as the company already provides sufficient disclosure in this area.
Chevron Corporation	USA	Annual	28/05/2025	6	Report on Risk of Reverse Stranded Assets of Investing in Renewables	Against	Against	Against	We voted against this request as the company already provides sufficient disclosure in this area.
Chevron Corporation	USA	Annual	28/05/2025	7	Amend Right to Call Special Meeting	Against	For	For	We supported this shareholder request in this instance as the current restrictions on the right of shareholders to call a special meeting are overly burdensome and not in line with market practice.
Exxon Mobil Corporation	USA	Annual	28/05/2025	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
Exxon Mobil Corporation	USA	Annual	28/05/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Exxon Mobil Corporation	USA	Annual	28/05/2025	1.1	Elect Director Michael J. Angelakis	For	For	For	
Exxon Mobil Corporation	USA	Annual	28/05/2025	1.2	Elect Director Angela F. Braly	For	For	For	
Exxon Mobil Corporation	USA	Annual	28/05/2025	1.3	Elect Director Maria S. Dreyfus	For	For	For	
Exxon Mobil Corporation	USA	Annual	28/05/2025	1.4	Elect Director John D. Harris, II	For	For	For	
Exxon Mobil Corporation	USA	Annual	28/05/2025	1.5	Elect Director Kaisa H. Hietala	For	For	For	
Exxon Mobil Corporation	USA	Annual	28/05/2025	1.6	Elect Director Joseph L. Hooley	For	For	Abstain	We voted abstain on the lead independent director as we feel the company lags European peers in terms of the energy transition targets or disclosures.
Exxon Mobil Corporation	USA	Annual	28/05/2025	1.7	Elect Director Steven A. Kandarian	For	For	For	
Exxon Mobil Corporation	USA	Annual	28/05/2025	1.8	Elect Director Alexander A. Karsner	For	For	For	
Exxon Mobil Corporation	USA	Annual	28/05/2025	1.9	Elect Director Lawrence W. Kellner	For	For	For	
Exxon Mobil Corporation	USA	Annual	28/05/2025	1.10	Elect Director Dina Powell McCormick	For	For	For	
Exxon Mobil Corporation	USA	Annual	28/05/2025	1.11	Elect Director Jeffrey W. Ubben	For	For	For	
Exxon Mobil Corporation	USA	Annual	28/05/2025	1.12	Elect Director Darren W. Woods	For	For	For	
Glencore Plc	Jersey	Annual	28/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Glencore Plc	Jersey	Annual	28/05/2025	2	Approve Reduction of Capital Contribution Reserves	For	For	For	
Glencore Plc	Jersey	Annual	28/05/2025	3	Re-elect Kalidas Madhavpeddi as Director	For	For	For	
Glencore Plc	Jersey	Annual	28/05/2025	4	Re-elect Gary Nagle as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Glencore Plc	Jersey	Annual	28/05/2025	5	Re-elect Martin Gilbert as Director	For	For	For	
Glencore Plc	Jersey	Annual	28/05/2025	6	Re-elect Gill Marcus as Director	For	For	For	
Glencore Plc	Jersey	Annual	28/05/2025	7	Re-elect Cynthia Carroll as Director	For	For	For	
Glencore Plc	Jersey	Annual	28/05/2025	8	Re-elect Liz Hewitt as Director	For	For	For	
Glencore Plc	Jersey	Annual	28/05/2025	9	Elect John Wallington as Director	For	For	For	
Glencore Plc	Jersey	Annual	28/05/2025	10	Elect Maria Margarita Zuleta as Director	For	For	For	
Glencore Plc	Jersey	Annual	28/05/2025	11	Reappoint Deloitte LLP as Auditors	For	For	For	
Glencore Plc	Jersey	Annual	28/05/2025	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Glencore Plc	Jersey	Annual	28/05/2025	13	Approve Remuneration Report	For	For	For	
Glencore Plc	Jersey	Annual	28/05/2025	14	Authorise Issue of Equity	For	For	For	
Glencore Plc	Jersey	Annual	28/05/2025	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Glencore Plc	Jersey	Annual	28/05/2025	16	Approve Conversion of Ordinary Shares to Ordinary No Par Value Shares; Adopt New Memorandum and Articles of Association	For	For	For	
Glencore Plc	Jersey	Annual	28/05/2025	17	Authorise Market Purchase of Ordinary Shares	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	2	Approve Remuneration Report	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	3	Approve Final Dividend	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	4	Re-elect Sir Dave Lewis as Director	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	5	Re-elect Brian McNamara as Director	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	6	Elect Dawn Allen as Director	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	7	Re-elect Vindi Banga as Director	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	8	Elect Nancy Avila as Director	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	9	Re-elect Marie-Anne Aymerich as Director	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	10	Elect Blathnaid Bergin as Director	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	11	Re-elect Tracy Clarke as Director	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	12	Re-elect Dame Vivienne Cox as Director	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	13	Re-elect Asmita Dubey as Director	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	14	Elect Alan Stewart as Director	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	15	Reappoint KPMG LLP as Auditors	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	17	Authorise UK Political Donations and Expenditure	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	18	Authorise Issue of Equity	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	19	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Haleon Plc	United Kingdom	Annual	28/05/2025	22	Authorise Market Purchase of Ordinary Shares	For	For	For	
Meta Platforms, Inc.	USA	Annual	28/05/2025	2	Ratify Ernst & Young LLP as Auditors	For	For	For	
Meta Platforms, Inc.	USA	Annual	28/05/2025	3	Approve Omnibus Stock Plan	For	Against	Against	We voted against this item as there are concerns surrounding the dilutive nature of the equity programme.

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Meta Platforms, Inc.	USA	Annual	28/05/2025	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	We voted against this item as there are concerns surrounding the dilutive nature of the equity programme.
Meta Platforms, Inc.	USA	Annual	28/05/2025	5	Advisory Vote on Say on Pay Frequency	Three Years	One Year	One Year	We supported a vote for the adoption of an annual say-on-pay frequency.
Meta Platforms, Inc.	USA	Annual	28/05/2025	6	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For	For	We supported this item as it would enhance shareholder rights.
Meta Platforms, Inc.	USA	Annual	28/05/2025	7	Disclosure of Voting Results Based on Class of Shares	Against	For	For	We supported this item as it would enhance shareholder rights.
Meta Platforms, Inc.	USA	Annual	28/05/2025	8	Report on Hate Targeting Marginalized Communities	Against	For	For	We supported this shareholder proposal as shareholders would benefit from additional disclosure in this area.
Meta Platforms, Inc.	USA	Annual	28/05/2025	9	Report on Child Safety and Harm Reduction	Against	Against	For	We supported this shareholder proposal as shareholders would benefit from additional disclosure in this area.
Meta Platforms, Inc.	USA	Annual	28/05/2025	10	Report on Combatting Risks of Online Child Exploitation	Against	Against	Against	We voted against this shareholder request as the company already has sufficient disclosure in this area.
Meta Platforms, Inc.	USA	Annual	28/05/2025	1.1	Elect Director Peggy Alford	For	Withhold	Withhold	We placed withhold votes on several directors, primarily due to the company maintaining a multi-class structure, which effectively disenfranchises the majority of shareholders.
Meta Platforms, Inc.	USA	Annual	28/05/2025	11	Report on Risks of Unethical Use of External Data to Develop AI Products	Against	For	For	We supported this shareholder proposal as shareholders would benefit from additional disclosure in this area.
Meta Platforms, Inc.	USA	Annual	28/05/2025	1.2	Elect Director Marc L. Andreessen	For	Withhold	Withhold	We placed withhold votes on several directors, primarily due to the company maintaining a multi-class structure, which effectively disenfranchises the majority of shareholders.
Meta Platforms, Inc.	USA	Annual	28/05/2025	12	Disclose a Climate Transition Plan Resulting in New Renewable Energy Capacity	Against	Against	Against	We voted against this shareholder request as the company already has sufficient disclosure in this area.
Meta Platforms, Inc.	USA	Annual	28/05/2025	1.3	Elect Director John Arnold	For	For	For	
Meta Platforms, Inc.	USA	Annual	28/05/2025	13	Report on Investing in Bitcoin	Against	Against	Against	We voted against this shareholder request as the company already has sufficient disclosure in this area.
Meta Platforms, Inc.	USA	Annual	28/05/2025	1.4	Elect Director Patrick Collison	For	For	For	
Meta Platforms, Inc.	USA	Annual	28/05/2025	14	Report on Data Collection and Advertising Practices	Against	For	For	We supported this shareholder proposal as shareholders would benefit from additional disclosure in this area.

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Meta Platforms, Inc.	USA	Annual	28/05/2025	1.5	Elect Director John Elkann	For	Withhold	Withhold	We placed withhold votes on several directors, primarily due to the company maintaining a multi-class structure, which effectively disenfranchises the majority of shareholders.
Meta Platforms, Inc.	USA	Annual	28/05/2025	1.6	Elect Director Andrew W. Houston	For	Withhold	Withhold	We placed withhold votes on several directors, primarily due to the company maintaining a multi-class structure, which effectively disenfranchises the majority of shareholders.
Meta Platforms, Inc.	USA	Annual	28/05/2025	1.7	Elect Director Nancy Killefer	For	For	For	
Meta Platforms, Inc.	USA	Annual	28/05/2025	1.8	Elect Director Robert M. Kimmitt	For	For	For	
Meta Platforms, Inc.	USA	Annual	28/05/2025	1.9	Elect Director Dina Powell McCormick	For	For	For	
Meta Platforms, Inc.	USA	Annual	28/05/2025	1.10	Elect Director Charles Songhurst	For	For	For	
Meta Platforms, Inc.	USA	Annual	28/05/2025	1.11	Elect Director Hock E. Tan	For	For	For	
Meta Platforms, Inc.	USA	Annual	28/05/2025	1.12	Elect Director Tracey T. Travis	For	For	For	
Meta Platforms, Inc.	USA	Annual	28/05/2025	1.13	Elect Director Dana White	For	For	For	
Meta Platforms, Inc.	USA	Annual	28/05/2025	1.14	Elect Director Tony Xu	For	Withhold	Withhold	We placed withhold votes on several directors, primarily due to the company maintaining a multi-class structure, which effectively disenfranchises the majority of shareholders.
Meta Platforms, Inc.	USA	Annual	28/05/2025	1.15	Elect Director Mark Zuckerberg	For	Withhold	Withhold	We placed withhold votes on several directors, primarily due to the company maintaining a multi-class structure, which effectively disenfranchises the majority of shareholders.
Dollar General Corporation	USA	Annual	29/05/2025	1a	Elect Director Warren F. Bryant	For	For	For	
Dollar General Corporation	USA	Annual	29/05/2025	1b	Elect Director Michael M. Calbert	For	For	For	
Dollar General Corporation	USA	Annual	29/05/2025	1c	Elect Director Ana M. Chadwick	For	For	For	
Dollar General Corporation	USA	Annual	29/05/2025	1d	Elect Director Timothy I. McGuire	For	For	For	
Dollar General Corporation	USA	Annual	29/05/2025	1e	Elect Director David P. Rowland	For	For	For	
Dollar General Corporation	USA	Annual	29/05/2025	1f	Elect Director Debra A. Sandler	For	For	For	
Dollar General Corporation	USA	Annual	29/05/2025	1g	Elect Director Ralph E. Santana	For	For	For	
Dollar General Corporation	USA	Annual	29/05/2025	1h	Elect Director Kathleen M. Scarlett	For	For	For	
Dollar General Corporation	USA	Annual	29/05/2025	1i	Elect Director Todd J. Vasos	For	For	For	
Dollar General Corporation	USA	Annual	29/05/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Dollar General Corporation	USA	Annual	29/05/2025	3	Ratify Ernst & Young LLP as Auditors	For	For	For	
Dollar General Corporation	USA	Annual	29/05/2025	4	Amend Right to Call Special Meeting	Against	Against	Against	We voted against this shareholder request as the current threshold is in line with peers.
Dollar General Corporation	USA	Annual	29/05/2025	5	Adopt a Comprehensive Human Rights Policy	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Dollar General Corporation	USA	Annual	29/05/2025	6	Report on Food Waste Management and Targets to Reduce Food Waste	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
Dollar General Corporation	USA	Annual	29/05/2025	7	Report on Employee Access to Timely, Quality Healthcare	Against	Against	Against	We voted against this shareholder request as the company already provides sufficient disclosure in this area.
Repsol SA	Spain	Annual	29/05/2025	1	Approve Consolidated and Standalone Financial Statements	For	For	For	
Repsol SA	Spain	Annual	29/05/2025	2	Approve Allocation of Income and Dividends	For	For	For	
Repsol SA	Spain	Annual	29/05/2025	3	Approve Non-Financial Information Statement	For	For	For	
Repsol SA	Spain	Annual	29/05/2025	4	Approve Discharge of Board	For	For	For	
Repsol SA	Spain	Annual	29/05/2025	5	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For	For	
Repsol SA	Spain	Annual	29/05/2025	6	Approve Dividends Charged Against Reserves	For	For	For	
Repsol SA	Spain	Annual	29/05/2025	7	Approve Dividends Charged Against Reserves	For	For	For	
Repsol SA	Spain	Annual	29/05/2025	8	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	For	For	
Repsol SA	Spain	Annual	29/05/2025	9	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	For	For	
Repsol SA	Spain	Annual	29/05/2025	10	Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 8.4 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	For	For	For	
Repsol SA	Spain	Annual	29/05/2025	11	Reelect Aurora Cata Sala as Director	For	For	For	
Repsol SA	Spain	Annual	29/05/2025	12	Reelect Isabel Torremocha Ferrezuelo as Director	For	For	For	
Repsol SA	Spain	Annual	29/05/2025	13	Reelect Mariano Marzo Carpio as Director	For	For	For	
Repsol SA	Spain	Annual	29/05/2025	14	Advisory Vote on Remuneration Report	For	For	For	
Repsol SA	Spain	Annual	29/05/2025	15	Approve Remuneration Policy	For	For	For	
Repsol SA	Spain	Annual	29/05/2025	16	Amend Long-Term Incentive Plan	For	For	For	
Repsol SA	Spain	Annual	29/05/2025	17	Amend Long-Term Incentive Plan	For	For	For	
Repsol SA	Spain	Annual	29/05/2025	18	Authorize Board to Ratify and Execute Approved Resolutions	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	1	Approve Consolidated and Standalone Financial Statements	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	2	Approve Consolidated and Standalone Management Reports	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	3	Approve Non-Financial Information Statement	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	4	Approve Discharge of Board	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	7	Approve Engagement Dividend	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	8	Approve Allocation of Income and Dividends	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	9	Approve Scrip Dividends	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	10	Approve Scrip Dividends	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	11	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	12	Advisory Vote on Remuneration Report	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	13	Reelect Angel Jesus Acebes Paniagua as Director	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	14	Reelect Juan Manuel Gonzalez Serna as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Iberdrola SA	Spain	Annual	30/05/2025	15	Ratify Appointment of and Elect Ana Colonques Garcia-Planas as Director	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	16	Fix Number of Directors at 14	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	17	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 40 Billion and Issuance of Notes up to EUR 8 Billion	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	18	Authorize Board to Ratify and Execute Approved Resolutions	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	5.1	Amend Articles Re: Corporate Organization and Governance	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	5.2	Amend Articles Re: Technical Improvements and Update	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	6.1	Include Preamble in the General Meeting Regulations	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	6.2	Include Title I in the General Meeting Regulations	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	6.3	Include Title II in the General Meeting Regulations	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	6.4	Include Title III in the General Meeting Regulations	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	6.5	Include Titles IV and V in the General Meeting Regulations	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	6.6	Include Titles VI, VII, VIII, IX and X in the General Meeting Regulations	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	6.7	Include Title XI in the General Meeting Regulations	For	For	For	
Iberdrola SA	Spain	Annual	30/05/2025	6.8	Include Title XII in the General Meeting Regulations	For	For	For	
International Public Partnerships Limited	Guernsey	Annual	03/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
International Public Partnerships Limited	Guernsey	Annual	03/06/2025	2	Approve Remuneration Report	For	For	For	
International Public Partnerships Limited	Guernsey	Annual	03/06/2025	3	Re-elect Julia Bond as Director	For	For	For	
International Public Partnerships Limited	Guernsey	Annual	03/06/2025	4	Re-elect Stephanie Coxon as Director	For	For	For	
International Public Partnerships Limited	Guernsey	Annual	03/06/2025	5	Re-elect Sally-Ann David as Director	For	For	For	
International Public Partnerships Limited	Guernsey	Annual	03/06/2025	6	Re-elect Michael Gerrard as Director	For	For	For	
International Public Partnerships Limited	Guernsey	Annual	03/06/2025	7	Re-elect Meriel Lenfestey as Director	For	For	For	
International Public Partnerships Limited	Guernsey	Annual	03/06/2025	8	Elect Giles Adu as Director	For	For	For	
International Public Partnerships Limited	Guernsey	Annual	03/06/2025	9	Note and Sanction Interim Dividends	For	For	For	
International Public Partnerships Limited	Guernsey	Annual	03/06/2025	10	Ratify PricewaterhouseCoopers CI LLP as Auditors	For	For	For	
International Public Partnerships Limited	Guernsey	Annual	03/06/2025	11	Authorise Board to Fix Remuneration of Auditors	For	For	For	
International Public Partnerships Limited	Guernsey	Annual	03/06/2025	12	Approve Scrip Dividend	For	For	For	
International Public Partnerships Limited	Guernsey	Annual	03/06/2025	13	Authorise Market Purchase of Ordinary Shares	For	For	For	
International Public Partnerships Limited	Guernsey	Annual	03/06/2025	14	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Taiwan Semiconductor Manufacturing Co., Ltd.	Taiwan	Annual	03/06/2025	1	Approve Business Operations Report and Financial Statements	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Taiwan Semiconductor Manufacturing Co., Ltd.	Taiwan	Annual	03/06/2025	2	Approve Amendments to Articles of Association	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	1	Approve Financial Statements and Statutory Reports	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	4	Approve Auditors' Special Report on Related-Party Transactions	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	5	Reelect Benoit Bazin as Director	For	Against	For	In the absence of any identified governance concerns, we supported the re-election of the CEO/Chair, noting that the presence of a lead independent director provides appropriate oversight.
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	6	Reelect Sibylle Daunis as Representative of Employee Shareholders to the Board	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	7	Elect Maya Hari as Director	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	8	Elect Antoine de Saint-Affrique as Director	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	9	Elect Hans Sohlström as Director	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	10	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board from January 1, 2024 Until June 6, 2024	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	11	Approve Compensation of Benoit Bazin, CEO from January 1, 2024 Until June 6, 2024	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	12	Approve Compensation of Benoit Bazin, Chairman and CEO from June 7, 2024 Until December 31, 2024	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	13	Approve Compensation Report of Corporate Officers	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	14	Approve Remuneration Policy of Chairman and CEO	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	15	Approve Remuneration Policy of Directors	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 399 Million	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 199 Million	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 199 Million	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	22	Authorize Capitalization of Reserves of Up to EUR 99 Million for Bonus Issue or Increase in Par Value	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	25	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	26	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	27	Amend Article 18 of Bylaws to Incorporate Legal Changes Re: General Meeting Broadcast	For	For	For	
Compagnie de Saint-Gobain SA	France	Annual/ Special	05/06/2025	28	Authorize Filing of Required Documents/Other Formalities	For	For	For	
Fevertree Drinks Plc	United Kingdom	Annual	05/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Fevertree Drinks Plc	United Kingdom	Annual	05/06/2025	2	Approve Remuneration Report	For	For	For	
Fevertree Drinks Plc	United Kingdom	Annual	05/06/2025	3	Approve Final Dividend	For	For	For	
Fevertree Drinks Plc	United Kingdom	Annual	05/06/2025	4	Re-elect Domenic De Lorenzo as Director	For	For	For	
Fevertree Drinks Plc	United Kingdom	Annual	05/06/2025	5	Re-elect Timothy Warrillow as Director	For	For	For	
Fevertree Drinks Plc	United Kingdom	Annual	05/06/2025	6	Re-elect Andrew Branchflower as Director	For	For	For	
Fevertree Drinks Plc	United Kingdom	Annual	05/06/2025	7	Re-elect Kevin Havelock as Director	For	For	For	
Fevertree Drinks Plc	United Kingdom	Annual	05/06/2025	8	Re-elect Laura Hagan as Director	For	For	For	
Fevertree Drinks Plc	United Kingdom	Annual	05/06/2025	9	Re-elect Jeff Popkin as Director	For	For	For	
Fevertree Drinks Plc	United Kingdom	Annual	05/06/2025	10	Re-elect Clare Swindell as Director	For	For	For	
Fevertree Drinks Plc	United Kingdom	Annual	05/06/2025	11	Re-elect David Lapp as Director	For	For	For	
Fevertree Drinks Plc	United Kingdom	Annual	05/06/2025	12	Reappoint BDO LLP as Auditors	For	For	For	
Fevertree Drinks Plc	United Kingdom	Annual	05/06/2025	13	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Fevertree Drinks Plc	United Kingdom	Annual	05/06/2025	14	Authorise Issue of Equity	For	For	For	
Fevertree Drinks Plc	United Kingdom	Annual	05/06/2025	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Fevertree Drinks Plc	United Kingdom	Annual	05/06/2025	16	Authorise Market Purchase of Ordinary Shares	For	For	For	
Fevertree Drinks Plc	United Kingdom	Annual	05/06/2025	17	Approve Long Term Incentive Plan	For	For	For	
Invesco Perpetual UK Smaller Companies Investment Trust PLC	United Kingdom	Annual	05/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Invesco Perpetual UK Smaller Companies Investment Trust PLC	United Kingdom	Annual	05/06/2025	2	Approve Remuneration Policy	For	For	For	
Invesco Perpetual UK Smaller Companies Investment Trust PLC	United Kingdom	Annual	05/06/2025	3	Approve Remuneration Report	For	For	For	
Invesco Perpetual UK Smaller Companies Investment Trust PLC	United Kingdom	Annual	05/06/2025	4	Approve Final Dividend	For	For	For	
Invesco Perpetual UK Smaller Companies Investment Trust PLC	United Kingdom	Annual	05/06/2025	5	Re-elect Bridget Guerin as Director	For	For	For	
Invesco Perpetual UK Smaller Companies Investment Trust PLC	United Kingdom	Annual	05/06/2025	6	Re-elect Graham Paterson as Director	For	For	For	
Invesco Perpetual UK Smaller Companies Investment Trust PLC	United Kingdom	Annual	05/06/2025	7	Re-elect Mike Prentis as Director	For	For	For	
Invesco Perpetual UK Smaller Companies Investment Trust PLC	United Kingdom	Annual	05/06/2025	8	Re-elect Simon Longfellow as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Invesco Perpetual UK Smaller Companies Investment Trust PLC	United Kingdom	Annual	05/06/2025	9	Reappoint Ernst & Young LLP as Auditors	For	For	For	
Invesco Perpetual UK Smaller Companies Investment Trust PLC	United Kingdom	Annual	05/06/2025	10	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Invesco Perpetual UK Smaller Companies Investment Trust PLC	United Kingdom	Annual	05/06/2025	11	Adopt the Proposed Investment Policy	For	For	For	
Invesco Perpetual UK Smaller Companies Investment Trust PLC	United Kingdom	Annual	05/06/2025	12	Authorise Issue of Equity	For	For	For	
Invesco Perpetual UK Smaller Companies Investment Trust PLC	United Kingdom	Annual	05/06/2025	13	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Invesco Perpetual UK Smaller Companies Investment Trust PLC	United Kingdom	Annual	05/06/2025	14	Authorise Market Purchase of Ordinary Shares	For	For	For	
Invesco Perpetual UK Smaller Companies Investment Trust PLC	United Kingdom	Annual	05/06/2025	15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Kennedy-Wilson Holdings, Inc.	USA	Annual	05/06/2025	2	Amend Omnibus Stock Plan	For	Against	Against	The company's equity program contributes towards a pay for performance misalignment.
Kennedy-Wilson Holdings, Inc.	USA	Annual	05/06/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	There are concerns regarding pay for performance misalignment and ongoing concerns over the level of certain NEO's base salaries.
Kennedy-Wilson Holdings, Inc.	USA	Annual	05/06/2025	4	Ratify KPMG LLP as Auditors	For	For	For	
Kennedy-Wilson Holdings, Inc.	USA	Annual	05/06/2025	1.1	Elect Director Trevor Bowen	For	For	For	
Kennedy-Wilson Holdings, Inc.	USA	Annual	05/06/2025	1.2	Elect Director Wade Burton	For	For	For	
Kennedy-Wilson Holdings, Inc.	USA	Annual	05/06/2025	1.3	Elect Director Stanley R. Zax	For	For	For	
Netflix, Inc.	USA	Annual	05/06/2025	1a	Elect Director Richard N. Barton	For	For	For	
Netflix, Inc.	USA	Annual	05/06/2025	1b	Elect Director Mathias Dopfner	For	For	For	
Netflix, Inc.	USA	Annual	05/06/2025	1c	Elect Director Reed Hastings	For	For	For	
Netflix, Inc.	USA	Annual	05/06/2025	1d	Elect Director Jay C. Hoag	For	Against	Against	The director attended fewer than 75% of board meetings without disclosing the reason for the absences.
Netflix, Inc.	USA	Annual	05/06/2025	1e	Elect Director Leslie Kilgore	For	For	For	
Netflix, Inc.	USA	Annual	05/06/2025	1f	Elect Director Strive Masiyiwa	For	For	For	
Netflix, Inc.	USA	Annual	05/06/2025	1g	Elect Director Ann Mather	For	For	For	
Netflix, Inc.	USA	Annual	05/06/2025	1h	Elect Director Greg Peters	For	For	For	
Netflix, Inc.	USA	Annual	05/06/2025	1i	Elect Director Susan E. Rice	For	For	For	
Netflix, Inc.	USA	Annual	05/06/2025	1j	Elect Director Ted Sarandos	For	For	For	
Netflix, Inc.	USA	Annual	05/06/2025	1k	Elect Director Bradford L. Smith	For	For	For	
Netflix, Inc.	USA	Annual	05/06/2025	1l	Elect Director Anne M. Sweeney	For	For	For	
Netflix, Inc.	USA	Annual	05/06/2025	2	Ratify Ernst & Young LLP as Auditors	For	For	For	
Netflix, Inc.	USA	Annual	05/06/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Netflix, Inc.	USA	Annual	05/06/2025	4	Issue a Climate Transition Plan	Against	Against	Against	The company's current level of disclosure is deemed sufficient.
Netflix, Inc.	USA	Annual	05/06/2025	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Against	The threshold is set at reasonable level and in line with S&P 500 peers.

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Netflix, Inc.	USA	Annual	05/06/2025	6	Amend Code of Ethics to Enhance Policies on Non-Discrimination, Anti-Harassment, and Whistleblower Protection	Against	Against	Against	Existing measures are in place and it is not clear that publishing the requested report is currently necessary.
Netflix, Inc.	USA	Annual	05/06/2025	7	Report on Discrimination Risks of Affirmative Action Initiatives	Against	Against	Against	We voted against this proposal made by an anti-ESG and anti-DEI proponent.
Netflix, Inc.	USA	Annual	05/06/2025	8	Report on Discrimination in Charitable Giving	Against	Against	Against	It is not clear that publishing the requested report is currently necessary. Management should be afforded discretion to determine a company's charitable contributions strategy and programs.
Salesforce, Inc.	USA	Annual	05/06/2025	1a	Elect Director Marc Benioff	For	For	For	
Salesforce, Inc.	USA	Annual	05/06/2025	1b	Elect Director Laura Alber	For	For	For	
Salesforce, Inc.	USA	Annual	05/06/2025	1c	Elect Director Craig Conway	For	For	For	
Salesforce, Inc.	USA	Annual	05/06/2025	1d	Elect Director Arnold Donald	For	For	For	
Salesforce, Inc.	USA	Annual	05/06/2025	1e	Elect Director Parker Harris	For	For	For	
Salesforce, Inc.	USA	Annual	05/06/2025	1f	Elect Director Neelie Kroes	For	For	For	
Salesforce, Inc.	USA	Annual	05/06/2025	1g	Elect Director Sachin Mehra	For	For	For	
Salesforce, Inc.	USA	Annual	05/06/2025	1h	Elect Director G. Mason Morfit	For	For	For	
Salesforce, Inc.	USA	Annual	05/06/2025	1i	Elect Director Oscar Munoz	For	For	For	
Salesforce, Inc.	USA	Annual	05/06/2025	1j	Elect Director John V. Roos	For	For	For	
Salesforce, Inc.	USA	Annual	05/06/2025	1k	Elect Director Robin Washington	For	For	For	
Salesforce, Inc.	USA	Annual	05/06/2025	1l	Elect Director Maynard Webb	For	For	For	
Salesforce, Inc.	USA	Annual	05/06/2025	2	Amend Omnibus Stock Plan	For	For	For	
Salesforce, Inc.	USA	Annual	05/06/2025	3	Ratify Ernst & Young LLP as Auditors	For	For	For	
Salesforce, Inc.	USA	Annual	05/06/2025	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Trane Technologies Plc	Ireland	Annual	05/06/2025	1a	Elect Director Kirk E. Arnold	For	For	For	
Trane Technologies Plc	Ireland	Annual	05/06/2025	1b	Elect Director Ana P. Assis	For	For	For	
Trane Technologies Plc	Ireland	Annual	05/06/2025	1c	Elect Director Ann C. Berzin	For	For	For	
Trane Technologies Plc	Ireland	Annual	05/06/2025	1d	Elect Director April Miller Boise	For	For	For	
Trane Technologies Plc	Ireland	Annual	05/06/2025	1e	Elect Director Mark R. George	For	For	For	
Trane Technologies Plc	Ireland	Annual	05/06/2025	1f	Elect Director John A. Hayes	For	For	For	
Trane Technologies Plc	Ireland	Annual	05/06/2025	1g	Elect Director Linda P. Hudson	For	For	For	
Trane Technologies Plc	Ireland	Annual	05/06/2025	1h	Elect Director Myles P. Lee	For	For	For	
Trane Technologies Plc	Ireland	Annual	05/06/2025	1i	Elect Director Matthew F. Pine	For	For	For	
Trane Technologies Plc	Ireland	Annual	05/06/2025	1j	Elect Director David S. Regnery	For	For	For	
Trane Technologies Plc	Ireland	Annual	05/06/2025	1k	Elect Director Melissa N. Schaeffer	For	For	For	
Trane Technologies Plc	Ireland	Annual	05/06/2025	1l	Elect Director John P. Surma	For	For	For	
Trane Technologies Plc	Ireland	Annual	05/06/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Trane Technologies Plc	Ireland	Annual	05/06/2025	3	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	For	For	For	
Trane Technologies Plc	Ireland	Annual	05/06/2025	4	Authorize Issue of Equity	For	For	For	
Trane Technologies Plc	Ireland	Annual	05/06/2025	5	Authorize Issue of Equity without Pre-emptive Rights	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Trane Technologies Plc	Ireland	Annual	05/06/2025	6	Determine Price Range for Re-allotment of Treasury Shares	For	For	For	
Walmart Inc.	USA	Annual	05/06/2025	1a	Elect Director Cesar Conde	For	For	For	
Walmart Inc.	USA	Annual	05/06/2025	1b	Elect Director Timothy P. Flynn	For	For	For	
Walmart Inc.	USA	Annual	05/06/2025	1c	Elect Director Sarah J. Friar	For	For	For	
Walmart Inc.	USA	Annual	05/06/2025	1d	Elect Director Carla A. Harris	For	For	For	
Walmart Inc.	USA	Annual	05/06/2025	1e	Elect Director Thomas W. Horton	For	For	For	
Walmart Inc.	USA	Annual	05/06/2025	1f	Elect Director Marissa A. Mayer	For	For	For	
Walmart Inc.	USA	Annual	05/06/2025	1g	Elect Director C. Douglas McMillon	For	For	For	
Walmart Inc.	USA	Annual	05/06/2025	1h	Elect Director Robert E. Moritz, Jr.	For	For	For	
Walmart Inc.	USA	Annual	05/06/2025	1i	Elect Director Brian Niccol	For	For	For	
Walmart Inc.	USA	Annual	05/06/2025	1j	Elect Director Gregory B. Penner	For	For	For	
Walmart Inc.	USA	Annual	05/06/2025	1k	Elect Director Randall L. Stephenson	For	For	For	
Walmart Inc.	USA	Annual	05/06/2025	1l	Elect Director Steuart L. Walton	For	For	For	
Walmart Inc.	USA	Annual	05/06/2025	2	Ratify Ernst & Young LLP as Auditors	For	For	For	
Walmart Inc.	USA	Annual	05/06/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Walmart Inc.	USA	Annual	05/06/2025	4	Amend Omnibus Stock Plan	For	For	For	
Walmart Inc.	USA	Annual	05/06/2025	5	Commission Third Party Assessment on Policies Regarding Law Enforcement Information Requests Related to Medication Use	Against	Against	Against	We voted against this shareholder request as the company already has sufficient disclosure in this area.
Walmart Inc.	USA	Annual	05/06/2025	6	Report on Reduction of Plastic Packaging and Recyclability Claims	Against	Against	Against	We voted against this shareholder request as the company already has sufficient disclosure in this area.
Walmart Inc.	USA	Annual	05/06/2025	7	Revisit Plastic Packaging Policies	Against	Against	Against	We voted against this shareholder request as the company already has sufficient disclosure in this area.
Walmart Inc.	USA	Annual	05/06/2025	8	Conduct and Report a Third-Party Racial Equity Audit	Against	Against	For	We supported this shareholder request as shareholders would benefit from additional disclosure in this area.
Walmart Inc.	USA	Annual	05/06/2025	9	Report on Delays in Revising Diversity, Equity, and Inclusion (DEI) Initiatives	Against	Against	Against	We voted against the proposal which was put forward by an anti-DEI proponent.
Walmart Inc.	USA	Annual	05/06/2025	10	Report on Health and Safety Governance	Against	Against	Against	We voted against this shareholder request as the company already has sufficient disclosure in this area.
Walmart Inc.	USA	Annual	05/06/2025	11	Report on Risks of Discriminating Based on Religious and Political Views	Against	Against	Against	We voted against the proposal which was put forward by an anti-DEI proponent.
Alphabet Inc.	USA	Annual	06/06/2025	1a	Elect Director Larry Page	For	Against	Against	We voted against the re-election of this director as the board failed to disclose a reason for failing to attend at least 75 percent of the meetings during the year.
Alphabet Inc.	USA	Annual	06/06/2025	1b	Elect Director Sergey Brin	For	For	For	
Alphabet Inc.	USA	Annual	06/06/2025	1c	Elect Director Sundar Pichai	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Alphabet Inc.	USA	Annual	06/06/2025	1d	Elect Director John L. Hennessy	For	Against	Against	We voted against the re-election of this director as he benefits from the company's multi class share structure which effectively disenfranchises ordinary shareholders.
Alphabet Inc.	USA	Annual	06/06/2025	1e	Elect Director Frances H. Arnold	For	Against	Against	We voted against the re-election of this director as he benefits from the company's multi class share structure which effectively disenfranchises ordinary shareholders.
Alphabet Inc.	USA	Annual	06/06/2025	1f	Elect Director R. Martin "Marty" Chavez	For	For	For	
Alphabet Inc.	USA	Annual	06/06/2025	1g	Elect Director L. John Doerr	For	Against	Against	We voted against the re-election of this director owing to executive compensation concerns.
Alphabet Inc.	USA	Annual	06/06/2025	1h	Elect Director Roger W. Ferguson, Jr.	For	For	For	
Alphabet Inc.	USA	Annual	06/06/2025	1i	Elect Director K. Ram Shriram	For	Against	Against	We voted against the re-election of this director owing to executive compensation concerns.
Alphabet Inc.	USA	Annual	06/06/2025	1j	Elect Director Robin L. Washington	For	Against	Against	We voted against the re-election of this director owing to executive compensation concerns.
Alphabet Inc.	USA	Annual	06/06/2025	2	Ratify Ernst & Young LLP as Auditors	For	For	For	
Alphabet Inc.	USA	Annual	06/06/2025	3	Provide Right to Act by Written Consent	Against	Against	Against	We voted against this request as the ability to act by written consent would be detrimental to unaffiliated shareholders.
Alphabet Inc.	USA	Annual	06/06/2025	4	Adjust Executive Compensation Metrics for Share Buybacks	Against	Against	Against	We voted against this request as the impacts of buybacks on metric results do not raise significant concerns, therefore the request is not justified.
Alphabet Inc.	USA	Annual	06/06/2025	5	Report on Discrimination in Charitable Contributions	Against	Against	Against	We voted against this shareholder proposal filed by an anti-ESG and anti-DEI proponent.
Alphabet Inc.	USA	Annual	06/06/2025	6	Consider Ending Participation in Human Rights Campaign's Corporate Equality Index	Against	Against	Against	We voted against this shareholder proposal filed by an anti-ESG and anti-DEI proponent.
Alphabet Inc.	USA	Annual	06/06/2025	7	Report on Meeting 2030 Climate Goals	Against	Against	Against	We voted against this request as the company already provides sufficient disclosure in this area.
Alphabet Inc.	USA	Annual	06/06/2025	8	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For	For	We supported this request as shareholders would benefit from additional disclosure in this area.
Alphabet Inc.	USA	Annual	06/06/2025	9	Report on Due Diligence Process to Assess Human Rights Risks in High-Risk Countries	Against	Against	Against	We voted against this request as the company already provides sufficient disclosure in this area.
Alphabet Inc.	USA	Annual	06/06/2025	10	Report on Risks of Discrimination in GenAI	Against	Against	Against	We voted against this shareholder proposal filed by an anti-ESG and anti-DEI proponent.
Alphabet Inc.	USA	Annual	06/06/2025	11	Report on Risks of Improper Use of External Data in Development of AI Products	Against	For	For	We supported this request as shareholders would benefit from additional disclosure in this area.

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Alphabet Inc.	USA	Annual	06/06/2025	12	Publish a Human Rights Impact Assessment of AI Driven Targeted Advertising	Against	For	For	We supported this request as shareholders would benefit from additional disclosure in this area.
Alphabet Inc.	USA	Annual	06/06/2025	13	Report on Lobbying and Child Safety Online	Against	Against	Against	We voted against this request as the company already provides sufficient disclosure in this area.
Alphabet Inc.	USA	Annual	06/06/2025	14	Adopt Metrics Evaluating YouTube Child Safety Policies	Against	Against	For	We supported this request as shareholders would benefit from additional disclosure in this area.
Ares Management Corporation	USA	Annual	06/06/2025	1a	Elect Director Michael J Arougheti	For	Against	For	This director benefits from the ownership of super voting shares. Although the governance structure is not in line with publicly listed best practice, we supported the re-election of this director as the structure is permitted under the rules of NYSE and is broadly in line with peers.
Ares Management Corporation	USA	Annual	06/06/2025	1b	Elect Director Ashish Bhutani	For	For	For	
Ares Management Corporation	USA	Annual	06/06/2025	1c	Elect Director Antoinette Bush	For	Against	For	This director benefits from the ownership of super voting shares. Although the governance structure is not in line with publicly listed best practice, we supported the re-election of this director as the structure is permitted under the rules of NYSE and is broadly in line with peers.
Ares Management Corporation	USA	Annual	06/06/2025	1d	Elect Director R. Kipp deVeer	For	Against	For	This director benefits from the ownership of super voting shares. Although the governance structure is not in line with publicly listed best practice, we supported the re-election of this director as the structure is permitted under the rules of NYSE and is broadly in line with peers.
Ares Management Corporation	USA	Annual	06/06/2025	1e	Elect Director Paul G. Joubert	For	For	For	
Ares Management Corporation	USA	Annual	06/06/2025	1f	Elect Director David B. Kaplan	For	Against	For	This director benefits from the ownership of super voting shares. Although the governance structure is not in line with publicly listed best practice, we supported the re-election of this director as the structure is permitted under the rules of NYSE and is broadly in line with peers.
Ares Management Corporation	USA	Annual	06/06/2025	1g	Elect Director Michael Lynton	For	For	For	
Ares Management Corporation	USA	Annual	06/06/2025	1h	Elect Director Eileen Naughton	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Ares Management Corporation	USA	Annual	06/06/2025	1i	Elect Director Judy D. Olian	For	Against	For	This director benefits from the ownership of super voting shares. Although the governance structure is not in line with publicly listed best practice, we supported the re-election of this director as the structure is permitted under the rules of NYSE and is broadly in line with peers.
Ares Management Corporation	USA	Annual	06/06/2025	1j	Elect Director Antony P. Ressler	For	Against	For	This director benefits from the ownership of super voting shares. Although the governance structure is not in line with publicly listed best practice, we supported the re-election of this director as the structure is permitted under the rules of NYSE and is broadly in line with peers.
Ares Management Corporation	USA	Annual	06/06/2025	1k	Elect Director Bennett Rosenthal	For	Against	For	This director benefits from the ownership of super voting shares. Although the governance structure is not in line with publicly listed best practice, we supported the re-election of this director as the structure is permitted under the rules of NYSE and is broadly in line with peers.
Ares Management Corporation	USA	Annual	06/06/2025	2	Ratify Ernst & Young LLP as Auditors	For	For	For	
Ares Management Corporation	USA	Annual	06/06/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	For	In line with previous years, we supported this item as the rationale provided by the company seems reasonable.
Ares Management Corporation	USA	Annual	06/06/2025	4	Advisory Vote on Say on Pay Frequency	Three Years	One Year	One Year	We supported the annual say-on-pay votes as they are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
T-Mobile US, Inc.	USA	Annual	06/06/2025	2	Ratify Deloitte & Touche LLP as Auditors	For	For	For	
T-Mobile US, Inc.	USA	Annual	06/06/2025	1.1	Elect Director André Almeida	For	Withhold	Withhold	We placed a withheld vote against this director owing to board independence concerns.
T-Mobile US, Inc.	USA	Annual	06/06/2025	1.2	Elect Director Marcelo Claure	For	For	For	
T-Mobile US, Inc.	USA	Annual	06/06/2025	1.3	Elect Director Thomas Dannenfeldt	For	For	For	
T-Mobile US, Inc.	USA	Annual	06/06/2025	1.4	Elect Director Srikant M. Datar	For	For	For	We placed a withheld vote against this director owing to board independence concerns.
T-Mobile US, Inc.	USA	Annual	06/06/2025	1.5	Elect Director Timotheus Höttges	For	Withhold	Withhold	We placed a withheld vote against this director owing to board independence concerns.
T-Mobile US, Inc.	USA	Annual	06/06/2025	1.6	Elect Director Christian P. Illek	For	Withhold	Withhold	We placed a withheld vote against this director owing to board independence concerns.
T-Mobile US, Inc.	USA	Annual	06/06/2025	1.7	Elect Director James J. Kavanaugh	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
T-Mobile US, Inc.	USA	Annual	06/06/2025	1.8	Elect Director Raphael Kübler	For	Withhold	Withhold	We placed a withheld vote against this director owing to board independence concerns.
T-Mobile US, Inc.	USA	Annual	06/06/2025	1.9	Elect Director Thorsten Langheim	For	Withhold	Withhold	We placed a withheld vote against this director owing to board independence concerns.
T-Mobile US, Inc.	USA	Annual	06/06/2025	1.10	Elect Director Dominique Leroy	For	Withhold	Withhold	We placed a withheld vote against this director owing to board independence concerns.
T-Mobile US, Inc.	USA	Annual	06/06/2025	1.11	Elect Director Letitia A. Long	For	For	For	
T-Mobile US, Inc.	USA	Annual	06/06/2025	1.12	Elect Director G. Michael (Mike) Sievert	For	Withhold	Withhold	We placed a withheld vote against this director owing to board independence concerns.
T-Mobile US, Inc.	USA	Annual	06/06/2025	1.13	Elect Director Teresa A. Taylor	For	For	For	
Ashtead Group Plc	United Kingdom	Court	10/06/2025	1	Approve Scheme of Arrangement	For	For	For	
Ashtead Group Plc	United Kingdom	Special	10/06/2025	1	Approve Matters Relating to the Introduction of a New Holding Company	For	For	For	
Ashtead Group Plc	United Kingdom	Special	10/06/2025	2	Approve Capital Reduction by Cancelling and Extinguishing the Scheme Shares	For	For	For	
Ashtead Group Plc	United Kingdom	Special	10/06/2025	3	Authorise Issue of Equity Pursuant to the Scheme	For	For	For	
Ashtead Group Plc	United Kingdom	Special	10/06/2025	4	Amend Articles of Association	For	For	For	
Ashtead Group Plc	United Kingdom	Special	10/06/2025	5	Approve Delisting of Shares from the Equity Shares (Commercial Company) Category of the Official List Maintained by the FCA and the London Stock Exchange's Main Market	For	For	For	
Ashtead Group Plc	United Kingdom	Special	10/06/2025	6	Approve Re-registration of the Company as a Private Company Limited by the Name of Ashtead Group Limited	For	For	For	
Ashtead Group Plc	United Kingdom	Special	10/06/2025	7	Adopt New Articles of Association	For	For	For	
Caterpillar, Inc.	USA	Annual	11/06/2025	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
Caterpillar, Inc.	USA	Annual	11/06/2025	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Caterpillar, Inc.	USA	Annual	11/06/2025	4	Report on a Civil Rights Audit	Against	Against	Against	We voted against the shareholder proposal because we believe the company is already providing sufficient disclosure in this area.
Caterpillar, Inc.	USA	Annual	11/06/2025	5	Report on Religious Discrimination in Charitable Contributions	Against	Against	Against	We voted against the shareholder proposal because we believe the company is already providing sufficient disclosure in this area.
Caterpillar, Inc.	USA	Annual	11/06/2025	6	Consider Abolishing DEI Policies, Departments, and Goals	Against	Against	Against	We voted against this proposal made by an anti-ESG and anti-DEI proponent.
Caterpillar, Inc.	USA	Annual	11/06/2025	1.1	Elect Director Joseph E. Creed	For	For	For	
Caterpillar, Inc.	USA	Annual	11/06/2025	1.2	Elect Director James C. Fish, Jr.	For	For	For	
Caterpillar, Inc.	USA	Annual	11/06/2025	1.3	Elect Director Gerald Johnson	For	For	For	
Caterpillar, Inc.	USA	Annual	11/06/2025	1.4	Elect Director Nazzic S. Keene	For	For	For	
Caterpillar, Inc.	USA	Annual	11/06/2025	1.5	Elect Director David W. MacLennan	For	For	For	
Caterpillar, Inc.	USA	Annual	11/06/2025	1.6	Elect Director Judith F. Marks	For	For	For	
Caterpillar, Inc.	USA	Annual	11/06/2025	1.7	Elect Director Debra L. Reed-Klages	For	For	For	
Caterpillar, Inc.	USA	Annual	11/06/2025	1.8	Elect Director Susan C. Schwab	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Caterpillar, Inc.	USA	Annual	11/06/2025	1.9	Elect Director D. James Umpleby, III	For	For	For	
Caterpillar, Inc.	USA	Annual	11/06/2025	1.10	Elect Director Rayford Wilkins, Jr.	For	For	For	
Freeport-McMoRan Inc.	USA	Annual	11/06/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Freeport-McMoRan Inc.	USA	Annual	11/06/2025	3	Approve Omnibus Stock Plan	For	For	For	
Freeport-McMoRan Inc.	USA	Annual	11/06/2025	4	Ratify Ernst & Young LLP as Auditors	For	For	For	
Freeport-McMoRan Inc.	USA	Annual	11/06/2025	1.1	Elect Director David P. Abney	For	For	For	
Freeport-McMoRan Inc.	USA	Annual	11/06/2025	1.2	Elect Director Richard C. Adkerson	For	For	For	
Freeport-McMoRan Inc.	USA	Annual	11/06/2025	1.3	Elect Director Marcela E. Donadio	For	For	For	
Freeport-McMoRan Inc.	USA	Annual	11/06/2025	1.4	Elect Director Robert W. Dudley	For	For	For	
Freeport-McMoRan Inc.	USA	Annual	11/06/2025	1.5	Elect Director Hugh Grant	For	For	For	
Freeport-McMoRan Inc.	USA	Annual	11/06/2025	1.6	Elect Director Lydia H. Kennard	For	For	For	
Freeport-McMoRan Inc.	USA	Annual	11/06/2025	1.7	Elect Director Ryan M. Lance	For	For	For	
Freeport-McMoRan Inc.	USA	Annual	11/06/2025	1.8	Elect Director Sara Grootwassink Lewis	For	For	For	
Freeport-McMoRan Inc.	USA	Annual	11/06/2025	1.9	Elect Director Dustan E. McCoy	For	For	For	
Freeport-McMoRan Inc.	USA	Annual	11/06/2025	1.10	Elect Director Kathleen L. Quirk	For	For	For	
Freeport-McMoRan Inc.	USA	Annual	11/06/2025	1.11	Elect Director John J. Stephens	For	For	For	
Freeport-McMoRan Inc.	USA	Annual	11/06/2025	1.12	Elect Director Frances Fragos Townsend	For	For	For	
NB Private Equity Partners Limited	Guernsey	Annual	12/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
NB Private Equity Partners Limited	Guernsey	Annual	12/06/2025	2	Approve Remuneration Report	For	For	For	
NB Private Equity Partners Limited	Guernsey	Annual	12/06/2025	3	Re-elect William Maltby as Director	For	For	For	
NB Private Equity Partners Limited	Guernsey	Annual	12/06/2025	4	Re-elect Trudi Clark as Director	For	For	For	
NB Private Equity Partners Limited	Guernsey	Annual	12/06/2025	5	Re-elect Wilken von Hodenberg as Director	For	For	For	
NB Private Equity Partners Limited	Guernsey	Annual	12/06/2025	6	Re-elect Louisa Symington-Mills as Director	For	For	For	
NB Private Equity Partners Limited	Guernsey	Annual	12/06/2025	7	Re-elect Pawan Dhir as Director	For	For	For	
NB Private Equity Partners Limited	Guernsey	Annual	12/06/2025	8	Ratify KPMG Channel Islands Limited as Auditors	For	For	For	
NB Private Equity Partners Limited	Guernsey	Annual	12/06/2025	9	Authorise Board to Fix Remuneration of Auditors	For	For	For	
NB Private Equity Partners Limited	Guernsey	Annual	12/06/2025	10	Ratify Past Interim Dividends	For	For	For	
NB Private Equity Partners Limited	Guernsey	Annual	12/06/2025	11	Authorise Market Purchase of Class A Shares	For	For	For	
NB Private Equity Partners Limited	Guernsey	Annual	12/06/2025	12	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Starwood European Real Estate Finance Limited	Guernsey	Annual	12/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Starwood European Real Estate Finance Limited	Guernsey	Annual	12/06/2025	2	Approve Remuneration Report	For	For	For	
Starwood European Real Estate Finance Limited	Guernsey	Annual	12/06/2025	3	Re-elect John Whittle as Director	For	For	For	
Starwood European Real Estate Finance Limited	Guernsey	Annual	12/06/2025	4	Re-elect Shelagh Mason as Director	For	For	For	
Starwood European Real Estate Finance Limited	Guernsey	Annual	12/06/2025	5	Re-elect Charlotte Denton as Director	For	For	For	
Starwood European Real Estate Finance Limited	Guernsey	Annual	12/06/2025	6	Re-elect Gary Yardley as Director	For	For	For	
Starwood European Real Estate Finance Limited	Guernsey	Annual	12/06/2025	7	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
Starwood European Real Estate Finance Limited	Guernsey	Annual	12/06/2025	8	Authorise Board to Fix Remuneration of Auditors	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Starwood European Real Estate Finance Limited	Guernsey	Annual	12/06/2025	9	Approve Company's Dividend Policy	For	For	For	
Starwood European Real Estate Finance Limited	Guernsey	Annual	12/06/2025	10	Authorise Market Purchase of Ordinary Shares	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	2	Approve Remuneration Policy	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	3	Approve Remuneration Report	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	4	Approve Final Dividend	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	5	Elect Chris Kennedy as Director	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	6	Re-elect Melissa Bethell as Director	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	7	Re-elect Bertrand Bodson as Director	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	8	Re-elect Dame Carolyn Fairbairn as Director	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	9	Re-elect Thierry Garnier as Director	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	10	Re-elect Stewart Gilliland as Director	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	11	Re-elect Gerry Murphy as Director	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	12	Re-elect Ken Murphy as Director	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	13	Re-elect Imran Nawaz as Director	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	14	Re-elect Caroline Silver as Director	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	15	Re-elect Karen Whitworth as Director	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	16	Reappoint Deloitte LLP as Auditors	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	18	Authorise UK Political Donations and Expenditure	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	19	Authorise Issue of Equity	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	20	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	22	Authorise Market Purchase of Shares	For	For	For	
Tesco Plc	United Kingdom	Annual	12/06/2025	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Bellevue Healthcare Trust plc	United Kingdom	Special	13/06/2025	1	Authorise Market Purchase of Ordinary Shares	For	For	For	
Octopus Renewables Infrastructure Trust Plc	United Kingdom	Annual	13/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Octopus Renewables Infrastructure Trust Plc	United Kingdom	Annual	13/06/2025	2	Approve Remuneration Report	For	For	For	
Octopus Renewables Infrastructure Trust Plc	United Kingdom	Annual	13/06/2025	3	Re-elect Philip Austin as Director	For	For	For	
Octopus Renewables Infrastructure Trust Plc	United Kingdom	Annual	13/06/2025	4	Re-elect James Cameron as Director	For	For	For	
Octopus Renewables Infrastructure Trust Plc	United Kingdom	Annual	13/06/2025	5	Re-elect Elaina Elzinga as Director	For	For	For	
Octopus Renewables Infrastructure Trust Plc	United Kingdom	Annual	13/06/2025	6	Re-elect Sarim Sheikh as Director	For	For	For	
Octopus Renewables Infrastructure Trust Plc	United Kingdom	Annual	13/06/2025	7	Elect Sally Duckworth as Director	For	For	For	
Octopus Renewables Infrastructure Trust Plc	United Kingdom	Annual	13/06/2025	8	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Octopus Renewables Infrastructure Trust Plc	United Kingdom	Annual	13/06/2025	9	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Octopus Renewables Infrastructure Trust Plc	United Kingdom	Annual	13/06/2025	10	Authorise Directors to Declare and Pay All Dividends of the Company as Interim Dividends	For	For	For	
Octopus Renewables Infrastructure Trust Plc	United Kingdom	Annual	13/06/2025	11	Approve Continuation of Company as Investment Trust	For	For	For	
Octopus Renewables Infrastructure Trust Plc	United Kingdom	Annual	13/06/2025	12	Authorise Issue of Equity	For	For	For	
Octopus Renewables Infrastructure Trust Plc	United Kingdom	Annual	13/06/2025	13	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Octopus Renewables Infrastructure Trust Plc	United Kingdom	Annual	13/06/2025	14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Octopus Renewables Infrastructure Trust Plc	United Kingdom	Annual	13/06/2025	15	Authorise Market Purchase of Ordinary Shares	For	For	For	
Octopus Renewables Infrastructure Trust Plc	United Kingdom	Annual	13/06/2025	16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Urban Logistics REIT PLC	United Kingdom	Court	13/06/2025	1	Approve Scheme of Arrangement	For	For	For	
Urban Logistics REIT PLC	United Kingdom	Special	13/06/2025	1	Approve Matters Relating to the Recommended Cash and Share Acquisition of Urban Logistics REIT plc by LondonMetric Property plc	For	For	For	
Foresight Solar Fund Limited	Jersey	Annual	17/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Foresight Solar Fund Limited	Jersey	Annual	17/06/2025	2	Approve Remuneration Report	For	For	For	
Foresight Solar Fund Limited	Jersey	Annual	17/06/2025	3	Approve Remuneration Policy	For	For	For	
Foresight Solar Fund Limited	Jersey	Annual	17/06/2025	4	Approve Dividend Policy	For	For	For	
Foresight Solar Fund Limited	Jersey	Annual	17/06/2025	5	Re-elect Alexander Ohlsson as Director	For	For	For	
Foresight Solar Fund Limited	Jersey	Annual	17/06/2025	6	Re-elect Ann Markey as Director	For	For	For	
Foresight Solar Fund Limited	Jersey	Annual	17/06/2025	7	Re-elect Lynn Cleary as Director	For	For	For	
Foresight Solar Fund Limited	Jersey	Annual	17/06/2025	8	Elect Paul Masterton as Director	For	For	For	
Foresight Solar Fund Limited	Jersey	Annual	17/06/2025	9	Elect Anthony Roper as Director	For	For	For	
Foresight Solar Fund Limited	Jersey	Annual	17/06/2025	10	Ratify KPMG LLP as Auditors	For	For	For	
Foresight Solar Fund Limited	Jersey	Annual	17/06/2025	11	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Foresight Solar Fund Limited	Jersey	Annual	17/06/2025	12	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Foresight Solar Fund Limited	Jersey	Annual	17/06/2025	13	Authorise Market Purchase of Ordinary Shares	For	For	For	
Foresight Solar Fund Limited	Jersey	Annual	17/06/2025	14	Authorise the Company to Cancel Any Repurchased Shares or Hold Such Shares as Treasury Shares	For	For	For	
Foresight Solar Fund Limited	Jersey	Annual	17/06/2025	15	Approve Discontinuation of the Company	Against	Against	Against	We voted for the continuation of the company.
JPMorgan US Smaller Companies Investment Trust PLC	United Kingdom	Annual	17/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
JPMorgan US Smaller Companies Investment Trust PLC	United Kingdom	Annual	17/06/2025	2	Approve Remuneration Policy	For	For	For	
JPMorgan US Smaller Companies Investment Trust PLC	United Kingdom	Annual	17/06/2025	3	Approve Remuneration Report	For	For	For	
JPMorgan US Smaller Companies Investment Trust PLC	United Kingdom	Annual	17/06/2025	4	Approve Final Dividend	For	For	For	
JPMorgan US Smaller Companies Investment Trust PLC	United Kingdom	Annual	17/06/2025	5	Re-elect Mandy Donald as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
JPMorgan US Smaller Companies Investment Trust PLC	United Kingdom	Annual	17/06/2025	6	Re-elect Christopher Metcalfe as Director	For	For	For	
JPMorgan US Smaller Companies Investment Trust PLC	United Kingdom	Annual	17/06/2025	7	Re-elect Dominic Neary as Director	For	For	For	
JPMorgan US Smaller Companies Investment Trust PLC	United Kingdom	Annual	17/06/2025	8	Re-elect Shefaly Yogendra as Director	For	For	For	
JPMorgan US Smaller Companies Investment Trust PLC	United Kingdom	Annual	17/06/2025	9	Reappoint BDO LLP as Auditors	For	For	For	
JPMorgan US Smaller Companies Investment Trust PLC	United Kingdom	Annual	17/06/2025	10	Authorise Board to Fix Remuneration of Auditors	For	For	For	
JPMorgan US Smaller Companies Investment Trust PLC	United Kingdom	Annual	17/06/2025	11	Approve Continuation of Company as Investment Trust	For	For	For	
JPMorgan US Smaller Companies Investment Trust PLC	United Kingdom	Annual	17/06/2025	12	Authorise Issue of Equity	For	For	For	
JPMorgan US Smaller Companies Investment Trust PLC	United Kingdom	Annual	17/06/2025	13	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
JPMorgan US Smaller Companies Investment Trust PLC	United Kingdom	Annual	17/06/2025	14	Authorise Issue of Equity (Additional Authority)	For	For	For	
JPMorgan US Smaller Companies Investment Trust PLC	United Kingdom	Annual	17/06/2025	15	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For	For	For	
JPMorgan US Smaller Companies Investment Trust PLC	United Kingdom	Annual	17/06/2025	16	Authorise Market Purchase of Ordinary Shares	For	For	For	
JPMorgan US Smaller Companies Investment Trust PLC	United Kingdom	Annual	17/06/2025	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Supermarket Income REIT Plc	United Kingdom	Special	17/06/2025	1	Approve Transfer of the Company's Category of Listing from the Closed-Ended Investment Funds Category to the Equity Shares (Commercial Companies) Category	For	For	For	
Warpaint London Plc	United Kingdom	Annual	17/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Warpaint London Plc	United Kingdom	Annual	17/06/2025	2	Approve Remuneration Report	For	Against	For	We were comfortable supporting this item, as even with the proposed increases, the Executive Directors' salaries are below peers.
Warpaint London Plc	United Kingdom	Annual	17/06/2025	3	Re-elect Samuel Bazini as Director	For	For	For	
Warpaint London Plc	United Kingdom	Annual	17/06/2025	4	Re-elect Neil Rodol as Director	For	For	For	
Warpaint London Plc	United Kingdom	Annual	17/06/2025	5	Re-elect Sally Craig as Director	For	For	For	
Warpaint London Plc	United Kingdom	Annual	17/06/2025	6	Reappoint BDO LLP as Auditors	For	For	For	
Warpaint London Plc	United Kingdom	Annual	17/06/2025	7	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Warpaint London Plc	United Kingdom	Annual	17/06/2025	8	Approve Final Dividend	For	For	For	
Warpaint London Plc	United Kingdom	Annual	17/06/2025	9	Authorise Issue of Equity	For	For	For	
Warpaint London Plc	United Kingdom	Annual	17/06/2025	10	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Warpaint London Plc	United Kingdom	Annual	17/06/2025	11	Authorise Market Purchase of Ordinary Shares	For	For	For	
Keurig Dr Pepper Inc.	USA	Annual	18/06/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
Keurig Dr Pepper Inc.	USA	Annual	18/06/2025	3	Ratify Deloitte & Touche LLP as Auditors	For	For	For	
Keurig Dr Pepper Inc.	USA	Annual	18/06/2025	1.1	Elect Director Timothy "Tim" Cofer	For	For	For	
Keurig Dr Pepper Inc.	USA	Annual	18/06/2025	1.2	Elect Director Robert "Bob" Gamgort	For	For	For	
Keurig Dr Pepper Inc.	USA	Annual	18/06/2025	1.3	Elect Director Oray B. Boston Jr.	For	For	For	
Keurig Dr Pepper Inc.	USA	Annual	18/06/2025	1.4	Elect Director Juliette Hickman	For	For	For	
Keurig Dr Pepper Inc.	USA	Annual	18/06/2025	1.5	Elect Director Pamela "Pam" Patsley	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Keurig Dr Pepper Inc.	USA	Annual	18/06/2025	1.6	Elect Director Debra Sandler	For	For	For	
Keurig Dr Pepper Inc.	USA	Annual	18/06/2025	1.7	Elect Director Robert "Bob" Singer	For	For	For	
Keurig Dr Pepper Inc.	USA	Annual	18/06/2025	1.8	Elect Director Mike Van de Ven	For	For	For	
Keurig Dr Pepper Inc.	USA	Annual	18/06/2025	1.9	Elect Director Lawson Whiting	For	For	For	
Polar Capital Global Financials Trust Plc	United Kingdom	Special	18/06/2025	1	Authorise Market Purchase of Ordinary Shares Pursuant to the Tender Offer	For	For	For	
Polar Capital Global Financials Trust Plc	United Kingdom	Special	18/06/2025	2	Authorise Issue of Equity Pursuant to the Secondary Placing	For	For	For	
Aquila European Renewables PLC	United Kingdom	Annual	19/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Aquila European Renewables PLC	United Kingdom	Annual	19/06/2025	2	Approve Remuneration Report	For	For	For	
Aquila European Renewables PLC	United Kingdom	Annual	19/06/2025	3	Re-elect Ian Nolan as Director	For	For	For	
Aquila European Renewables PLC	United Kingdom	Annual	19/06/2025	4	Re-elect Patricia Rodrigues as Director	For	For	For	
Aquila European Renewables PLC	United Kingdom	Annual	19/06/2025	5	Re-elect David MacLellan as Director	For	For	For	
Aquila European Renewables PLC	United Kingdom	Annual	19/06/2025	6	Re-elect Kenneth MacRitchie as Director	For	For	For	
Aquila European Renewables PLC	United Kingdom	Annual	19/06/2025	7	Re-elect Myrtle Dawes as Director	For	For	For	
Aquila European Renewables PLC	United Kingdom	Annual	19/06/2025	8	Reappoint PricewaterhouseCoopers as Auditors	For	For	For	
Aquila European Renewables PLC	United Kingdom	Annual	19/06/2025	9	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Aquila European Renewables PLC	United Kingdom	Annual	19/06/2025	10	Authorise Directors to Declare and Pay All Dividends of the Company as Interim Dividends	For	For	For	
Aquila European Renewables PLC	United Kingdom	Annual	19/06/2025	11	Authorise Market Purchase of Ordinary Shares	For	For	For	
Aquila European Renewables PLC	United Kingdom	Annual	19/06/2025	12	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Aquila European Renewables PLC	United Kingdom	Annual	19/06/2025	13	Approve Cancellation of Share Premium Account	For	For	For	
Franklin Global Trust plc	United Kingdom	Annual	19/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Franklin Global Trust plc	United Kingdom	Annual	19/06/2025	2	Approve Remuneration Report	For	For	For	
Franklin Global Trust plc	United Kingdom	Annual	19/06/2025	3	Approve Remuneration Policy	For	For	For	
Franklin Global Trust plc	United Kingdom	Annual	19/06/2025	4	Approve Dividend Policy	For	For	For	
Franklin Global Trust plc	United Kingdom	Annual	19/06/2025	5	Re-elect Marian Glen as Director	For	For	For	
Franklin Global Trust plc	United Kingdom	Annual	19/06/2025	6	Re-elect Christopher Metcalfe as Director	For	For	For	
Franklin Global Trust plc	United Kingdom	Annual	19/06/2025	7	Re-elect Lindsay Dodsworth as Director	For	For	For	
Franklin Global Trust plc	United Kingdom	Annual	19/06/2025	8	Elect Krishna Shanmuganathan as Director	For	For	For	
Franklin Global Trust plc	United Kingdom	Annual	19/06/2025	9	Reappoint Ernst & Young LLP as Auditors	For	For	For	
Franklin Global Trust plc	United Kingdom	Annual	19/06/2025	10	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Franklin Global Trust plc	United Kingdom	Annual	19/06/2025	11	Authorise Issue of Equity	For	For	For	
Franklin Global Trust plc	United Kingdom	Annual	19/06/2025	12	Authorise Market Purchase of Ordinary Shares	For	For	For	
Franklin Global Trust plc	United Kingdom	Annual	19/06/2025	13	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Franklin Global Trust plc	United Kingdom	Annual	19/06/2025	14	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For	For	For	
Franklin Global Trust plc	United Kingdom	Annual	19/06/2025	15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	1	Elect Maria Kyriacou as Director	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	2	Elect Catherine Levene as Director	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	3	Re-elect John Rishton as Director	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	4	Re-elect Stephen Carter as Director	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	5	Re-elect Louise Smalley as Director	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	6	Re-elect Gareth Wright as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Informa Plc	United Kingdom	Annual	19/06/2025	7	Re-elect Gill Whitehead as Director	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	8	Re-elect Patrick Martell as Director	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	9	Re-elect Joanne Wilson as Director	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	10	Re-elect Zheng Yin as Director	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	11	Re-elect Andy Ransom as Director	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	12	Accept Financial Statements and Statutory Reports	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	13	Approve Remuneration Report	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	14	Approve Final Dividend	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	15	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	17	Authorise UK Political Donations and Expenditure	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	18	Authorise Issue of Equity	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	19	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	21	Authorise Market Purchase of Ordinary Shares	For	For	For	
Informa Plc	United Kingdom	Annual	19/06/2025	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Pantheon Infrastructure PLC	United Kingdom	Annual	19/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Pantheon Infrastructure PLC	United Kingdom	Annual	19/06/2025	2	Approve Remuneration Report	For	For	For	
Pantheon Infrastructure PLC	United Kingdom	Annual	19/06/2025	3	Elect Anthony Bickerstaff as Director	For	For	For	
Pantheon Infrastructure PLC	United Kingdom	Annual	19/06/2025	4	Re-elect Anne Baldock as Director	For	For	For	
Pantheon Infrastructure PLC	United Kingdom	Annual	19/06/2025	5	Re-elect Andrea Finegan as Director	For	For	For	
Pantheon Infrastructure PLC	United Kingdom	Annual	19/06/2025	6	Re-elect Patrick O'Donnell Bourke as Director	For	For	For	
Pantheon Infrastructure PLC	United Kingdom	Annual	19/06/2025	7	Reappoint Ernst & Young LLP as Auditors	For	For	For	
Pantheon Infrastructure PLC	United Kingdom	Annual	19/06/2025	8	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	For	
Pantheon Infrastructure PLC	United Kingdom	Annual	19/06/2025	9	Authorise Issue of Equity	For	For	For	
Pantheon Infrastructure PLC	United Kingdom	Annual	19/06/2025	10	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Pantheon Infrastructure PLC	United Kingdom	Annual	19/06/2025	11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Pantheon Infrastructure PLC	United Kingdom	Annual	19/06/2025	12	Authorise Market Purchase of Ordinary Shares	For	For	For	
Pantheon Infrastructure PLC	United Kingdom	Annual	19/06/2025	13	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Partners Group Private Equity Limited	Guernsey	Annual	19/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Partners Group Private Equity Limited	Guernsey	Annual	19/06/2025	2	Approve Remuneration Report	For	For	For	
Partners Group Private Equity Limited	Guernsey	Annual	19/06/2025	3	Ratify PricewaterhouseCoopers CI LLP as Auditors	For	For	For	
Partners Group Private Equity Limited	Guernsey	Annual	19/06/2025	4	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Partners Group Private Equity Limited	Guernsey	Annual	19/06/2025	5	Re-elect Peter McKellar as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Partners Group Private Equity Limited	Guernsey	Annual	19/06/2025	6	Re-elect Fionnuala Carvill as Director	For	For	For	
Partners Group Private Equity Limited	Guernsey	Annual	19/06/2025	7	Re-elect Axel Holtrup as Director	For	For	For	
Partners Group Private Equity Limited	Guernsey	Annual	19/06/2025	8	Elect Nicola Paul as Director	For	For	For	
Partners Group Private Equity Limited	Guernsey	Annual	19/06/2025	9	Re-elect Gerhard Roggemann as Director	For	For	For	
Partners Group Private Equity Limited	Guernsey	Annual	19/06/2025	10	Re-elect Merise Wheatley as Director	For	For	For	
Partners Group Private Equity Limited	Guernsey	Annual	19/06/2025	11	Approve Company's Dividend Objective	For	For	For	
Partners Group Private Equity Limited	Guernsey	Annual	19/06/2025	12	Authorise Market Purchase of Ordinary Shares	For	For	For	
Partners Group Private Equity Limited	Guernsey	Annual	19/06/2025	13	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Partners Group Private Equity Limited	Guernsey	Annual	19/06/2025	14	Adopt New Articles of Incorporation	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	2	Approve Remuneration Policy	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	3	Approve Remuneration Report	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	4	Approve Final Dividend	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	5	Re-elect Kal Atwal as Director	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	6	Re-elect Horst Baier as Director	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	7	Re-elect Adam Crozier as Director	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	8	Re-elect Frank Fiskers as Director	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	9	Re-elect Richard Gillingwater as Director	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	10	Re-elect Karen Jones as Director	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	11	Re-elect Hemant Patel as Director	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	12	Re-elect Dominic Paul as Director	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	13	Re-elect Shelley Roberts as Director	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	14	Re-elect Cilla Snowball as Director	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	15	Reappoint Deloitte LLP as Auditors	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	16	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	17	Authorise UK Political Donations and Expenditure	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	18	Authorise Issue of Equity	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	19	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	21	Authorise Market Purchase of Ordinary Shares	For	For	For	
Whitbread Plc	United Kingdom	Annual	19/06/2025	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
East Japan Railway Co.	Japan	Annual	20/06/2025	1	Approve Allocation of Income, with a Final Dividend of JPY 34	For	For	For	
East Japan Railway Co.	Japan	Annual	20/06/2025	2.1	Elect Director Fukasawa, Yuji	For	For	For	
East Japan Railway Co.	Japan	Annual	20/06/2025	2.2	Elect Director Kise, Yoichi	For	For	For	
East Japan Railway Co.	Japan	Annual	20/06/2025	2.3	Elect Director Watari, Chiharu	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
East Japan Railway Co.	Japan	Annual	20/06/2025	2.4	Elect Director Ito, Atsuko	For	For	For	
East Japan Railway Co.	Japan	Annual	20/06/2025	2.5	Elect Director Ikeda, Hirohiko	For	For	For	
East Japan Railway Co.	Japan	Annual	20/06/2025	2.6	Elect Director Nakagawa, Harumi	For	For	For	
East Japan Railway Co.	Japan	Annual	20/06/2025	2.7	Elect Director Uchida, Hideji	For	For	For	
East Japan Railway Co.	Japan	Annual	20/06/2025	2.8	Elect Director Kawamoto, Hiroko	For	For	For	
East Japan Railway Co.	Japan	Annual	20/06/2025	2.9	Elect Director Iwamoto, Toshio	For	For	For	
East Japan Railway Co.	Japan	Annual	20/06/2025	3.1	Elect Director and Audit Committee Member Kinoshita, Takashi	For	For	For	
East Japan Railway Co.	Japan	Annual	20/06/2025	3.2	Elect Director and Audit Committee Member Kawanobe, Osamu	For	For	For	
East Japan Railway Co.	Japan	Annual	20/06/2025	3.3	Elect Director and Audit Committee Member Mori, Kimitaka	For	Against	Against	We voted against the re-election of this director owing to independence concerns.
East Japan Railway Co.	Japan	Annual	20/06/2025	3.4	Elect Director and Audit Committee Member Koike, Hiroshi	For	For	For	
East Japan Railway Co.	Japan	Annual	20/06/2025	2.10	Elect Director Noda, Yumiko	For	For	For	
East Japan Railway Co.	Japan	Annual	20/06/2025	2.11	Elect Director Ohashi, Hiroshi	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	2	Approve Remuneration Report	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	3	Approve Remuneration Policy	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	4	Approve Final Dividend	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	5	Elect Ian McLeod as Director	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	6	Elect Bhavesh Mistry as Director	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	7	Elect Lucinda Riches as Director	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	8	Re-elect Claudia Arney as Director	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	9	Re-elect Jeff Carr as Director	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	10	Re-elect Thierry Garnier as Director	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	11	Re-elect Sophie Gasperment as Director	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	12	Re-elect Bill Lennie as Director	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	13	Reappoint Deloitte LLP as Auditors	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	15	Authorise UK Political Donations and Expenditure	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	16	Authorise Issue of Equity	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	17	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	19	Authorise Market Purchase of Ordinary Shares	For	For	For	
Kingfisher Plc	United Kingdom	Annual	23/06/2025	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Elixirr International Plc	United Kingdom	Annual	24/06/2025	1	Accept Financial Statements and Statutory Reports	For	Against	Against	
Elixirr International Plc	United Kingdom	Annual	24/06/2025	2	Approve Final Dividend	For	For	For	
Elixirr International Plc	United Kingdom	Annual	24/06/2025	3	Re-elect Gavin Patterson as Director	For	For	For	
Elixirr International Plc	United Kingdom	Annual	24/06/2025	4	Re-elect Stephen Newton as Director	For	For	For	
Elixirr International Plc	United Kingdom	Annual	24/06/2025	5	Re-elect Graham Busby as Director	For	For	For	
Elixirr International Plc	United Kingdom	Annual	24/06/2025	6	Elect Nicholas Willott as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
Elixirr International Plc	United Kingdom	Annual	24/06/2025	7	Re-elect Charlotte Stranner as Director	For	For	For	
Elixirr International Plc	United Kingdom	Annual	24/06/2025	8	Re-elect Simon Retter as Director	For	For	For	
Elixirr International Plc	United Kingdom	Annual	24/06/2025	9	Reappoint Crowe U.K. LLP as Auditors	For	For	For	
Elixirr International Plc	United Kingdom	Annual	24/06/2025	10	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Elixirr International Plc	United Kingdom	Annual	24/06/2025	11	Authorise Issue of Equity	For	For	For	
Elixirr International Plc	United Kingdom	Annual	24/06/2025	12	Amend the Option Dilution Limit Resolution Passed at the 2021 AGM in Respect of the Share Plans	For	Against	Against	
Elixirr International Plc	United Kingdom	Annual	24/06/2025	13	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Elixirr International Plc	United Kingdom	Annual	24/06/2025	14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Elixirr International Plc	United Kingdom	Annual	24/06/2025	15	Adopt New Articles of Association	For	For	For	
Gresham House Energy Storage	United Kingdom	Annual	24/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Gresham House Energy Storage	United Kingdom	Annual	24/06/2025	2	Approve Remuneration Report	For	For	For	
Gresham House Energy Storage	United Kingdom	Annual	24/06/2025	3	Approve Company's Dividend Policy	For	For	For	
Gresham House Energy Storage	United Kingdom	Annual	24/06/2025	4	Re-elect John Leggate as Director	For	For	For	
Gresham House Energy Storage	United Kingdom	Annual	24/06/2025	5	Re-elect Isabel Liu as Director	For	For	For	
Gresham House Energy Storage	United Kingdom	Annual	24/06/2025	6	Re-elect Duncan Neale as Director	For	For	For	
Gresham House Energy Storage	United Kingdom	Annual	24/06/2025	7	Re-elect Cathy Pitt as Director	For	For	For	
Gresham House Energy Storage	United Kingdom	Annual	24/06/2025	8	Re-elect David Stevenson as Director	For	For	For	
Gresham House Energy Storage	United Kingdom	Annual	24/06/2025	9	Reappoint BDO LLP as Auditors	For	For	For	
Gresham House Energy Storage	United Kingdom	Annual	24/06/2025	10	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Gresham House Energy Storage	United Kingdom	Annual	24/06/2025	11	Approve Increase in the Maximum Aggregate Fees Payable to Directors	For	For	For	
Gresham House Energy Storage	United Kingdom	Annual	24/06/2025	12	Authorise Issue of Equity	For	For	For	
Gresham House Energy Storage	United Kingdom	Annual	24/06/2025	13	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Gresham House Energy Storage	United Kingdom	Annual	24/06/2025	14	Authorise Market Purchase of Ordinary Shares	For	For	For	
Gresham House Energy Storage	United Kingdom	Annual	24/06/2025	15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
abrdn European Logistics Income PLC	United Kingdom	Annual	25/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
abrdn European Logistics Income PLC	United Kingdom	Annual	25/06/2025	2	Approve Remuneration Report	For	For	For	
abrdn European Logistics Income PLC	United Kingdom	Annual	25/06/2025	3	Approve Remuneration Policy	For	For	For	
abrdn European Logistics Income PLC	United Kingdom	Annual	25/06/2025	4	Approve Dividend Policy	For	For	For	
abrdn European Logistics Income PLC	United Kingdom	Annual	25/06/2025	5	Re-elect Caroline Gulliver as Director	For	For	For	
abrdn European Logistics Income PLC	United Kingdom	Annual	25/06/2025	6	Re-elect John Heawood as Director	For	For	For	
abrdn European Logistics Income PLC	United Kingdom	Annual	25/06/2025	7	Re-elect Tony Roper as Director	For	For	For	
abrdn European Logistics Income PLC	United Kingdom	Annual	25/06/2025	8	Reappoint KPMG LLP as Auditors	For	For	For	
abrdn European Logistics Income PLC	United Kingdom	Annual	25/06/2025	9	Authorise Board to Fix Remuneration of Auditors	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
abrdn European Logistics Income PLC	United Kingdom	Annual	25/06/2025	10	Authorise Market Purchase of Ordinary Shares	For	For	For	
abrdn European Logistics Income PLC	United Kingdom	Annual	25/06/2025	11	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
CQS Natural Resources Growth And Income PLC	United Kingdom	Special	25/06/2025	1	Authorise Market Purchase of Ordinary Shares Pursuant to the Tender Offer	For	For	For	
CQS Natural Resources Growth And Income PLC	United Kingdom	Special	25/06/2025	2	Approve Change of Policy for Future Continuation Votes	For	For	For	
NVIDIA Corporation	USA	Annual	25/06/2025	1a	Elect Director Robert K. Burgess	For	For	For	
NVIDIA Corporation	USA	Annual	25/06/2025	1b	Elect Director Tench Coxo	For	For	For	
NVIDIA Corporation	USA	Annual	25/06/2025	1c	Elect Director John O. Dabiri	For	For	For	
NVIDIA Corporation	USA	Annual	25/06/2025	1d	Elect Director Persis S. Drell	For	For	For	
NVIDIA Corporation	USA	Annual	25/06/2025	1e	Elect Director Jen-Hsun Huang	For	For	For	
NVIDIA Corporation	USA	Annual	25/06/2025	1f	Elect Director Dawn Hudson	For	For	For	
NVIDIA Corporation	USA	Annual	25/06/2025	1g	Elect Director Harvey C. Jones	For	For	For	
NVIDIA Corporation	USA	Annual	25/06/2025	1h	Elect Director Melissa B. Lora	For	For	For	
NVIDIA Corporation	USA	Annual	25/06/2025	1i	Elect Director Stephen C. Neal	For	For	For	
NVIDIA Corporation	USA	Annual	25/06/2025	1j	Elect Director Ellen Ochoa	For	For	For	
NVIDIA Corporation	USA	Annual	25/06/2025	1k	Elect Director A. Brooke Seawell	For	For	For	
NVIDIA Corporation	USA	Annual	25/06/2025	1l	Elect Director Aarti Shah	For	For	For	
NVIDIA Corporation	USA	Annual	25/06/2025	1m	Elect Director Mark A. Stevens	For	For	For	
NVIDIA Corporation	USA	Annual	25/06/2025	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
NVIDIA Corporation	USA	Annual	25/06/2025	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
NVIDIA Corporation	USA	Annual	25/06/2025	4	Eliminate Supermajority Vote Requirements	For	For	For	
NVIDIA Corporation	USA	Annual	25/06/2025	5	Amend Right to Call Special Meeting	Against	Against	Against	We voted against this proposal as it seeks only to remove the holding period, however, the existing one-year holding period is in line with SEC requirements and peers.
NVIDIA Corporation	USA	Annual	25/06/2025	6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	Against	Against	Against	We voted against this request as the current policies are in line with peers.
NVIDIA Corporation	USA	Annual	25/06/2025	7	Enhance Workforce Data Reporting	Against	Against	Against	We voted against this request, as the current level of workforce data reporting is sufficient, and the ask seems overly prescriptive at this time.
3i Group Plc	United Kingdom	Annual	26/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	2	Approve Remuneration Report	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	3	Approve Dividend	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	4	Re-elect Simon Borrows as Director	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	5	Re-elect Stephen Daintith as Director	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	6	Re-elect Jasi Halai as Director	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	7	Re-elect James Hatchley as Director	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	8	Re-elect David Hutchison as Director	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	9	Re-elect Lesley Knox as Director	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	10	Re-elect Coline McConville as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
3i Group Plc	United Kingdom	Annual	26/06/2025	11	Re-elect Peter McKellar as Director	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	12	Elect Hemant Patel as Director	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	13	Re-elect Alexandra Schaapveld as Director	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	14	Reappoint KPMG LLP as Auditors	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	15	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	16	Authorise UK Political Donations and Expenditure	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	17	Authorise Issue of Equity	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	18	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	20	Authorise Market Purchase of Ordinary Shares	For	For	For	
3i Group Plc	United Kingdom	Annual	26/06/2025	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	
Next 15 Group Plc	United Kingdom	Annual	26/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Next 15 Group Plc	United Kingdom	Annual	26/06/2025	2	Approve Remuneration Report	For	For	For	
Next 15 Group Plc	United Kingdom	Annual	26/06/2025	3	Approve Final Dividend	For	For	For	
Next 15 Group Plc	United Kingdom	Annual	26/06/2025	4	Elect Mark Astaire as Director	For	For	For	
Next 15 Group Plc	United Kingdom	Annual	26/06/2025	5	Elect Mickey Kalifa as Director	For	For	For	
Next 15 Group Plc	United Kingdom	Annual	26/06/2025	6	Elect Samantha Wren as Director	For	For	For	
Next 15 Group Plc	United Kingdom	Annual	26/06/2025	7	Re-elect Penny Ladkin-Brand as Director	For	For	For	
Next 15 Group Plc	United Kingdom	Annual	26/06/2025	8	Re-elect Tim Dyson as Director	For	For	For	
Next 15 Group Plc	United Kingdom	Annual	26/06/2025	9	Re-elect Jonathan Peachey as Director	For	For	For	
Next 15 Group Plc	United Kingdom	Annual	26/06/2025	10	Re-elect Paul Butler as Director	For	For	For	
Next 15 Group Plc	United Kingdom	Annual	26/06/2025	11	Reappoint Deloitte LLP as Auditors	For	For	For	
Next 15 Group Plc	United Kingdom	Annual	26/06/2025	12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	For	
Next 15 Group Plc	United Kingdom	Annual	26/06/2025	13	Authorise Issue of Equity	For	For	For	
Next 15 Group Plc	United Kingdom	Annual	26/06/2025	14	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Next 15 Group Plc	United Kingdom	Annual	26/06/2025	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Next 15 Group Plc	United Kingdom	Annual	26/06/2025	16	Authorise Market Purchase of Ordinary Shares	For	For	For	
Next 15 Group Plc	United Kingdom	Annual	26/06/2025	17	Approve Cancellation of the Amount Standing to the Credit of the Company's Share Premium Account	For	For	For	
FANUC Corp.	Japan	Annual	27/06/2025	1	Approve Allocation of Income, with a Final Dividend of JPY 49.88	For	For	For	
FANUC Corp.	Japan	Annual	27/06/2025	2.1	Elect Director Yamaguchi, Kenji	For	For	For	
FANUC Corp.	Japan	Annual	27/06/2025	2.2	Elect Director Sasuga, Ryuji	For	For	For	
FANUC Corp.	Japan	Annual	27/06/2025	2.3	Elect Director Michael J. Cicco	For	For	For	
FANUC Corp.	Japan	Annual	27/06/2025	2.4	Elect Director Yamazaki, Naoko	For	For	For	
FANUC Corp.	Japan	Annual	27/06/2025	2.5	Elect Director Uozumi, Hiroto	For	For	For	
FANUC Corp.	Japan	Annual	27/06/2025	2.6	Elect Director Takeda, Yoko	For	For	For	
FANUC Corp.	Japan	Annual	27/06/2025	3.1	Elect Director and Audit Committee Member Okada, Toshiya	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
FANUC Corp.	Japan	Annual	27/06/2025	3.2	Elect Director and Audit Committee Member Yokoi, Hidetoshi	For	For	For	
FANUC Corp.	Japan	Annual	27/06/2025	3.3	Elect Director and Audit Committee Member Tomita, Mieko	For	For	For	
FANUC Corp.	Japan	Annual	27/06/2025	3.4	Elect Director and Audit Committee Member Igashima, Shigeo	For	For	For	
Jersey Oil & Gas Plc	Jersey	Annual	27/06/2025	1	Accept Financial Statements and Statutory Reports	For	Against	For	We have engaged the company and disagree with ISS's assessment. The outcomes achieved for bonus pay-outs were pre-set within the executives KPIs. These goals were achieved.
Jersey Oil & Gas Plc	Jersey	Annual	27/06/2025	2	Re-elect Leslie Thomas as Director	For	Abstain	For	Given that we support management on ITEM 1 and disagree with the ISS assessment, we do not see a need to vote against the the Chair as we do not see this as a material violation of corporate governance standards.
Jersey Oil & Gas Plc	Jersey	Annual	27/06/2025	3	Ratify BDO LLP as Auditors and Authorise Their Remuneration	For	For	For	
Jersey Oil & Gas Plc	Jersey	Annual	27/06/2025	4	Authorise Issue of Equity	For	For	For	
Jersey Oil & Gas Plc	Jersey	Annual	27/06/2025	5	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Jersey Oil & Gas Plc	Jersey	Annual	27/06/2025	6	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	
Phoenix Copper Ltd. (United Kingdom)	Virgin Isl (UK)	Annual	27/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Phoenix Copper Ltd. (United Kingdom)	Virgin Isl (UK)	Annual	27/06/2025	2	Ratify Crowe U.K. LLP as Auditors	For	For	For	
Phoenix Copper Ltd. (United Kingdom)	Virgin Isl (UK)	Annual	27/06/2025	3	Authorise Board to Fix Remuneration of Auditors	For	For	For	
Phoenix Copper Ltd. (United Kingdom)	Virgin Isl (UK)	Annual	27/06/2025	4	Re-elect Catherine Evans as Director	For	Against	Against	
Phoenix Copper Ltd. (United Kingdom)	Virgin Isl (UK)	Annual	27/06/2025	5	Re-elect Jason Riley as Director	For	Against	Against	
Phoenix Copper Ltd. (United Kingdom)	Virgin Isl (UK)	Annual	27/06/2025	6	Authorise Issue of Equity	For	Against	Against	
Phoenix Copper Ltd. (United Kingdom)	Virgin Isl (UK)	Annual	27/06/2025	7	Authorise Issue of Equity without Pre-emptive Rights	For	Against	Against	
The Renewables Infrastructure Group Limited	Guernsey	Annual	27/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
The Renewables Infrastructure Group Limited	Guernsey	Annual	27/06/2025	2	Re-elect Richard Morse as Director	For	For	For	
The Renewables Infrastructure Group Limited	Guernsey	Annual	27/06/2025	3	Re-elect Tove Feld as Director	For	For	For	
The Renewables Infrastructure Group Limited	Guernsey	Annual	27/06/2025	4	Re-elect John Whittle as Director	For	For	For	
The Renewables Infrastructure Group Limited	Guernsey	Annual	27/06/2025	5	Re-elect Erna-Maria Trixl as Director	For	For	For	
The Renewables Infrastructure Group Limited	Guernsey	Annual	27/06/2025	6	Re-elect Selina Sagayam as Director	For	For	For	

Company Name	Country	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Mgmt Rec	ISS Rec	QC Vote	Vote Rationale
The Renewables Infrastructure Group Limited	Guernsey	Annual	27/06/2025	7	Ratify Deloitte LLP as Auditors	For	For	For	
The Renewables Infrastructure Group Limited	Guernsey	Annual	27/06/2025	8	Authorise Board to Fix Remuneration of Auditors	For	For	For	
The Renewables Infrastructure Group Limited	Guernsey	Annual	27/06/2025	9	Approve Remuneration Report	For	For	For	
The Renewables Infrastructure Group Limited	Guernsey	Annual	27/06/2025	10	Approve Remuneration Policy	For	For	For	
The Renewables Infrastructure Group Limited	Guernsey	Annual	27/06/2025	11	Approve Company's Dividend Policy	For	For	For	
The Renewables Infrastructure Group Limited	Guernsey	Annual	27/06/2025	12	Approve Scrip Dividend Program	For	For	For	
The Renewables Infrastructure Group Limited	Guernsey	Annual	27/06/2025	13	Authorise Market Purchase of Ordinary Shares	For	For	For	
The Renewables Infrastructure Group Limited	Guernsey	Annual	27/06/2025	14	Authorise Issue of Equity	For	For	For	
The Renewables Infrastructure Group Limited	Guernsey	Annual	27/06/2025	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
The Renewables Infrastructure Group Limited	Guernsey	Annual	27/06/2025	16	Amend Articles of Incorporation	For	For	For	
Advanced Medical Solutions Group Plc	United Kingdom	Annual	30/06/2025	1	Accept Financial Statements and Statutory Reports	For	For	For	
Advanced Medical Solutions Group Plc	United Kingdom	Annual	30/06/2025	2	Approve Remuneration Report	For	For	For	
Advanced Medical Solutions Group Plc	United Kingdom	Annual	30/06/2025	3	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	For	For	For	
Advanced Medical Solutions Group Plc	United Kingdom	Annual	30/06/2025	4	Re-elect Grahame Cook as Director	For	For	For	
Advanced Medical Solutions Group Plc	United Kingdom	Annual	30/06/2025	5	Re-elect Douglas Le Fort as Director	For	For	For	
Advanced Medical Solutions Group Plc	United Kingdom	Annual	30/06/2025	6	Elect Susan Searle as Director	For	For	For	
Advanced Medical Solutions Group Plc	United Kingdom	Annual	30/06/2025	7	Re-elect Chris Meredith as Director	For	For	For	
Advanced Medical Solutions Group Plc	United Kingdom	Annual	30/06/2025	8	Re-elect Eddie Johnson as Director	For	For	For	
Advanced Medical Solutions Group Plc	United Kingdom	Annual	30/06/2025	9	Approve Final Dividend	For	For	For	
Advanced Medical Solutions Group Plc	United Kingdom	Annual	30/06/2025	10	Authorise Issue of Equity	For	For	For	
Advanced Medical Solutions Group Plc	United Kingdom	Annual	30/06/2025	11	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	
Advanced Medical Solutions Group Plc	United Kingdom	Annual	30/06/2025	12	Authorise Market Purchase of Ordinary Shares	For	For	For	

Quilter Cheviot

Senator House
85 Queen Victoria Street
London EC4V 4AB
+44 (0)20 7150 4000

To find out more please contact your investment manager
or email: marketing@quiltercheviot.com



quiltercheviot.com

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